DEPARTMENT OF PSYCHOLOGICAL SCIENCES

CRITERIA FOR PROMOTION TO THE RANKS OF CLINICAL ASSOCIATE PROFESSOR AND CLINICAL PROFESSOR

As Approved by the Primary Committee on April 29, 2011
This document describes factors to be considered in decisions for career advancement for faculty members who focus on excellence in clinical/professional instruction and who serve as outstanding role models to students. These individuals engage in activities essential to the missions of programs that include a large component of clinical/professional education and supervision of students. Specifically, this document provides guidelines for promotion to the ranks of clinical associate professor and clinical professor in the Department of Psychological Sciences.

The official University criteria and procedures for promotion are outlined in a memorandum issued by the Office of the Provost on August 1, 2010, titled “West Lafayette Campus Promotion Policy.” The criteria listed below are intended as useful information both for faculty seeking promotion and for members of the Department’s Primary Committee and members of the HHS Area Committee who have responsibility for evaluating candidates’ credentials. The items included in this discussion are not intended to be a checklist for promotion. Instead, each of them will be evaluated in the context provided by the full record.

In contrast to research-track or tenure-track faculty members, clinical-track faculty members are evaluated on the basis of excellence in teaching, service, and/or engagement rather than on the basis of excellence in research/discovery. Clinical-track faculty members are not expected to contribute to the research/discovery mission of the Department. Also in contrast to research-track and tenure-track faculty, a distinction is made between service and engagement. Service includes service to the department, and to regional, national, and international organizations. Engagement includes outreach to providers and consumers of psychological services.

**Expectations for Promotion to Clinical Associate Professor**

Successful candidates for promotion to Clinical Associate Professor must demonstrate evidence of excellence in teaching, a primary commitment to assist the Clinical Area in meeting its programmatic need for clinical training and supervision, and engagement outside the University setting. The faculty member is expected to provide the following:

1. Evidence of exemplary teaching/supervision as measured by a teaching portfolio that includes student ratings, observer/peer evaluations, and information from outside practica sites on the preparation of students by the promotion candidate. Exemplary teaching/supervision may also be evident in presentations and publications on teaching/supervision.

2. Evidence of exemplary service to the Department, College, or University, and/or to local, state, or regional professional organizations. Such evidence might include the creation of new student opportunities in the community, involvement with other departments with clinical missions, service on appropriate committees, or holding office in professional organizations.

3. Evidence of positive impact via engagement in the community. Such impact is possible through presentations/workshops offered to providers, clients, and other stakeholders. The positive impact of such activities should be documented; such documentation might
include letters of support from community stakeholders, repeated invitations to offer workshops, and/or positive ratings from workshop attendees.

4. Endorsement from external reviewers. Such reviewers will receive the candidate’s curriculum vita along with supporting documents that include these promotion standards, the candidate’s teaching portfolio, and evidence of service and positive impact.

**Expectations for Promotion to Clinical Professor**

Successful candidates for promotion to Clinical Professor must demonstrate an extremely high level of professional accomplishment in teaching, service, and engagement and must be recognized by their peers *at the national level*. The faculty member is expected to provide the following:

1. Evidence of exemplary teaching/supervision as measured by a teaching portfolio that includes student ratings, observer/peer evaluations, and information from outside practica sites on student quality, and independent evaluations from faculty in similar positions at other Universities. Exemplary teaching/supervision may also be evident in presentations and publications on teaching/supervision.

2. Evidence of exemplary service to the Department, College, and/or University and/or to local, state, or regional professional organizations.

3. National status in one’s field through appointment to leadership roles or committees in professional associations.

4. Evidence of positive impact via engagement in the community. Such impact is possible through presentations/workshops offered to providers, clients, and other stakeholders. The positive impact of such activities should be documented.

5. Endorsement from external reviewers attesting to the candidate’s national status. Such reviewers will receive the candidate’s curriculum vita along with supporting documents that include these promotion standards, the candidate’s teaching portfolio, and evidence of service and positive impact.