

# *Clinical/Professional Faculty Through the Years*



# 1994 Establishment of C/P Faculty at Purdue

UNIVERSITY SENATE  
Eighth Meeting, Monday, 25 April 1994, 2:30 p.m.  
Room 302, Stewart Center

## AGENDA

1. Call to order Professor A. Charlene Sullivan
2. Approval of Minutes of 28 March 1994
3. Acceptance of Agenda
4. Remarks by the President President Steven C. Beering
5. Report of the Chairperson Professor A. Charlene Sullivan
6. Resume of Items Under Consideration by Various Standing Committees For Information Professor Leah H. Jamieson
7. Question Time
8. University Senate Document 93-13 Nominees for Standing Committees For Action Professor Martha O. Chiscon
9. University Senate Document 93-12 Nominees for University Faculty Committees For Action Professor Martha O. Chiscon
10. University Senate Document 93-11 Recommendation for Change in the Purdue University Computer Center Policy Committee For Action Professor C. Douglas Sutton
11. University Senate Document 93-10 Establishment of Clinical/Professional Faculty For Action Professor Clifford H. Swensen, Jr.
12. University Senate Document 93-14 Course Cancellation Intervals on the North Central Campus For Discussion Professor Glenn R. Hueckel
13. University Senate Report 93-6 Faculty Memorial For Information Professor Clifford H. Swensen, Jr.
14. University Senate Report 93-7 Removing the Barriers: Procedures to Accommodate Students with Disabilities For Information Professor Glenn R. Hueckel
15. New Business
16. Memorial Resolutions
17. Adjournment

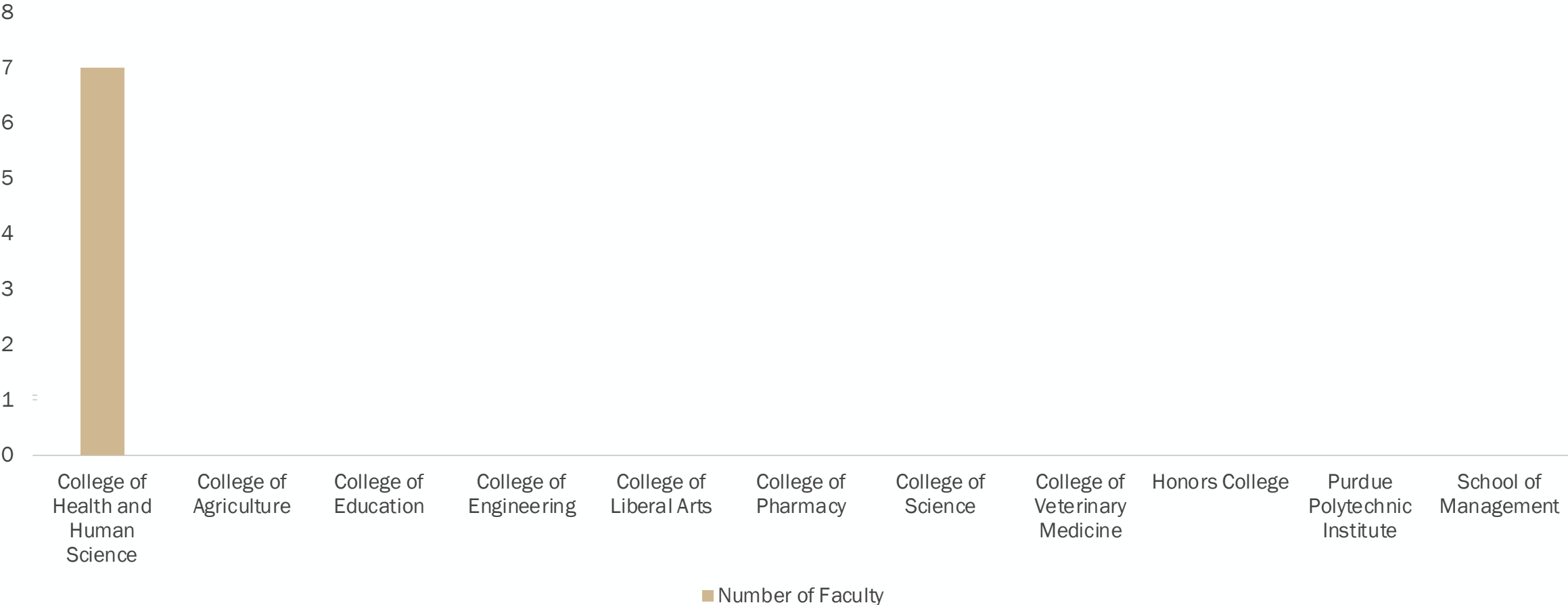
Traditionally, teaching, research and service have been the primary responsibilities of faculty within the University. A select number of University departments have faculty who are responsible for a unique aspect of this traditional triad termed clinical/professional practice. Unlike other faculty, these faculty have heavy clinical/professional commitments and spend the vast majority of their time in practicum settings.

...

This document proposes a nontenure track faculty appointment, i.e., clinical/professional faculty, who are based within a department. Nontenure track appointments will provide the opportunity 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 will engage in activities essential to the missions of programs which include a large component of clinical/professional education and supervision of students.

...

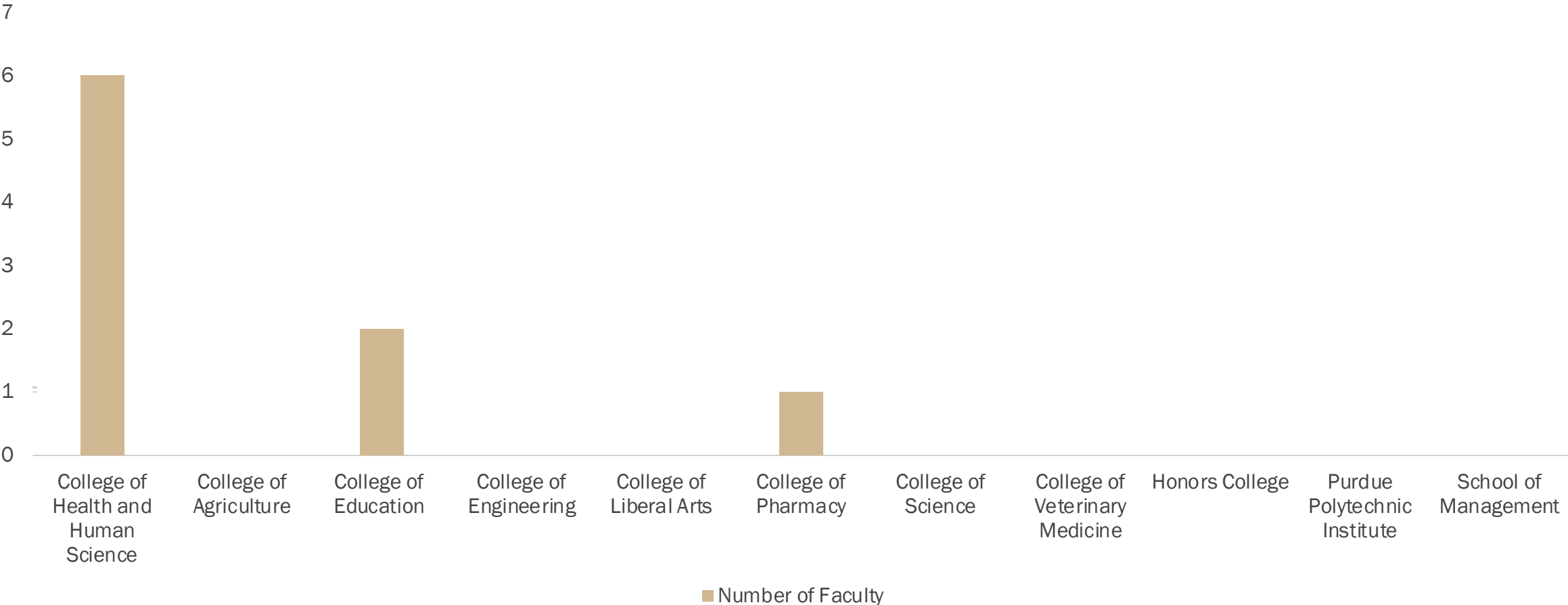
# 1994: C/P Faculty @ Purdue



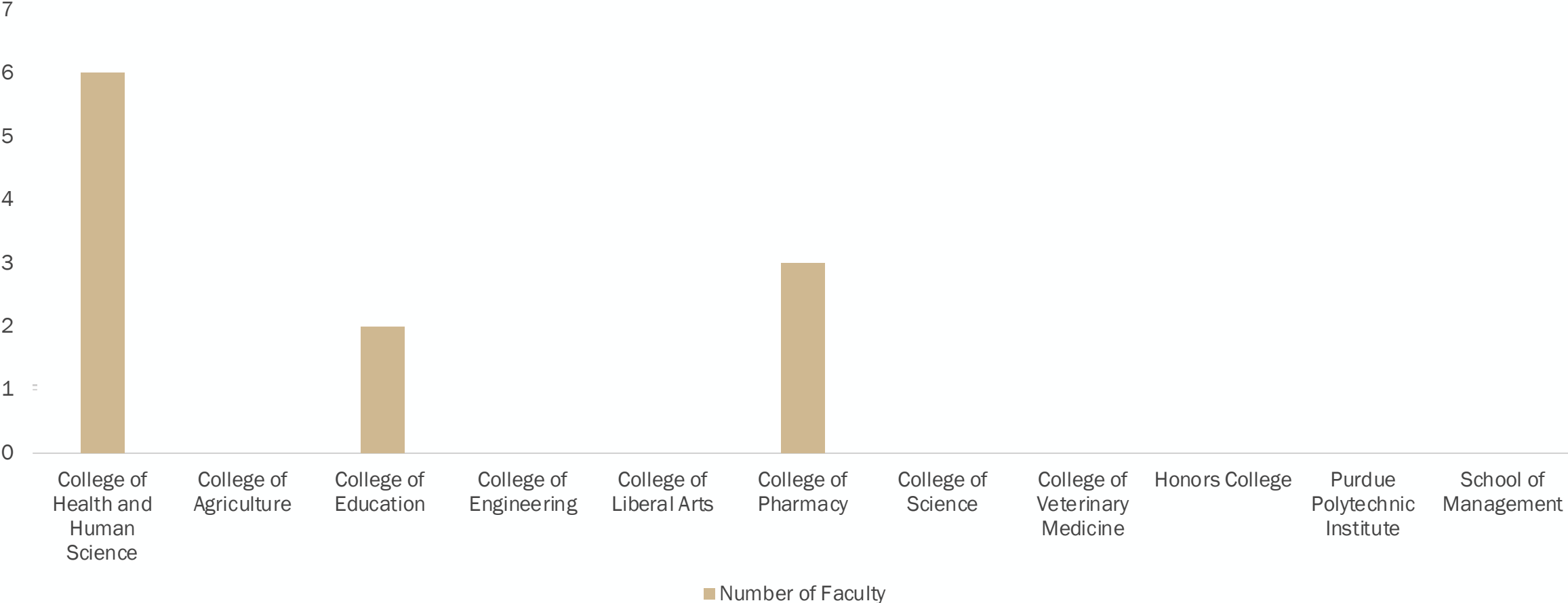
# *Spring 1994 & Spring 2024: Eclipse viewed on campus*



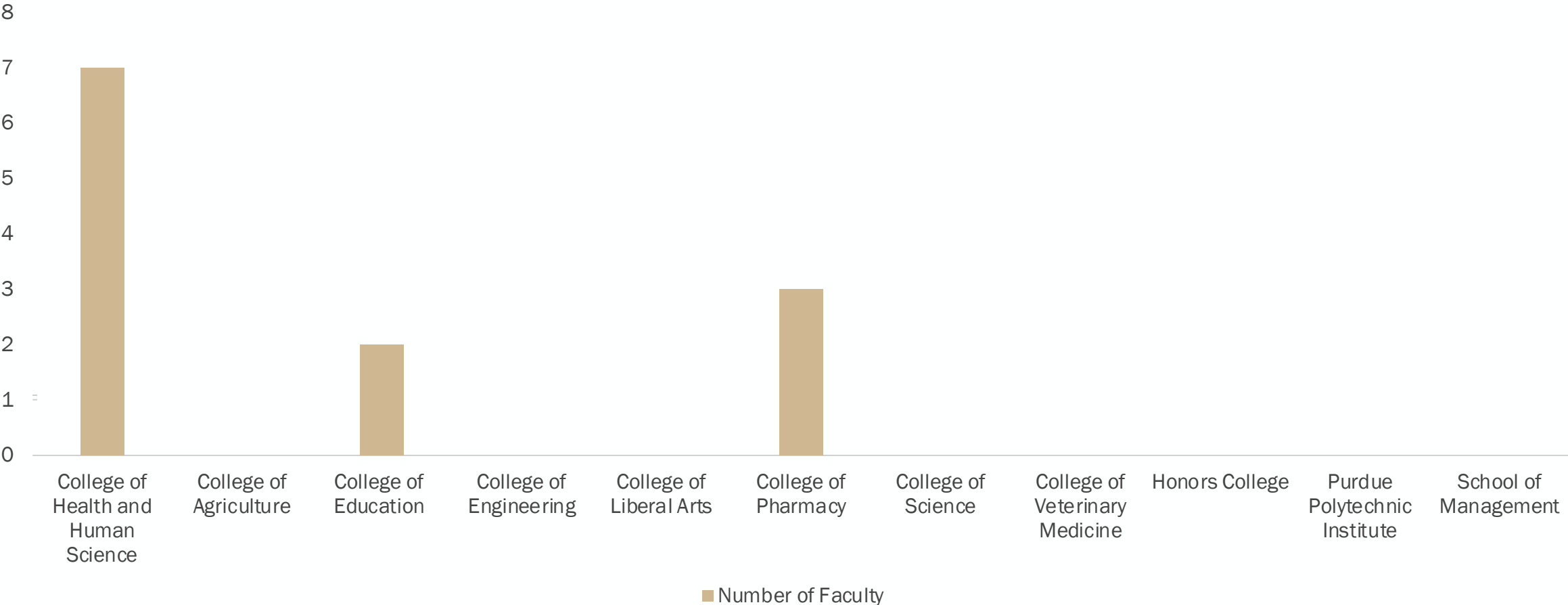
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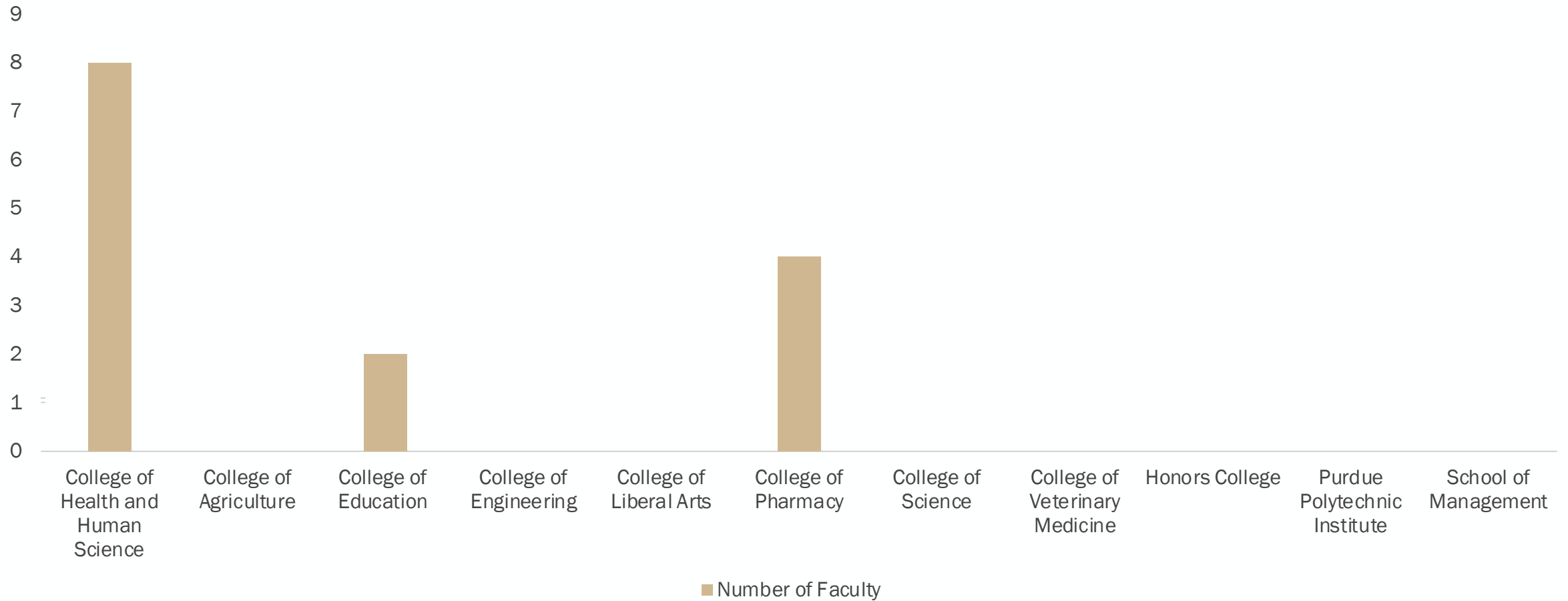
# 1996: C/P Faculty @ Purdue



# 1997: C/P Faculty @ Purdue

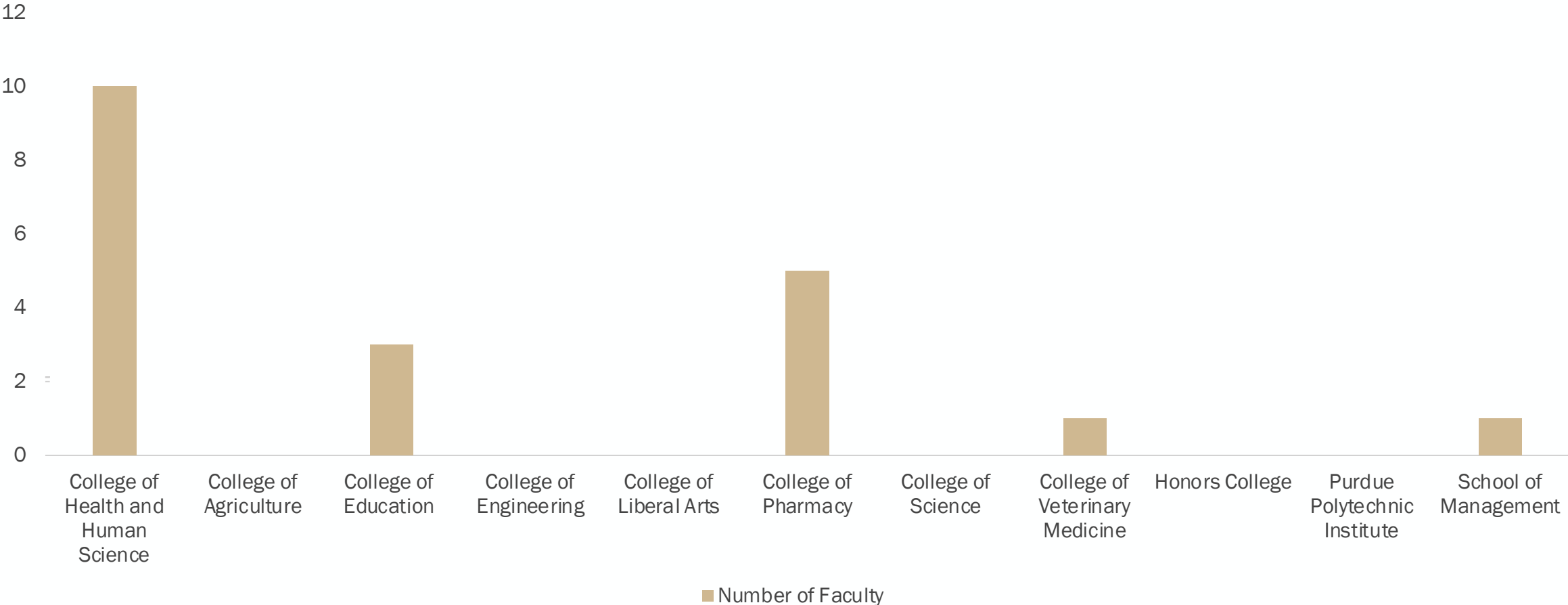


# 1998: C/P Faculty @ Purdue

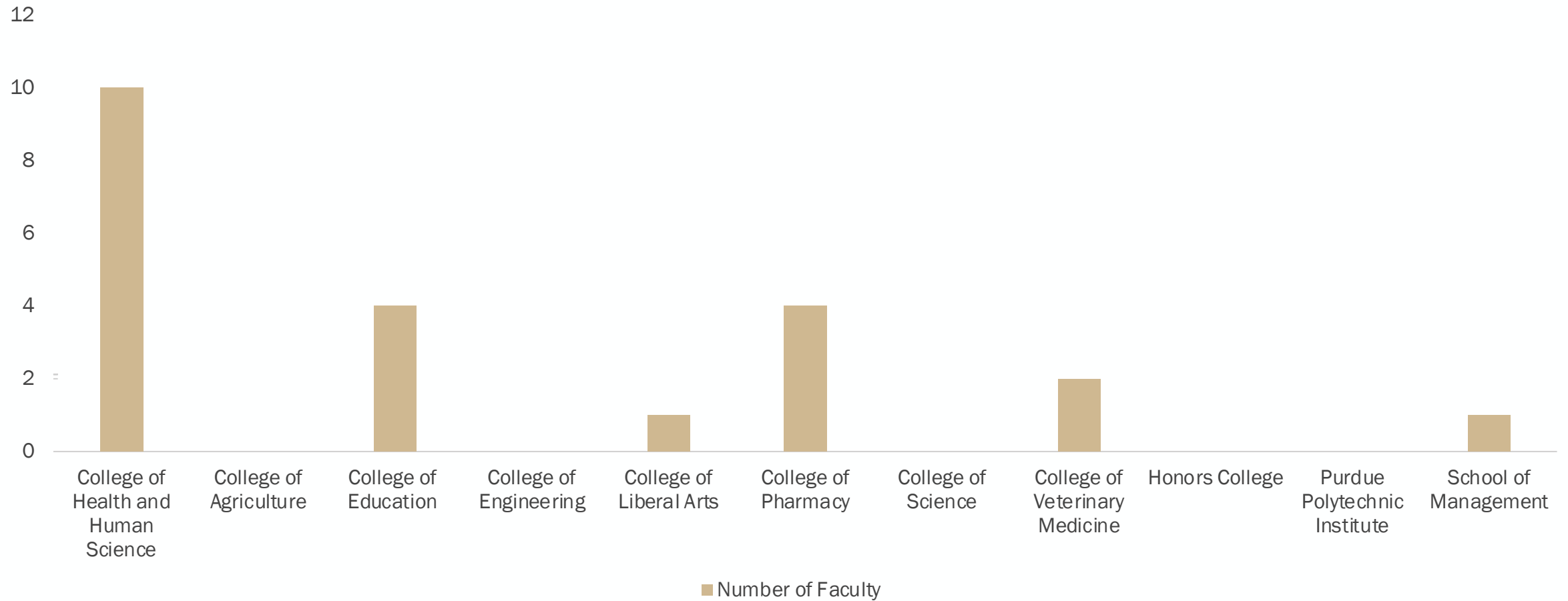




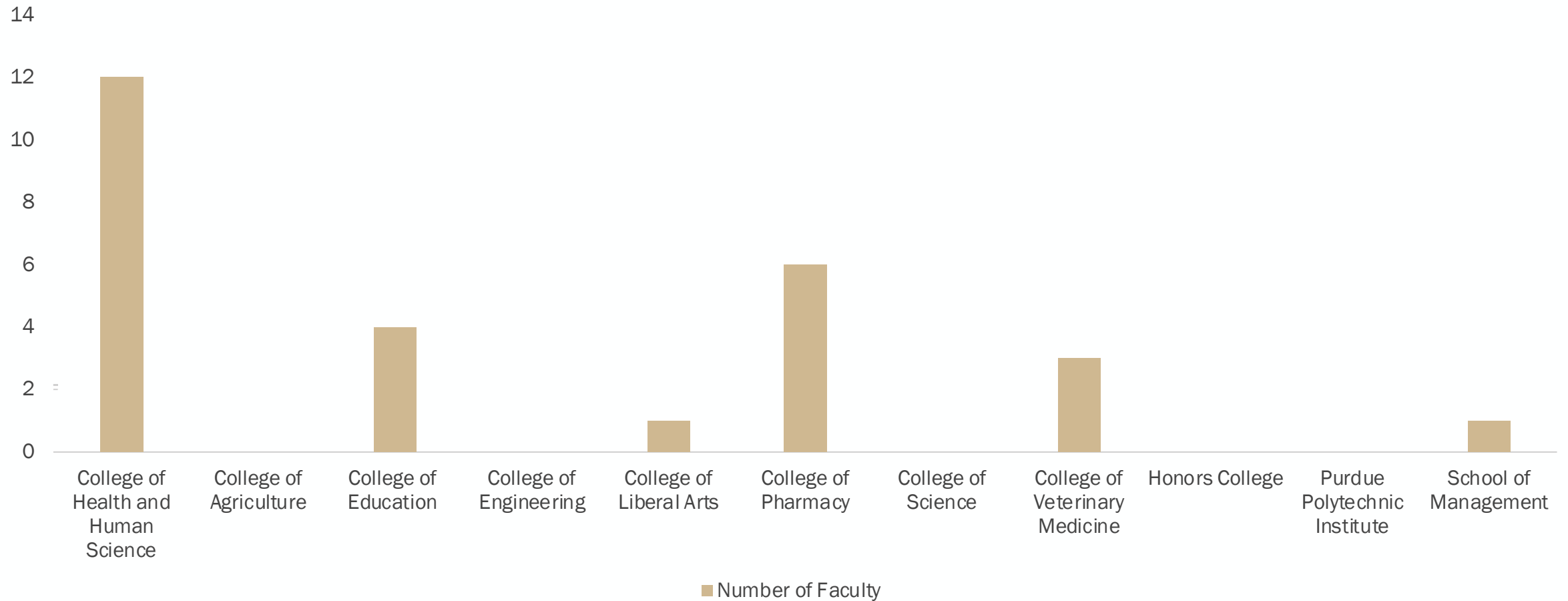
# 1999: C/P Faculty @ Purdue



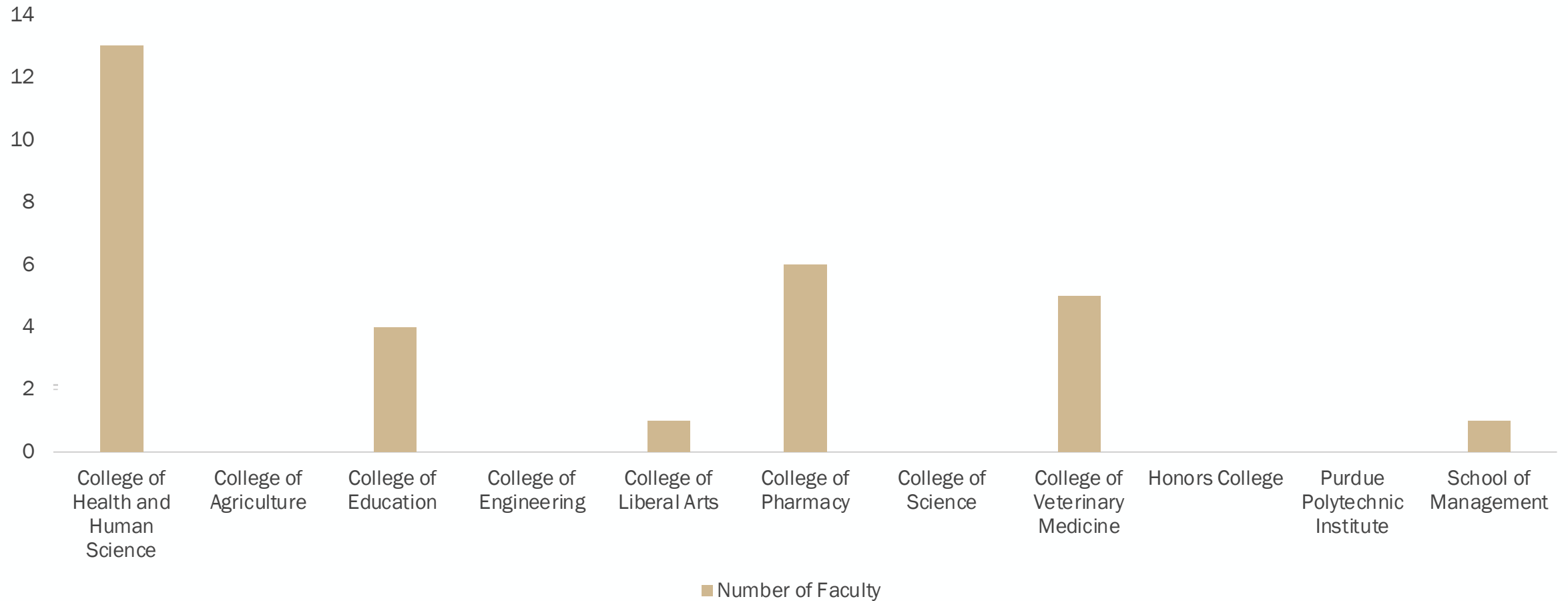
# 2000: C/P Faculty @ Purdue



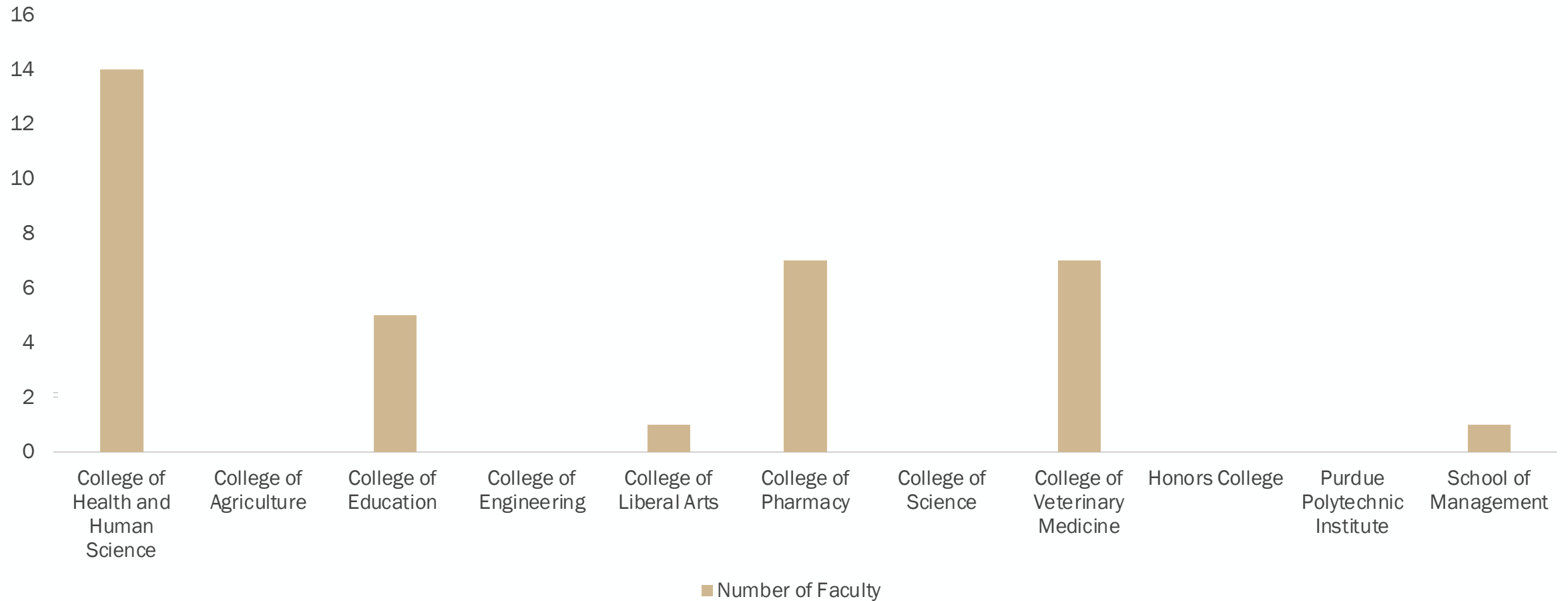
# 2001: C/P Faculty @ Purdue



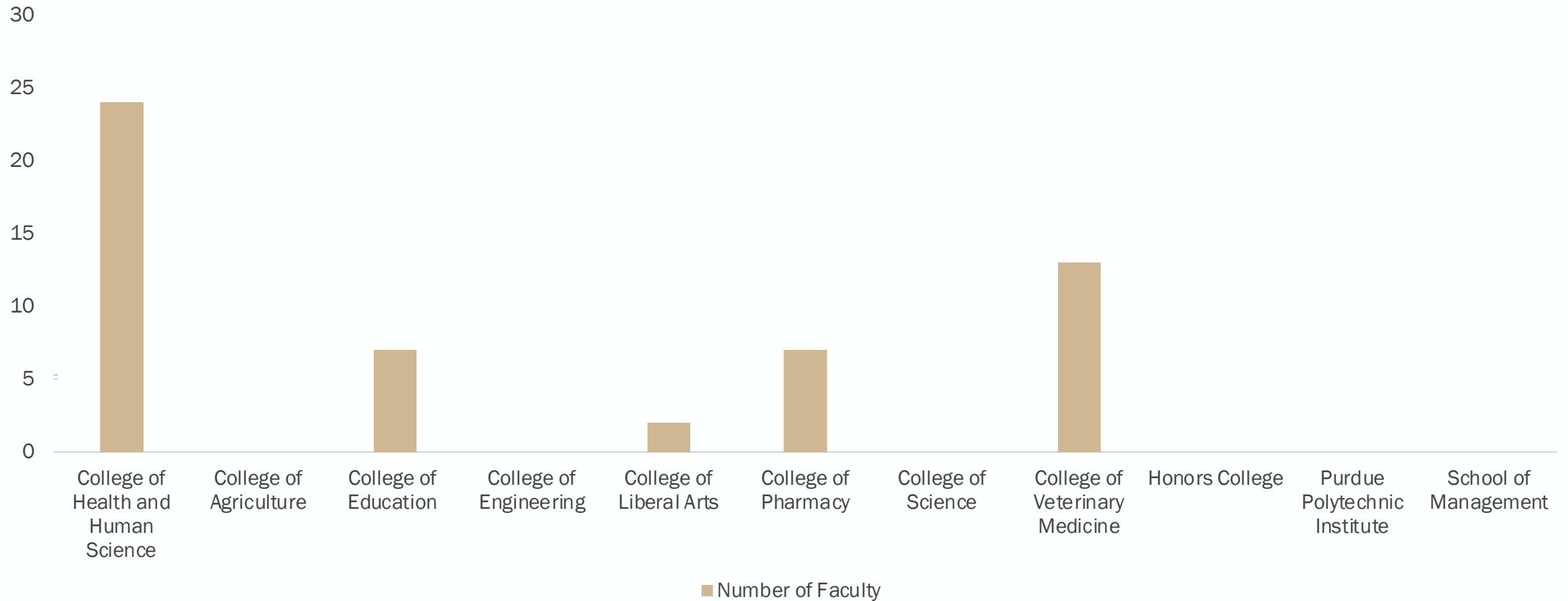
# 2002: C/P Faculty @ Purdue



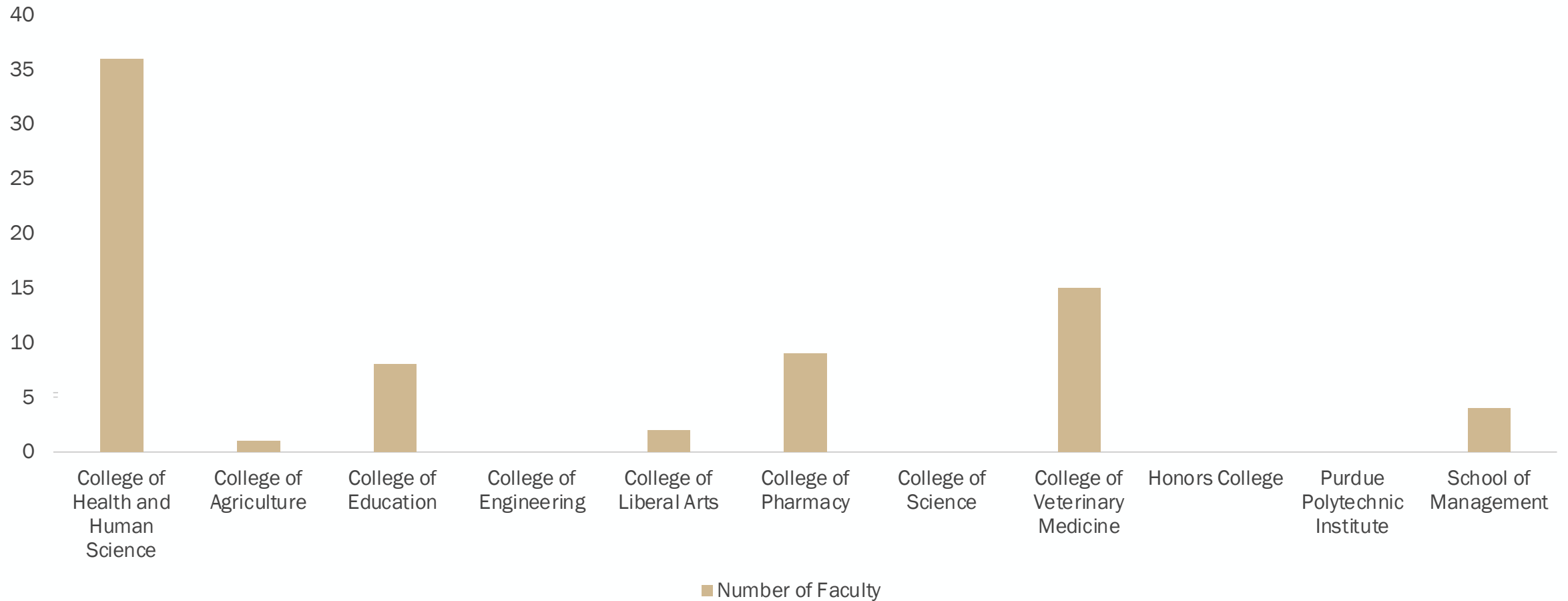
# 2003: C/P Faculty @ Purdue



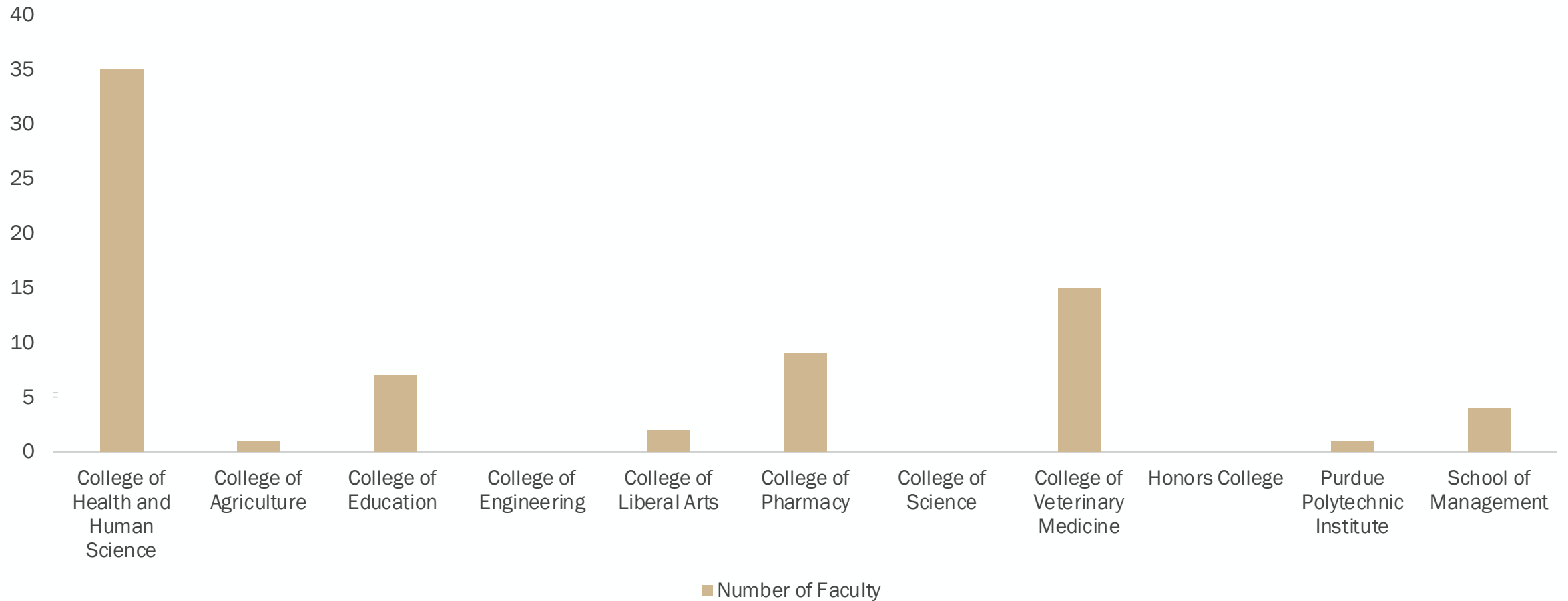
# 2004: C/P Faculty @ Purdue



# 2005: C/P Faculty @ Purdue

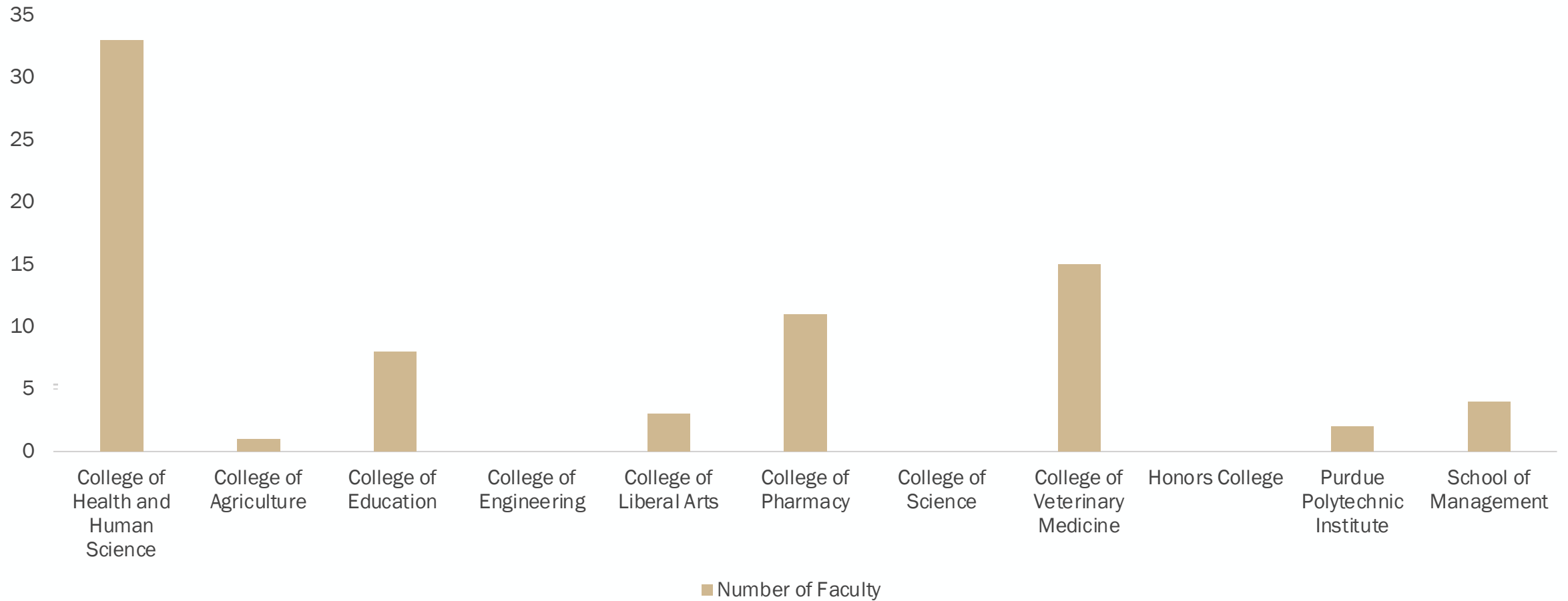


# 2006: C/P Faculty @ Purdue

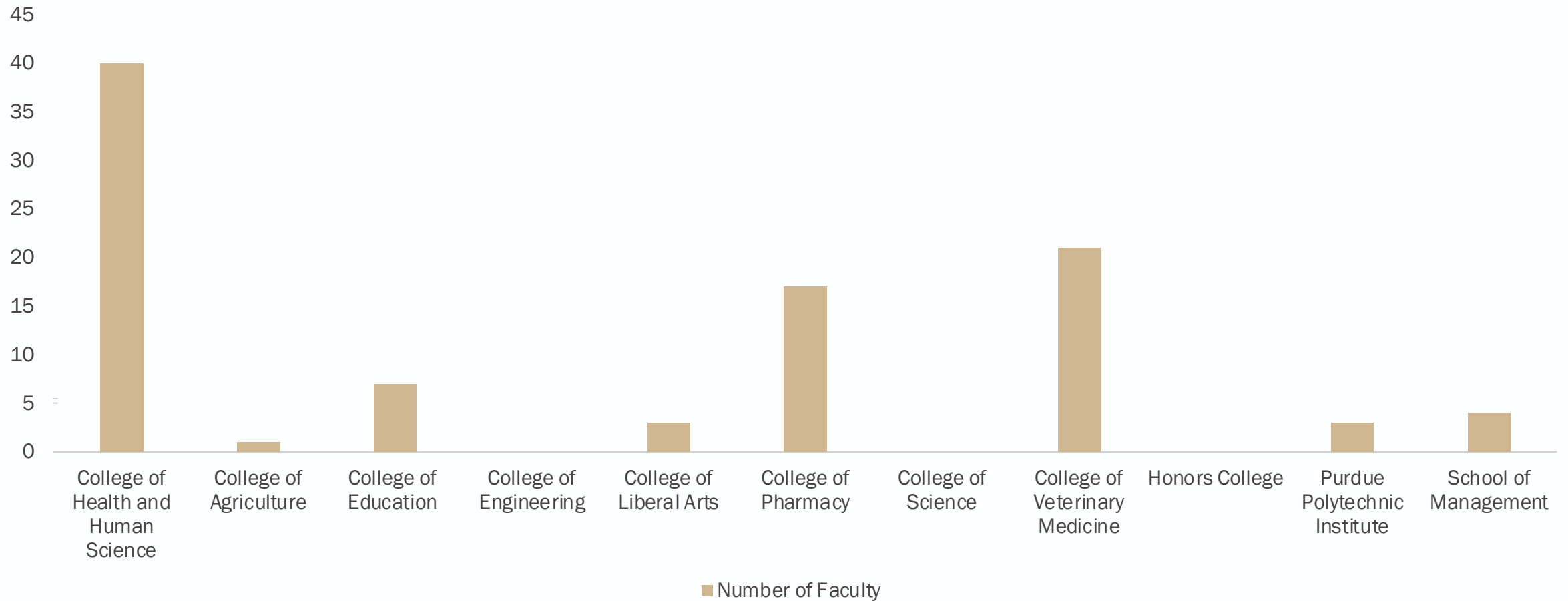




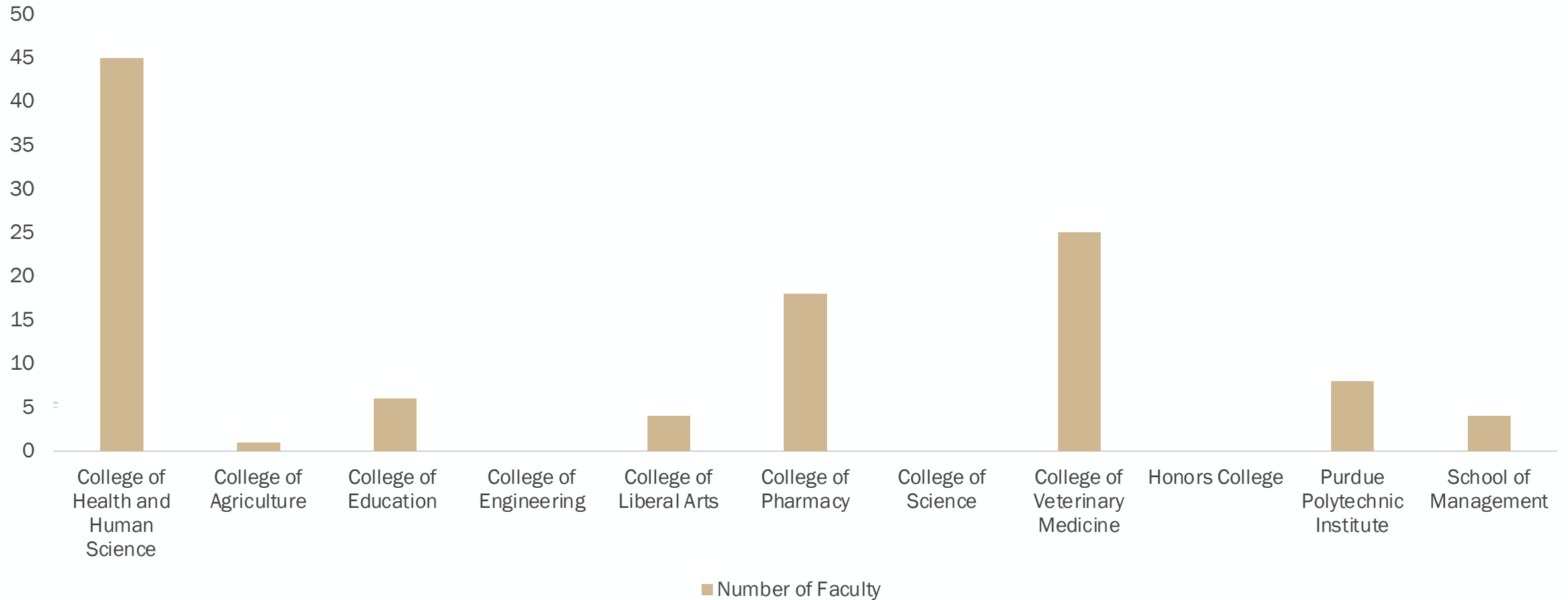
# 2007: C/P Faculty @ Purdue



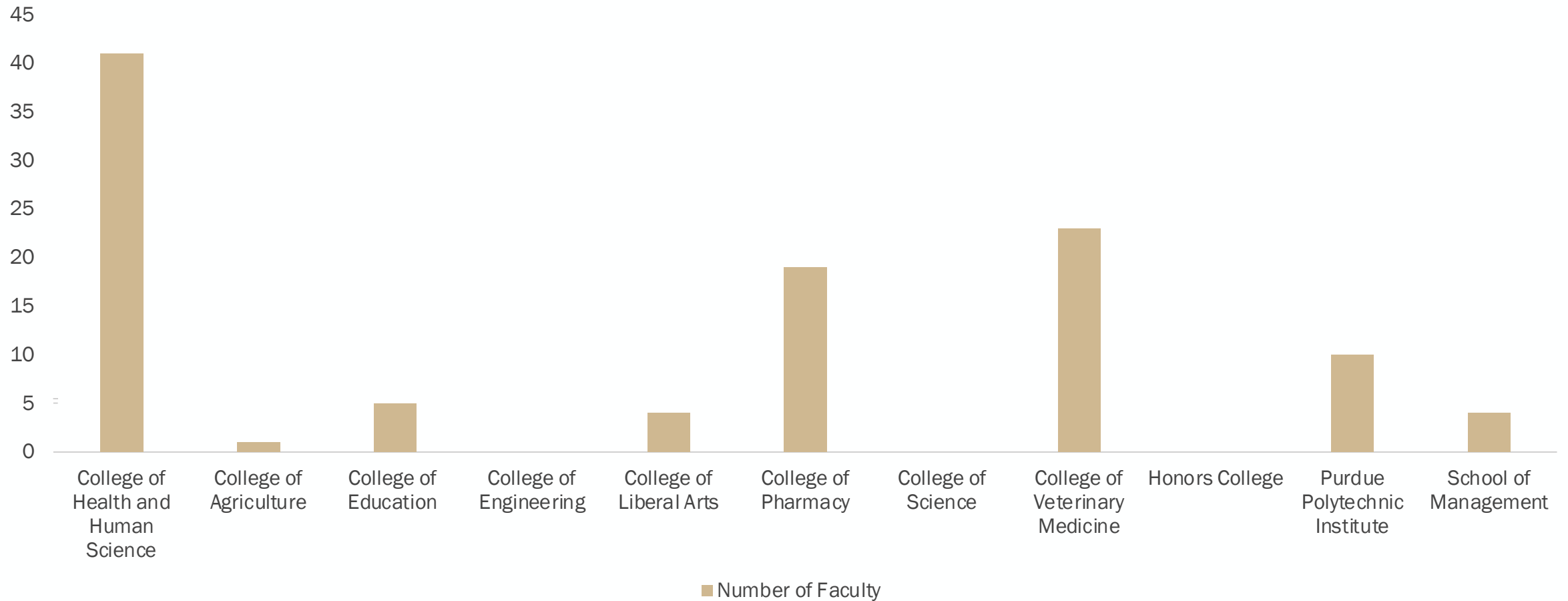
# 2008: C/P Faculty @ Purdue



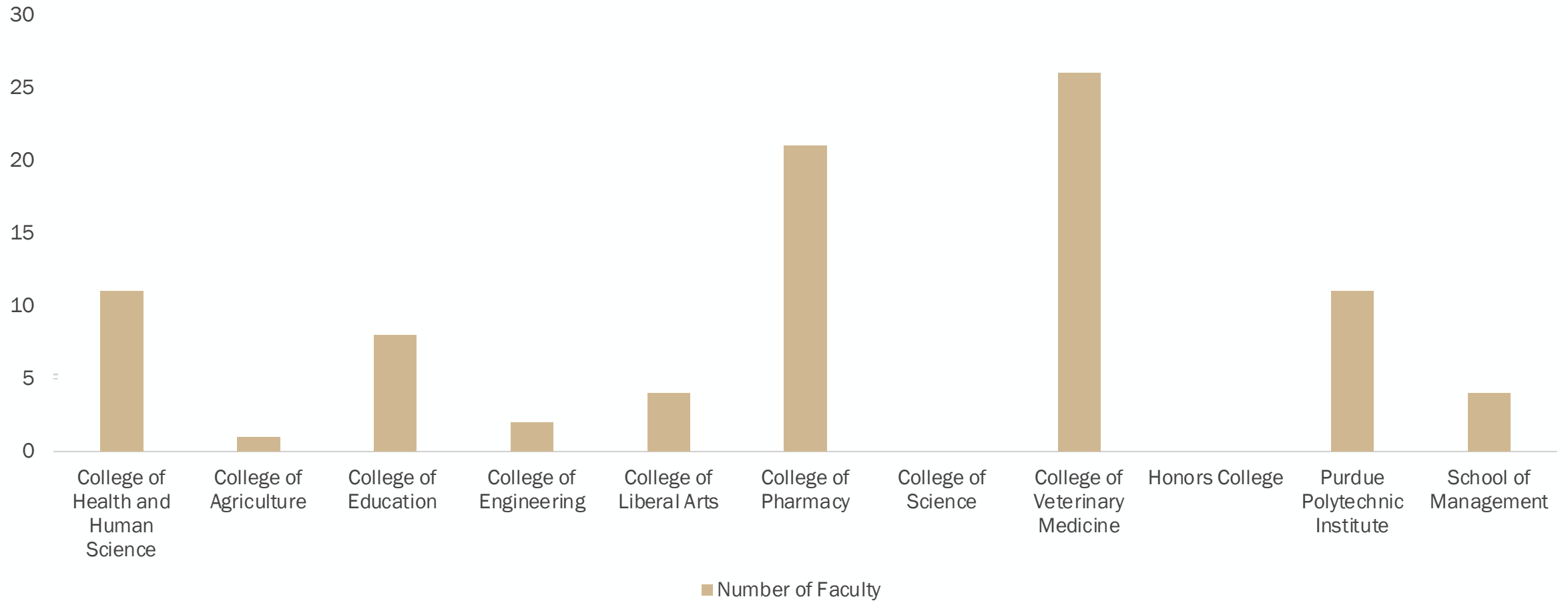
# 2009: C/P Faculty @ Purdue



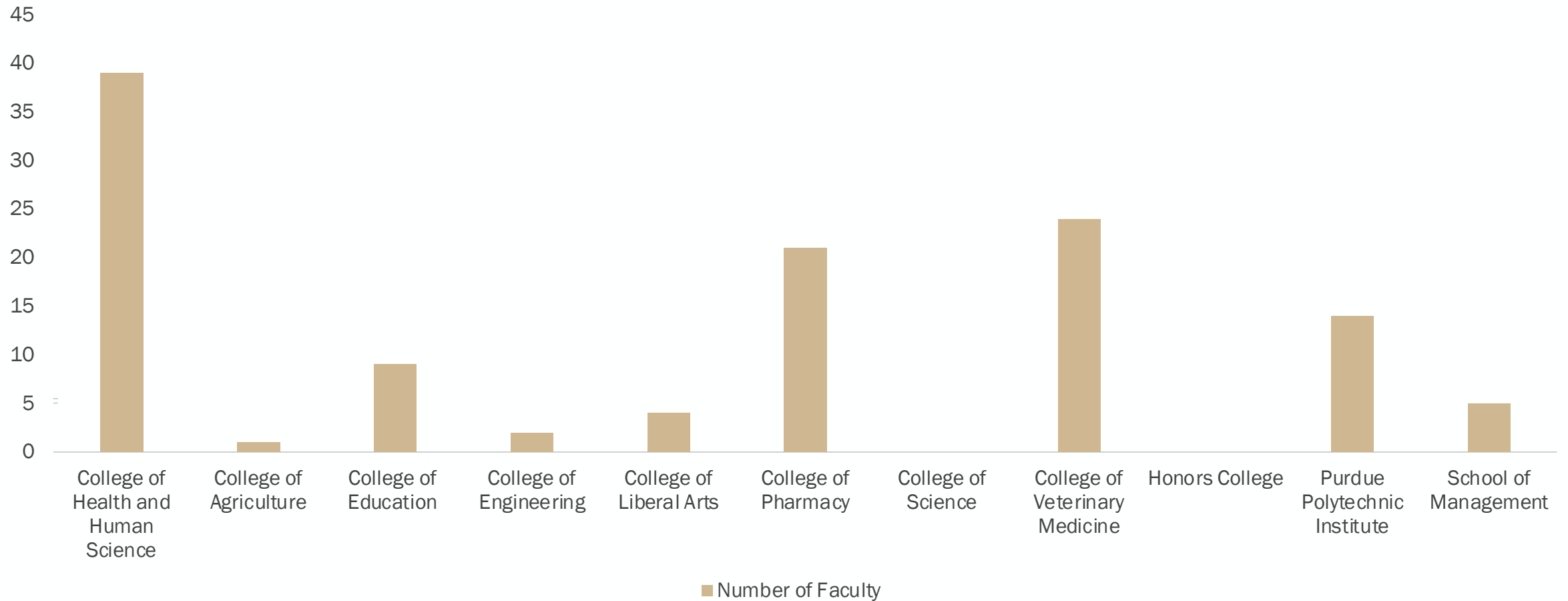
# 2010: C/P Faculty @ Purdue



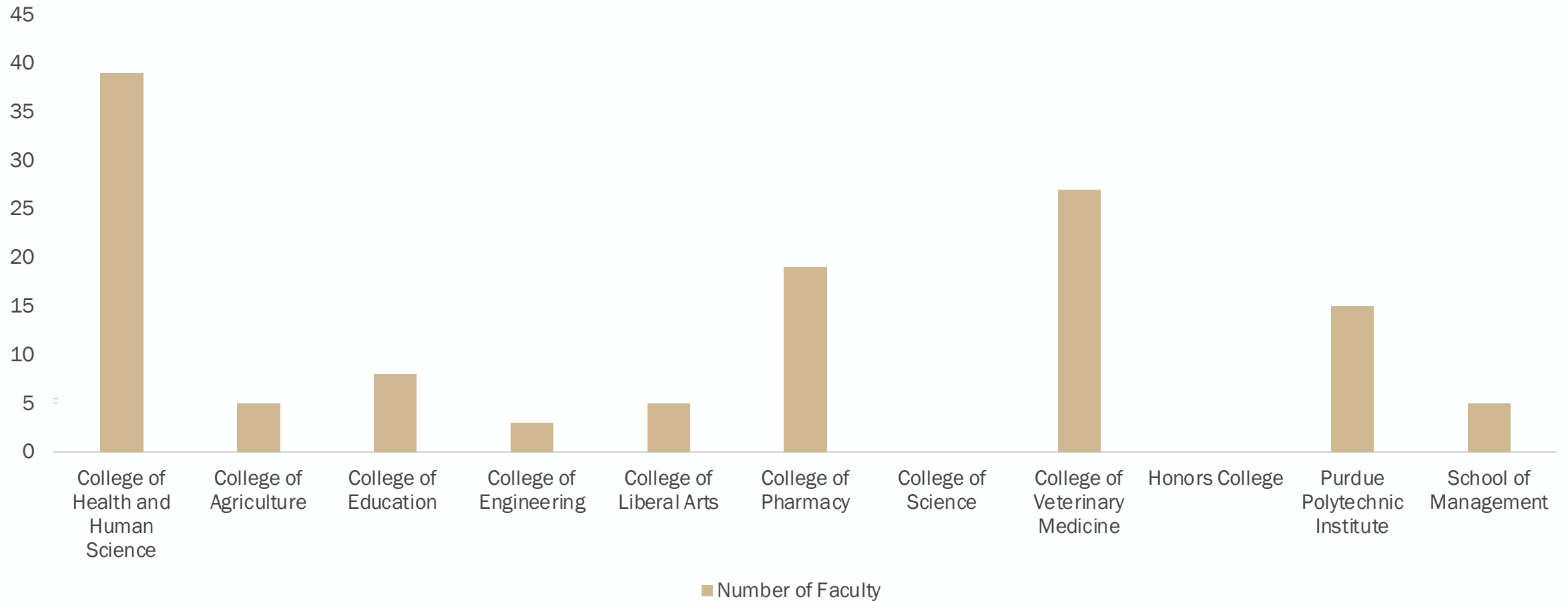
# 2011: C/P Faculty @ Purdue



# 2012: C/P Faculty @ Purdue



# 2013: C/P Faculty @ Purdue



# 2014: University Policy

## Clinical/Professional Faculty Appointment and Promotion (VI.F.10)

Volume VI: Human Resources

Chapter F: Terms and Conditions of Employment

Responsible Executive: President

Responsible Office: Office of the Executive Vice President for Academic Affairs and Provost

Date Issued: July 1, 2014

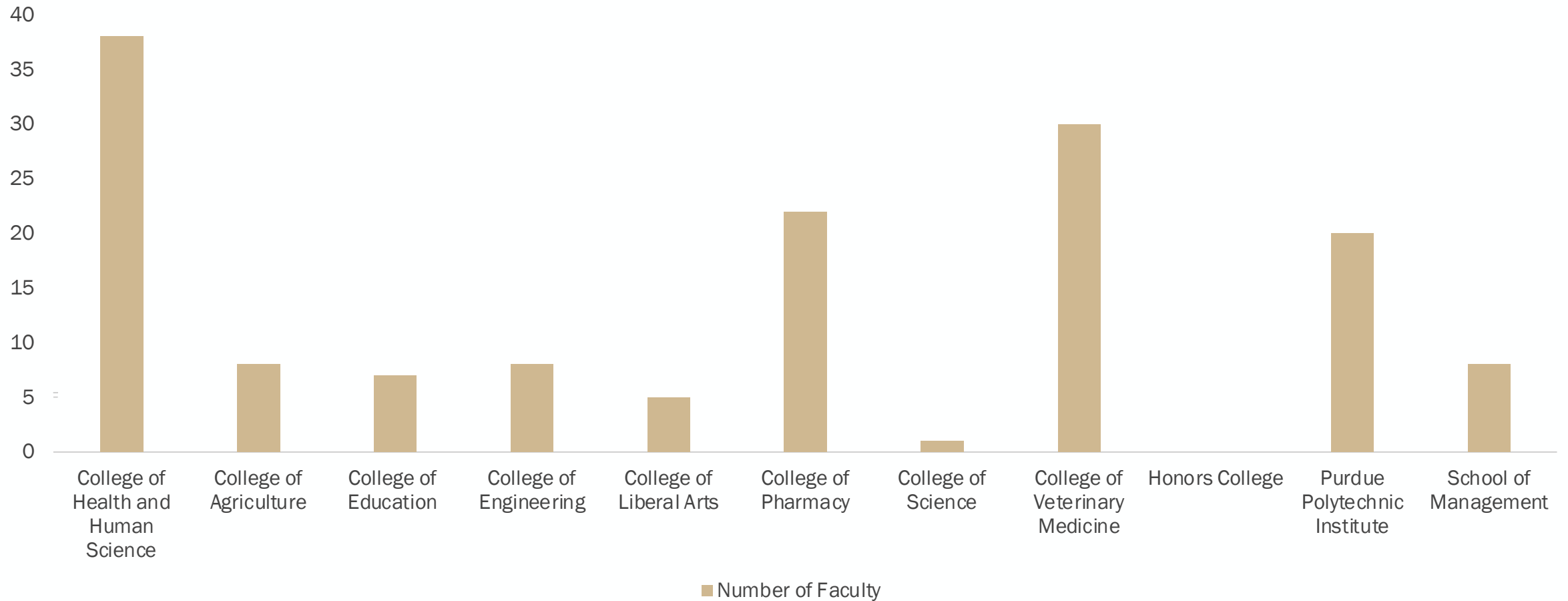
Date Last Revised: June 1, 2022

### REASON FOR THIS POLICY

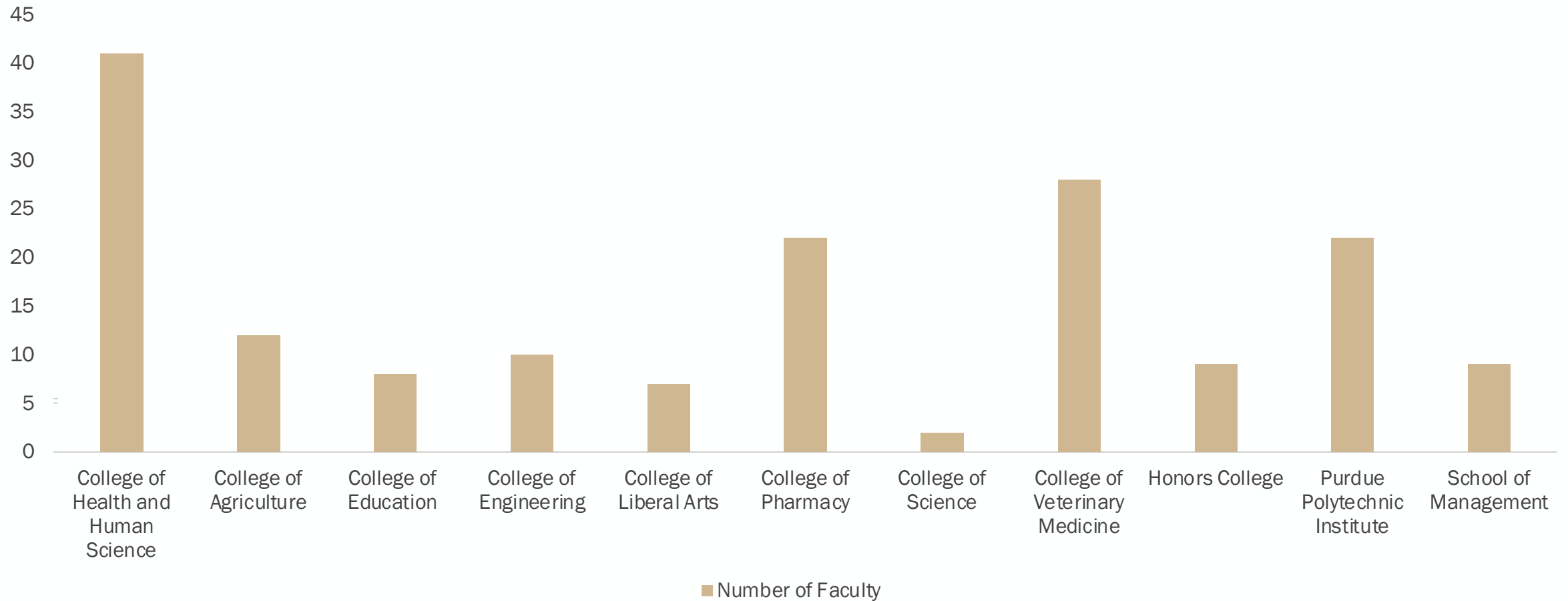
Traditionally, teaching, research and engagement have been the primary responsibilities of tenure-track faculty members. In some departments, there is a need to have faculty members engage principally in instruction, which is essential to the mission of Purdue University's academic programs. Flexibility in appointing Clinical/Professional Faculty is essential for designing and maintaining educational programs in traditional classrooms, learning experiences outside the classroom or in clinical settings. Such flexibility also gives the University the opportunity to recruit and retain highly qualified professionals who bring unique experiences to the University's educational mission. Clinical/Professional Faculty members have teaching, clinical and/or engagement commitments as the primary focus of their faculty role.



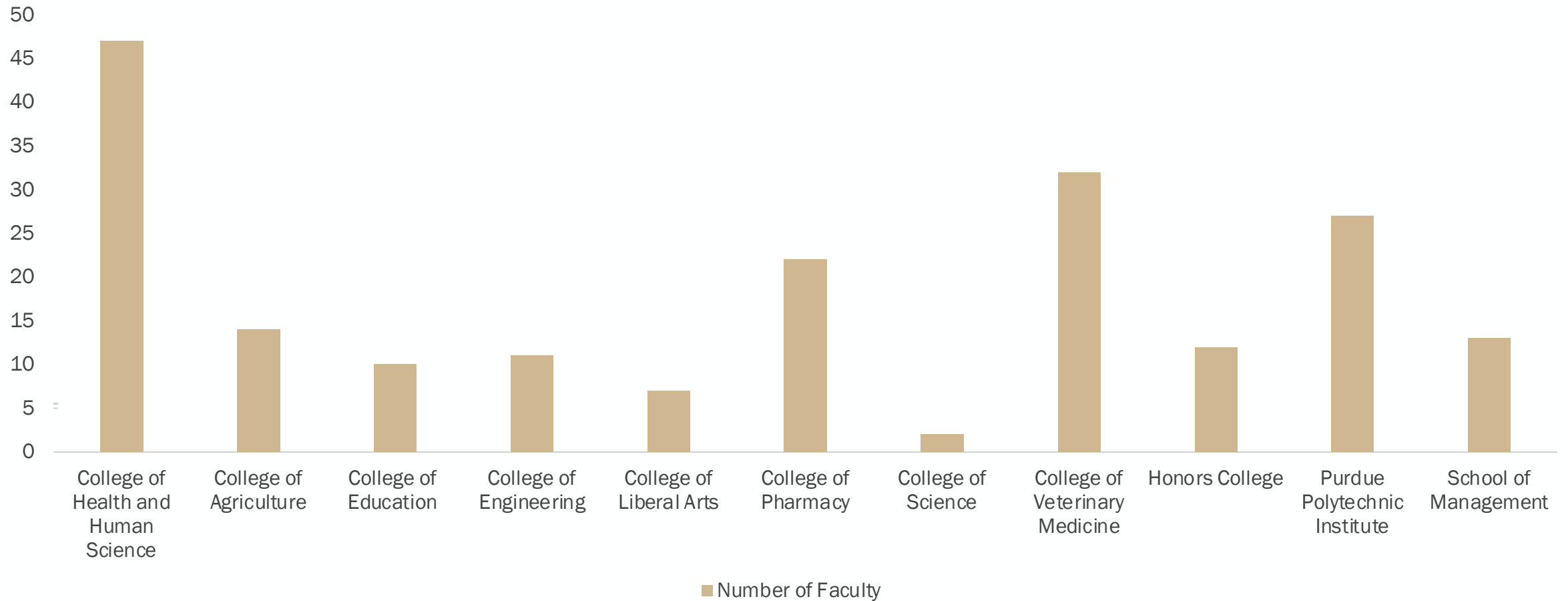
# 2014: C/P Faculty @ Purdue



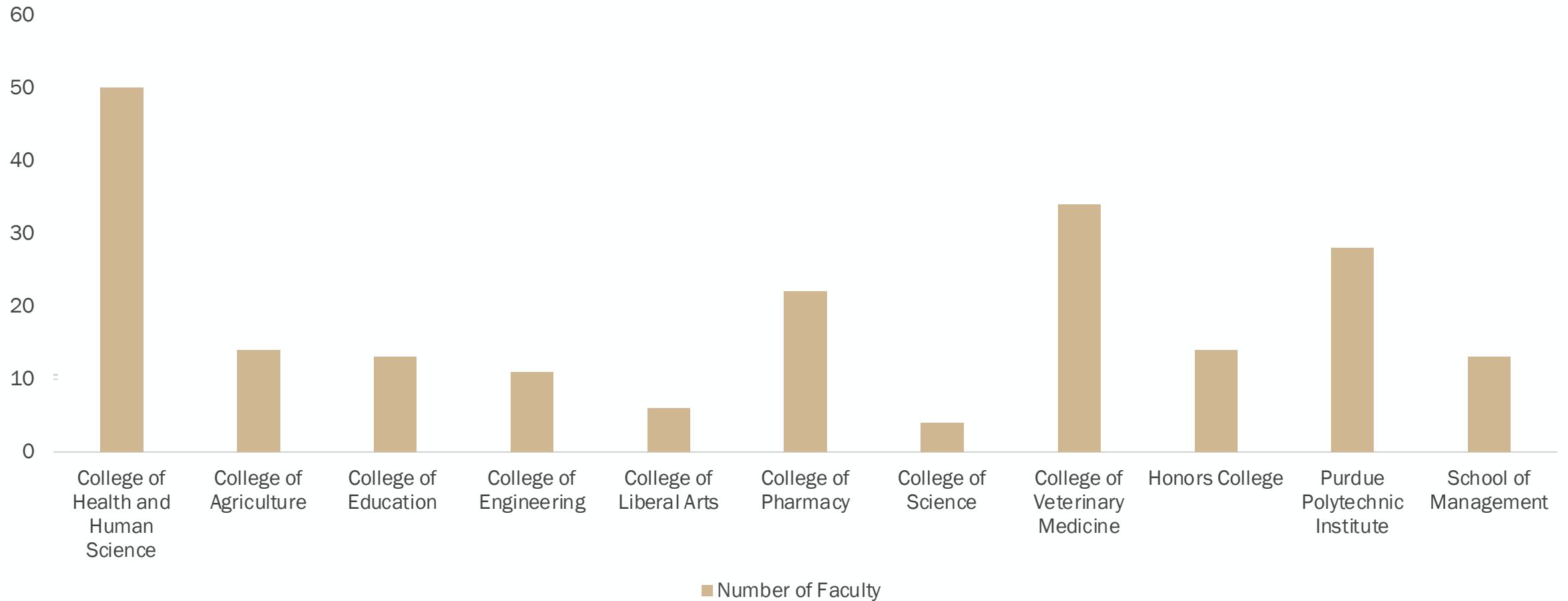
# 2015: C/P Faculty @ Purdue



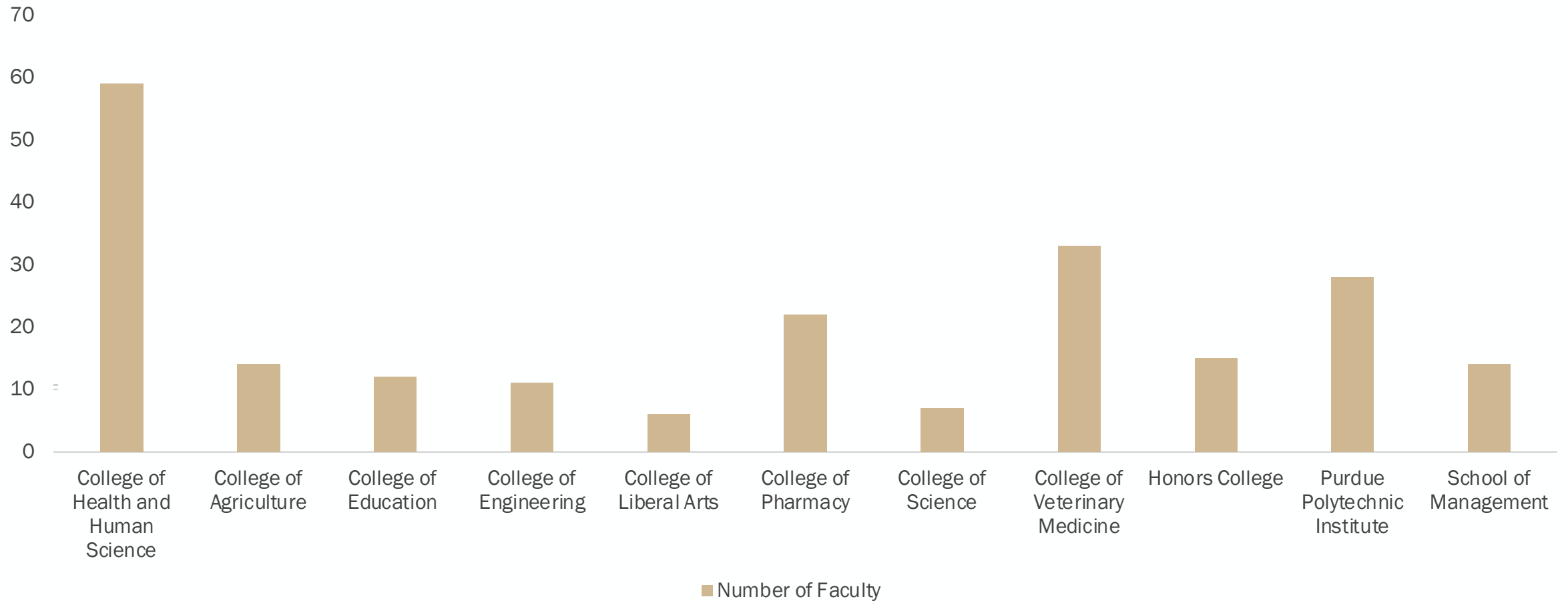
# 2016: C/P Faculty @ Purdue



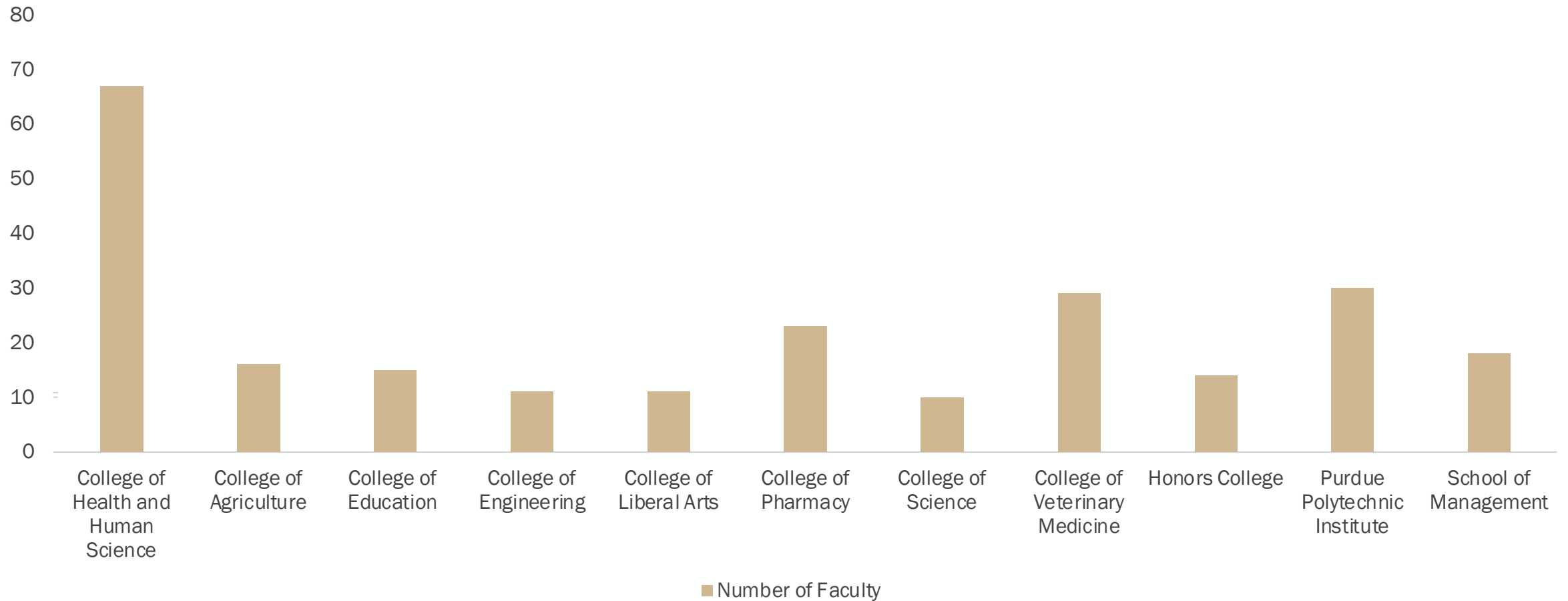
# 2017: C/P Faculty @ Purdue



# 2018: C/P Faculty @ Purdue

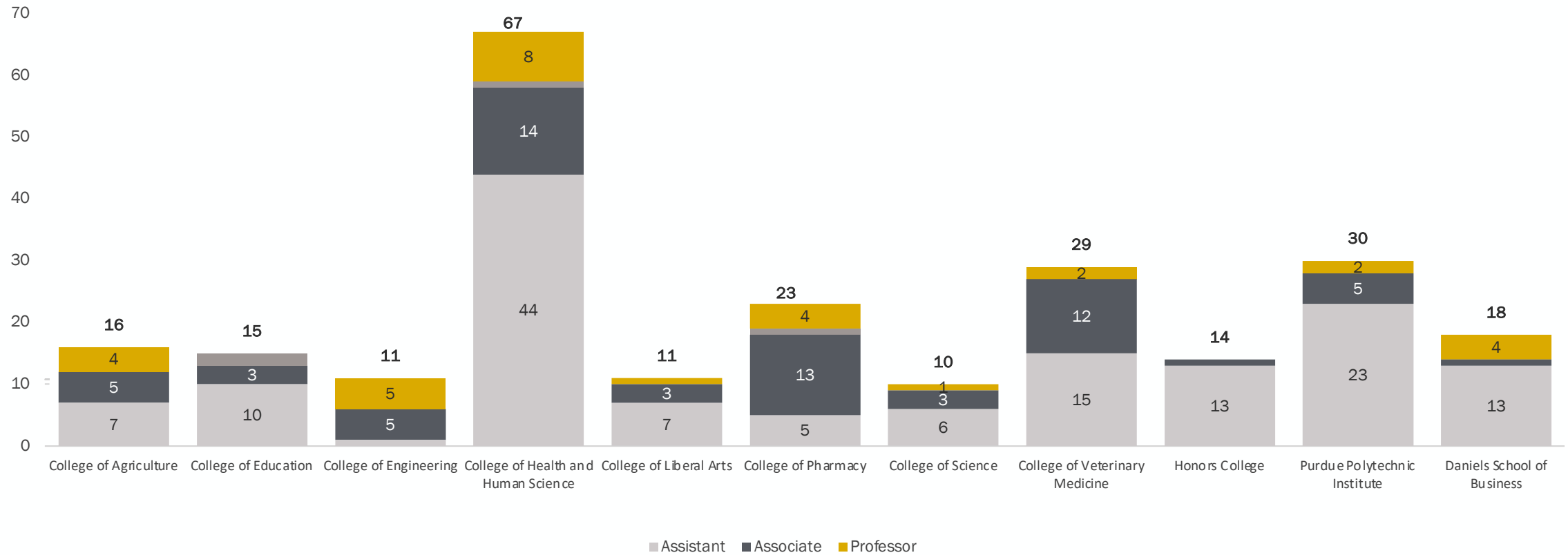


# 2019: C/P Faculty @ Purdue

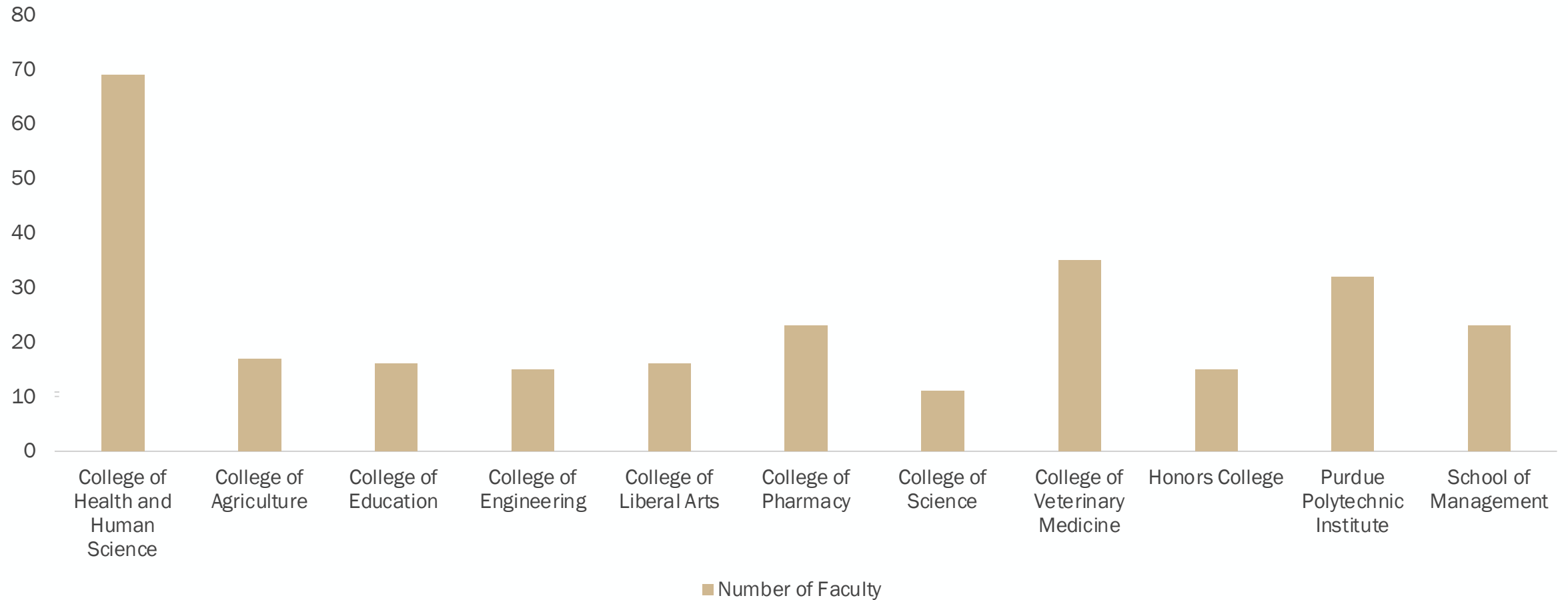


# 2019: C/P Faculty @ Purdue

Clinical Faculty by College and Rank  
2019



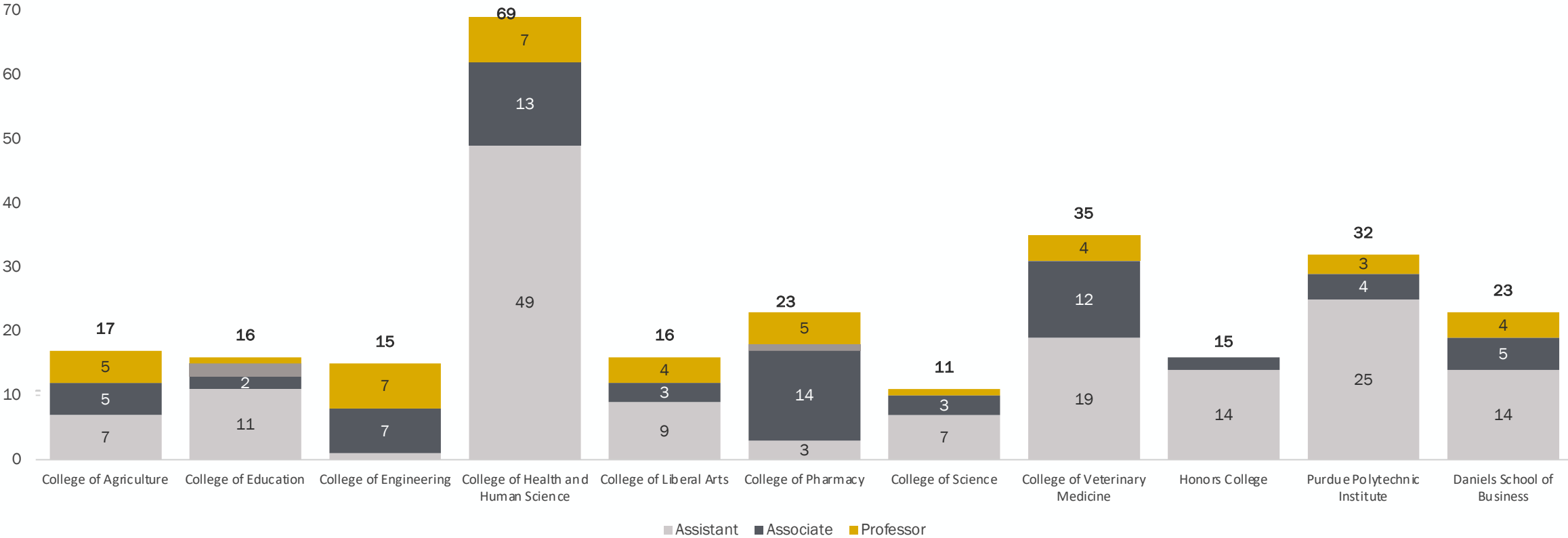
# 2020: C/P Faculty @ Purdue



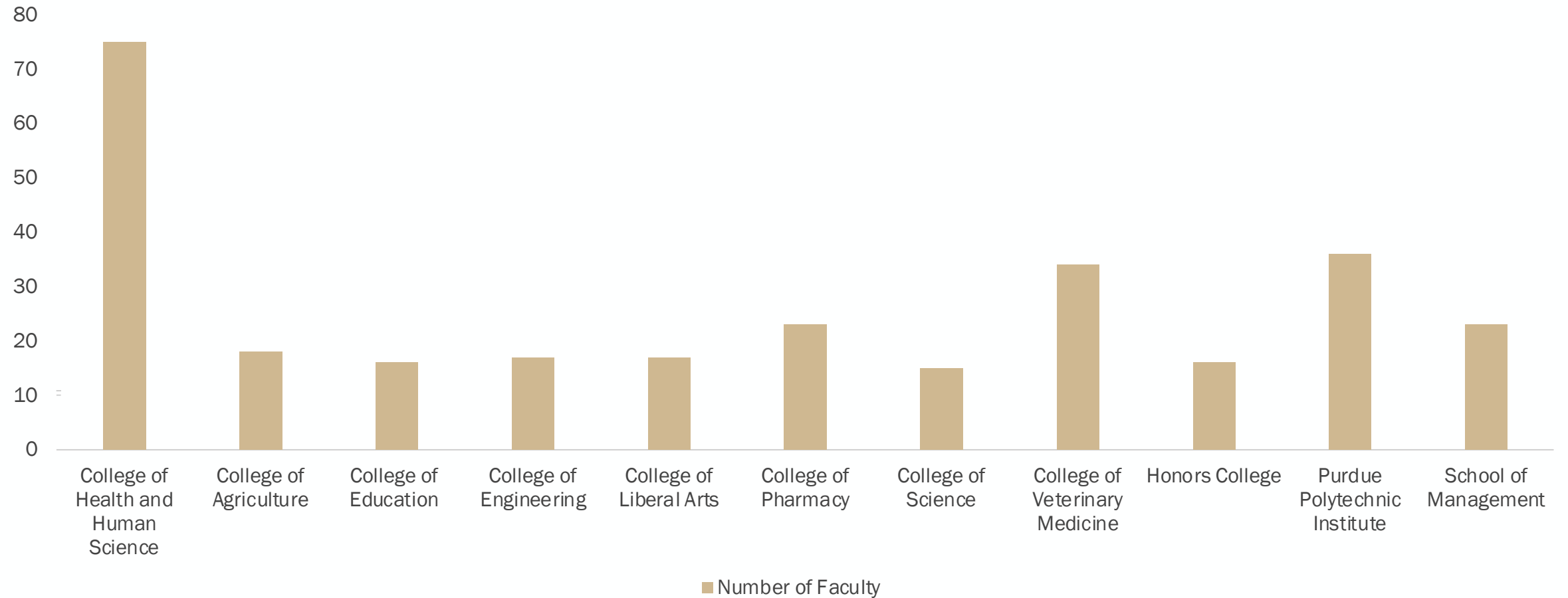


# 2020: C/P Faculty @ Purdue

Clinical Faculty by College and Rank  
2020

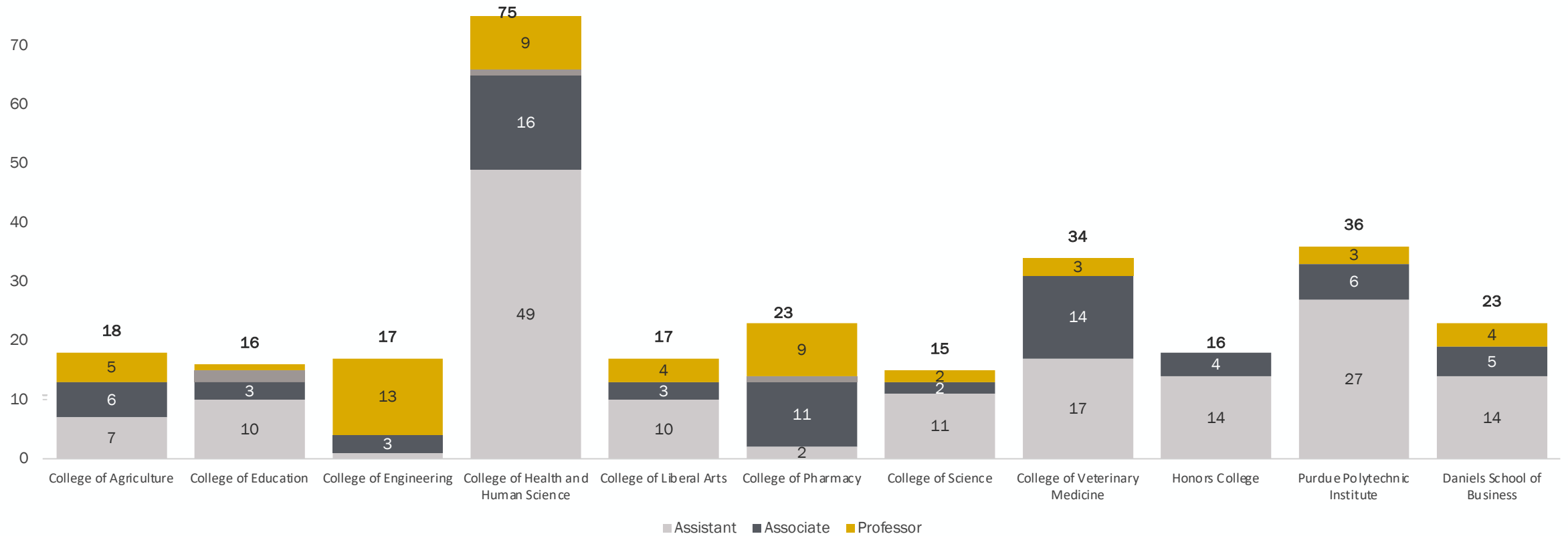


# 2021: C/P Faculty @ Purdue

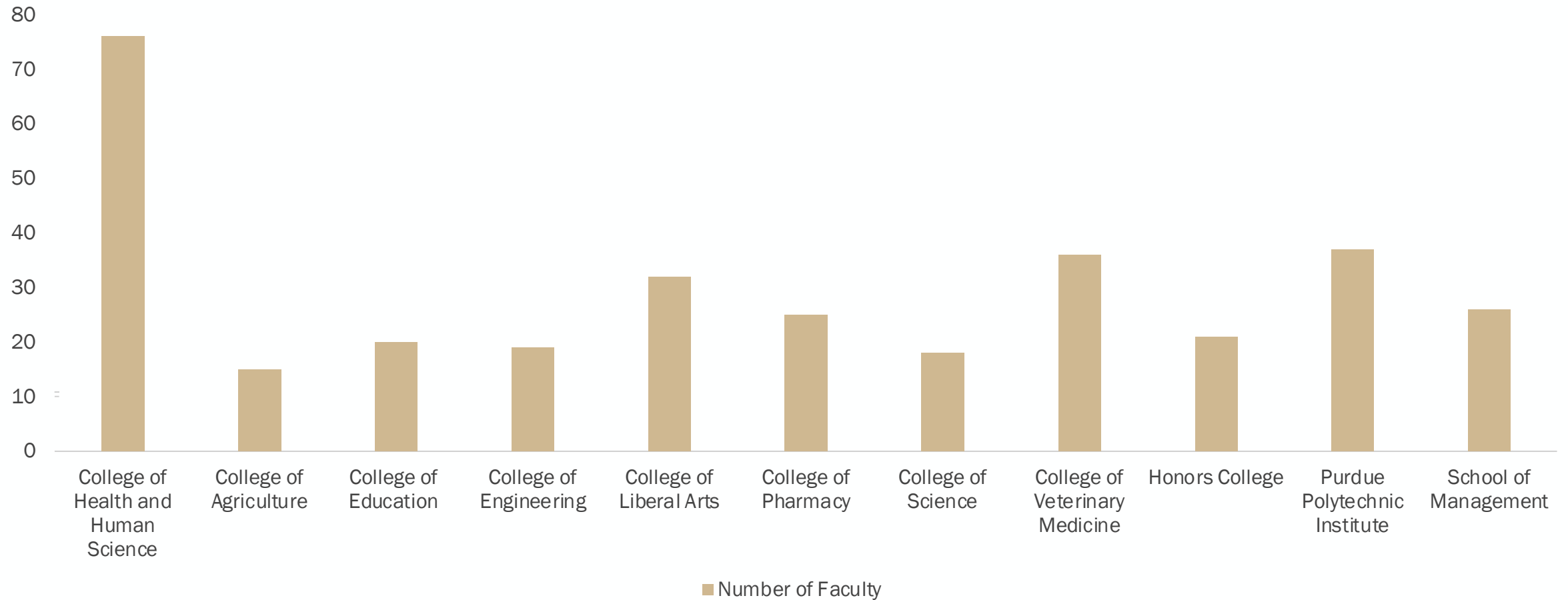


# 2021: C/P Faculty @ Purdue

Clinical Faculty by College and Rank  
2021

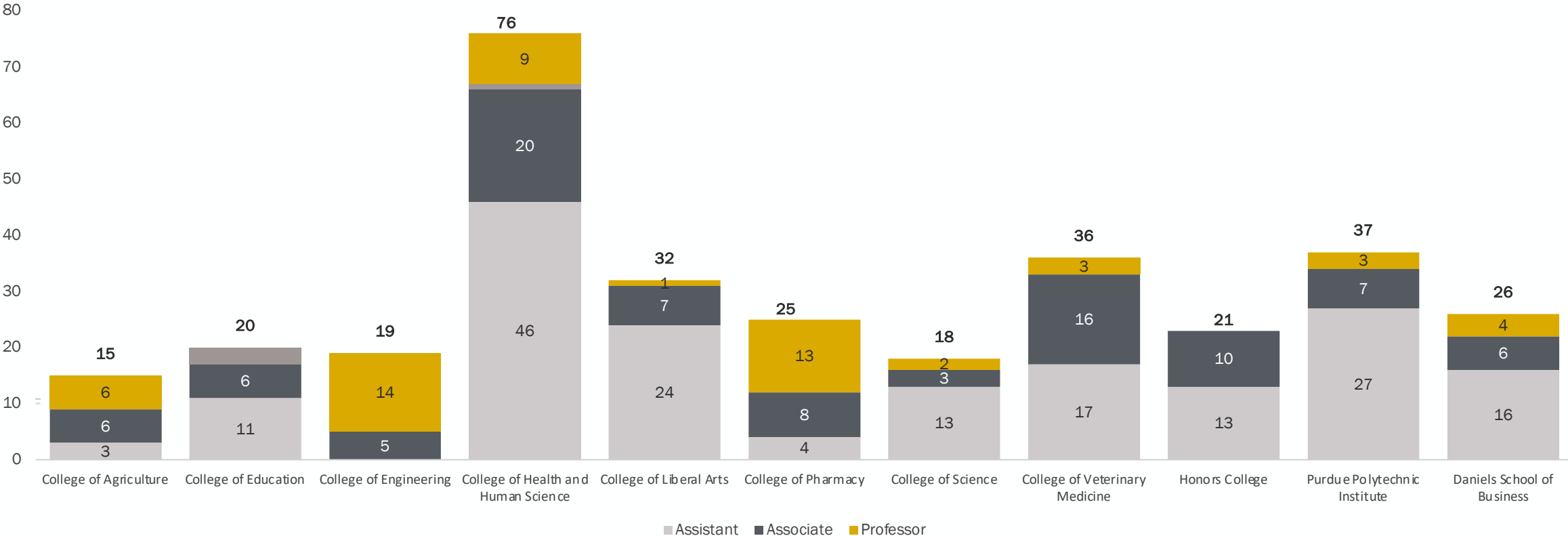


# 2022: C/P Faculty @ Purdue

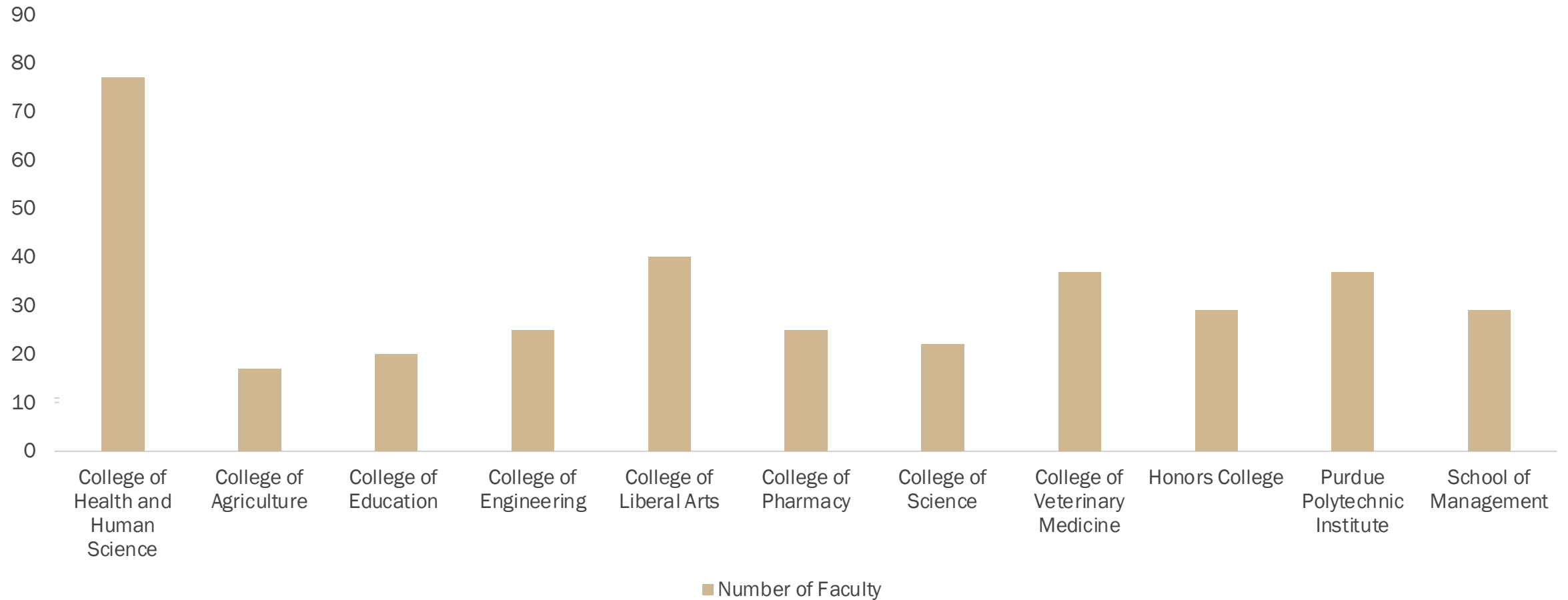


# 2022: C/P Faculty @ Purdue

Clinical Faculty by College and Rank  
2022

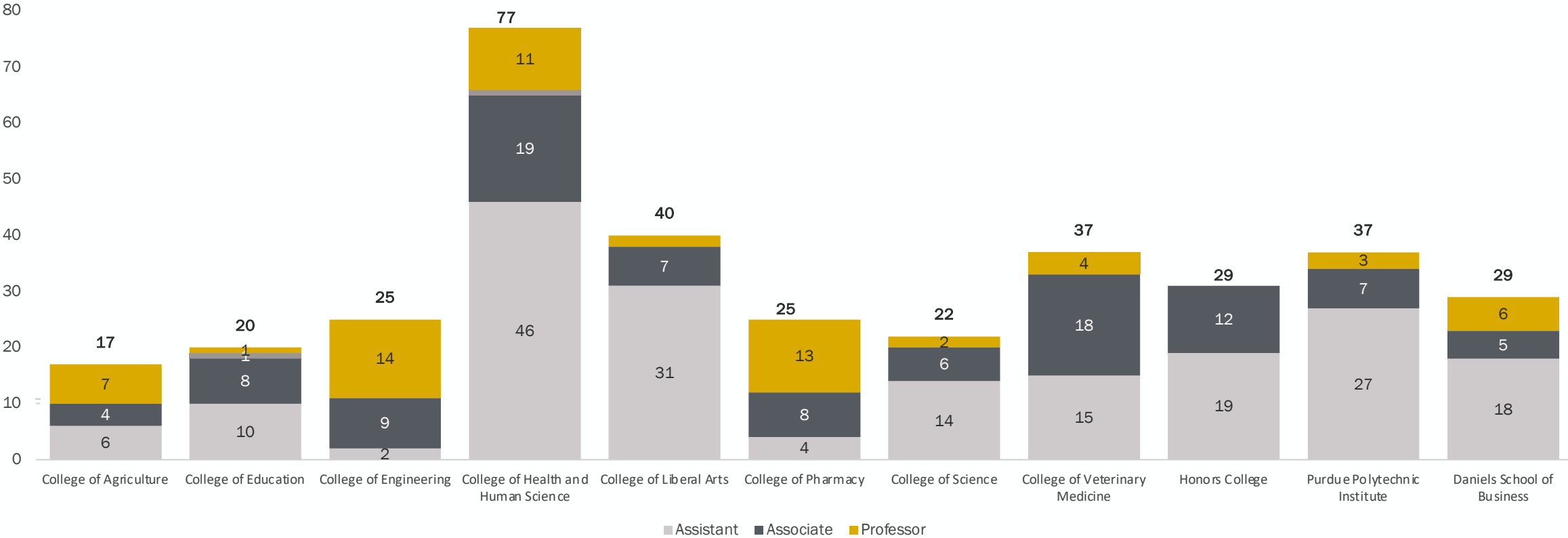


# 2023: C/P Faculty @ Purdue

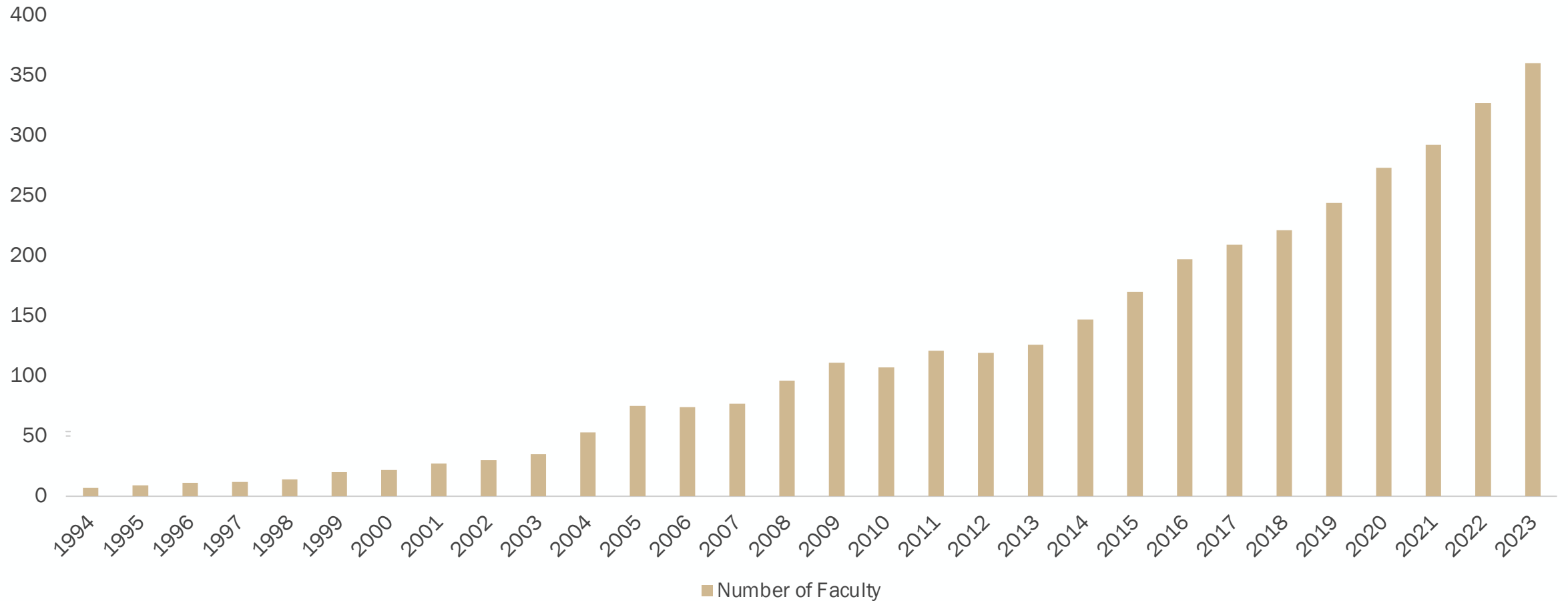


# 2023: C/P Faculty @ Purdue

Clinical Faculty by College and Rank  
2023

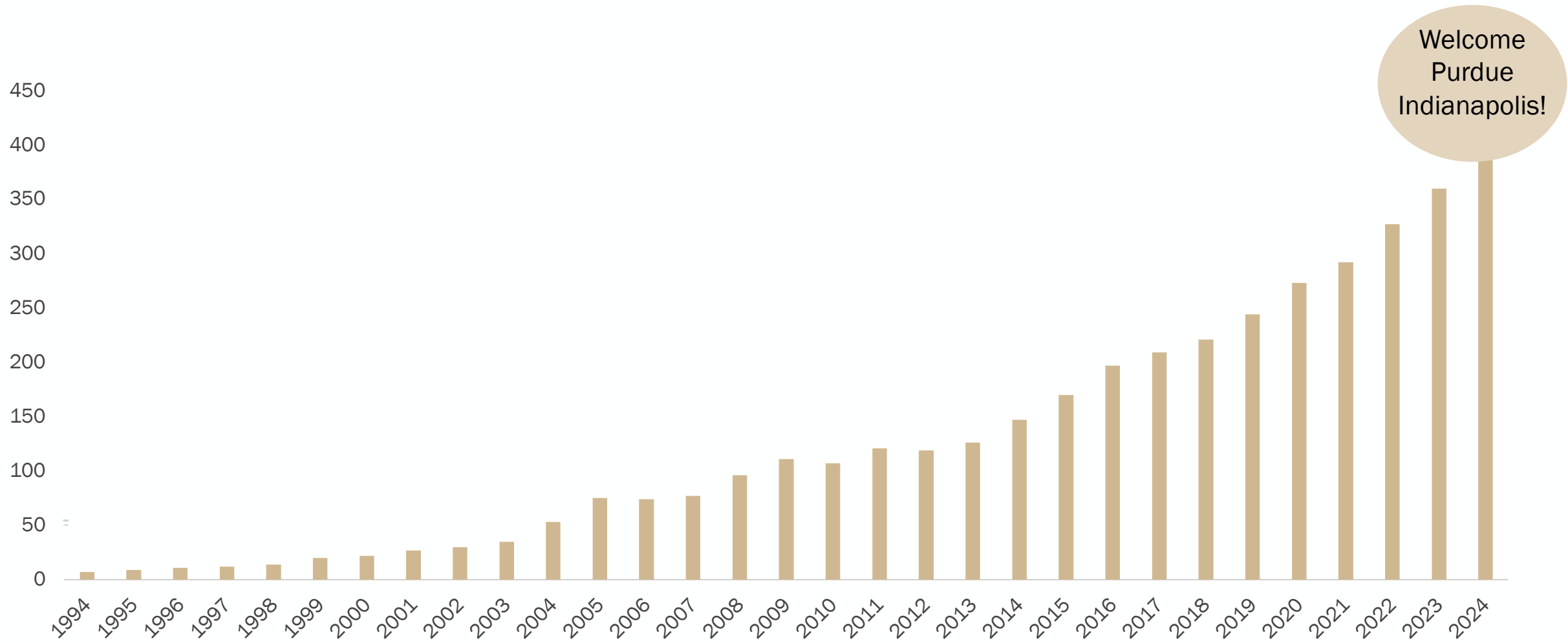


# Totals: Growth in # of C/P Faculty @ Purdue





# Totals: Growth in # of C/P Faculty @ Purdue



# *C/P Faculty Advisory Board (established 2019)*

## **Charge to the Board**

- Help guide University efforts to support and promote the success of C/P faculty at Purdue.
- Serve as contact points for and representatives of C/P faculty in their colleges.
- Serve as resources for collecting information about the C/P faculty experience at Purdue and developing guides and recommendations for best practices for annual reviews and promotions, mentoring, and professional development.

## **Initial membership**

Lisa Mauer, interim AVPFA, Agriculture  
Megha Anwer, Honors  
Elizabeth Brite, Honors  
Robert Deadman, Polytechnic Institute  
Amanda Deering, Agriculture  
Sharon Erdman, Pharmacy  
Corey Gerber, Agriculture  
Dwayne Jengelley, Honors  
Pamela Karagory, HHS  
Gaurav Nanda, Polytechnic Institute  
Nolie Parnell, Veterinary Medicine  
Jennifer Simpson, HHS  
Zach Weber, Pharmacy  
Ann Weil, Veterinary Medicine

## **Current membership**

Lisa Mauer, AVPFA, Agriculture  
Chad Allred, Daniels School of Business  
Megha Answer, Honors  
Bart Collins, Liberal Arts  
Robert Deadman, Polytechnic Institute  
Sharon Erdman, Pharmacy  
Corey Gerber, Agriculture  
Nolie Parnell, Veterinary Medicine  
Lindsey Payne, Engineering  
Jonathan Rienstra-Kiracofe, Science  
Kristen Seward, Education  
Sarah Sellke, Science  
Jennifer Simpson, HHS, Provost Fellow  
Natasha Watkins, HHS  
Zach Weber, Pharmacy  
Ann Weil, Veterinary Medicine

# *Clinical/Professional/Teaching Faculty Website*



## **Clinical/Professional/Teaching Faculty and Professors of Practice**

- [C/P Faculty Town Hall and Forum Presentation Archive](#)
- [Clinical/Professional Faculty Directory](#)
- [C/P Faculty Advisory Board](#)

The clinical/professional/teaching faculty and professors of practice at Purdue University (hereafter called C/P faculty) bring distinctive expertise to the faculty role as mentors, teachers, clinicians, leaders, and scholars. C/P faculty are primarily devoted to the practice and scholarship of teaching and engagement, and often serve in important administrative and professional positions that correlate with such expertise. The professional activities and experiences of the C/P faculty are rich and varied, reflecting the diversity of backgrounds, expertise, and programs in the colleges at Purdue University. Many C/P faculty direct, supervise, practice, and conduct learning, engagement, and discovery activities in a variety of settings. The hands-on efforts of Purdue University's C/P faculty support and propel the

# *Provost Fellow for C/P Faculty Success (est. 2020)*

Create professional development events for C/P faculty

Networking, mentoring

Scholarship of teaching and learning

Scholarship of engagement

Promotion readiness

Resource for department heads and C/P faculty

Resource for guiding promotion criteria

Mentoring C/P faculty

Advancement for C/P faculty

C/P faculty website



Jennifer Simpson, Au.D.  
Clinical Professor, Speech, Language and  
Hearing Sciences  
Associate Head  
Provost Fellow

# C/P Faculty Resource Guides

**To:** Deans, Associate Deans, and Department Heads

**Date:** January 2024

**Subject:** Summary of Policies, Procedures, and Best Practices for Hiring, Mentoring, Review, and Promotion of Clinical/Professional/Teaching Faculty and Professors of Practice (C/P Faculty)

C/P faculty are primarily devoted to the practice and scholarship of teaching and engagement/extension, and often serve in important administrative and professional positions at Purdue University. Their expertise, scope of work, and contributions vary greatly across colleges and units. C/P faculty responsibilities can include clinical teaching and service, patient care, classroom teaching, engagement/extension, scholarship, and leadership in administration of programs.

Deans and Department Heads are responsible for observing the university policy and procedures related to C/P faculty. The VI.F.10 policy is located here: <https://www.purdue.edu/policies/human-resources/vif10.html>. The procedures for appointing and promoting C/P faculty are located here: <https://www.purdue.edu/provost/policies/clinical-faculty.html>.

The purpose of this document is to provide an overview and summary of current C/P faculty-related policies and procedures, and to share best practices for unit leaders who employ C/P faculty to consider for supporting the success of their C/P faculty at all career stages. Guidelines and expectations for C/P faculty promotion should be clear, mentoring plans should be in place, and timely performance reviews should be conducted. While in general these supportive actions are similar between C/P faculty and tenured/tenure-track (T/TT) faculty, the uniqueness of some C/P faculty positions emphasizes the importance of clarifying expectations and the distinguishing features of the C/P faculty roles to ensure a more cohesive unit and sustain long lasting success and retention of C/P faculty.

## C/P Faculty FAQ

### Clinical/Professional/Teaching Faculty and Professors of Practice (C/P faculty) Common questions and answers

C/P faculty are primarily devoted to the practice and scholarship of teaching and engagement, and often serve in important administrative and professional positions at Purdue University. Their expertise, scope of work, and contributions vary greatly across colleges and units. Work can include clinical teaching and service, classroom teaching, engagement/extension, scholarship, and leadership and/or administration of programs.

The following information, structured as questions and answers, is offered for consideration by C/P faculty and is intended to both support the success of C/P faculty and encourage C/P faculty to understand policies and procedures at Purdue.

#### 1. How many C/P faculty are employed at Purdue?

The number of C/P faculty at Purdue University's West Lafayette campus is approaching 400. Generally, the number of C/P faculty is capped at 20% of the number of tenure-track faculty across the university ([www.purdue.edu/policies/human-resources/vif10.html](http://www.purdue.edu/policies/human-resources/vif10.html)). The colleges with the largest numbers of C/P faculty are Health and Human Sciences, Veterinary Medicine, and the Purdue Polytechnic Institute. The Honors College is entirely comprised of C/P faculty.

#### 2. How do C/P faculty roles differ from tenure-track faculty roles?

Clinical/Professional faculty is a promotable, but non-tenure track, faculty classification. The primary focus of C/P faculty, as written in the policy that formalized the C/P faculty classification at Purdue, is excellence in instruction and engagement. The flexibility in appointing C/P faculty, and the variation of C/P faculty roles across campus, is intended to meet essential needs in Purdue's academic and engagement programs for designing and maintaining educational programs in traditional classrooms, learning experiences outside the classroom or in clinical settings, engagement programmatic needs, and/or the professional development of students. While C/P faculty are promoted primarily for excellence in instruction and/or engagement, tenure-track faculty are promoted primarily for excellence in research, teaching, or engagement. A differentiating point between the C/P and tenure-track faculty roles is the expectation surrounding research and scholarship. Each college or school has written policies and procedures for promotion within the C/P faculty ranks as well as a description of the nature of the activity of C/P faculty that distinguishes them from tenure-track faculty.

#### 3. How are contracts handled for C/P faculty?

All employees at Purdue University are initially hired with a contract. The initial period of a C/P faculty appointment is usually three years. Contracts for C/P ranks of instructor or assistant professor may be renewed for terms not to exceed increments of three years. Contracts for individuals at the C/P rank of associate professor or professor may be renewed for terms in increments of up to five years. Appointments are made at the discretion of the Head and with approval of the Dean and Provost. Contract renewal must occur at least six months in advance of contract expiration during the first three years of employment, and at least twelve months in advance of contract expiration with subsequent contracts. Information and instructions on contract extension or non-renewal (Form 19) can be found here: <https://www.purdue.edu/hr/buspur/formsproc/forms/>

# *C/P Faculty Recently in Purdue's Leadership Programs*

## **Insights Forum**

2023-2024	Kelly Blanchard Elizabeth Brite Chris Fulkerton
2022-2023	Scott Lawrance Adam Watkins Jasmine Gonzalvo
2021-2022	Jennifer Coddington Jennifer Dobbs-Oates Zach Weber
2020-2021	Megha Anwer Jennifer Simpson
2018-2019	Patricia Darbshire Natasha Duncan
2017-2018	Ann Weil



## **Big10 Academic Leadership Program (ALP)**

2022-2023 Dawn Laux

2021-2022 Patricia Darbshire

# *C/P Faculty Recently Moving into Leadership Roles*

**University Senate Chair Elect:**

Mark Zimpfer, Purdue Polytechnic Institute



**Associate Vice Provost for World Readiness:**

Jennifer Dobbs-Oates, College Health and Human Sciences



**Associate Dean of Undergraduate Programs:**

Kelly Blanchard, Daniels School of Business

**Assistant Dean of Academic Programs:**

Dawn Laux, Purdue Polytechnic Institute

**Associate Dean for Purdue Indianapolis STEM Education:**

Jon Rienstra-Kiracofe, College of Science



# *C/P Faculty: Recent University Award Winners*

## **Murphy Award Recipients:**

Jennifer Smith, College of Education

Natasha Duncan, Honors College

Jennifer Dobbs-Oates, College of Health and Human Sciences

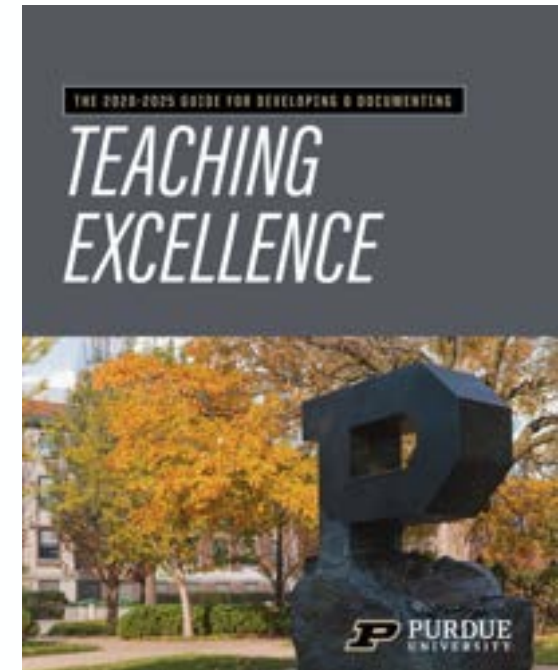


## **Exceptional Early Career Teaching Award & Teaching Catalyst Award:**

Lindsey Payne, College of Engineering

## **Faculty Engagement Scholar Award:**

Wanju Huang, College of Education





# 2023 C/P Faculty External Award Winners (March 1, 2023-March 1, 2024)

Faculty Member	Unit	Recognition	Governing Society
Luke Bennett	Curriculum & Instruction	Trendsetter - Bronze International Distance Learning Award	U.S. Distance Learning Association
Jasmine Beseske	Educational Studies	Community Partner Award	Wabash Center
Jasmine Beseske	Educational Studies	Outstanding Dissertation Award	U.S. Society for Education Through Art
John Broome	Curriculum & Instruction	Fellow	American Montessori Society Innovation Think Tank
Virak Chan	Curriculum & Instruction	James E. Atlatis Prize for Research in Language Policy and Planning	The International Research Foundation for English Language Education
Virak Chan	Curriculum & Instruction	Best of the Best in Higher Education Award	Indiana Teachers of English to Speakers of Other Languages
Brad Duerstock	Biomedical Engineering and Industrial Engineering	Fellow	American Institute for Medical and Biological Engineering
Kara Duncan Weatherman	Pharmacy Practice	William H. Briner Distinguished Achievement Award in Nuclear Pharmacy Practice	American Pharmacists Association
Shawn Ehlers	Agricultural and Biological Engineering	Educational Aids Blue Ribbon Award	American Society of Agricultural and Biological Engineers
Nga Hin (Ben) Fong	Industrial Engineering	Fellow	Institute of Industrial & Systems Engineers (IISE)
Alex Isaacs	Pharmacy Practice	Paper of the Year	American Association of Colleges of Pharmacy, Experiential Education Section
Alex Isaacs	Pharmacy Practice	Scholarship of Teaching and Learning Award	American Association of Colleges of Pharmacy, Pharmacy Practice Section
Tom Iseley	Construction Engineering and Management	Honorary President	International Trenchless Technology Institute in Nanyang, China
Rakhi Karwa	Pharmacy Practice	Outstanding Service Award	American Association of Colleges of Pharmacy, Global Education Special Interest Group
Jane Krause	Pharmacy Practice	Knapp-Matuszak Award	American Association of Colleges of Pharmacy, Women Faculty Special Interest Group
Cassandra Ledman	Health and Kinesiology	Professional of the Year Award	Midwest American College of Sports Medicine

# 2023 C/P Faculty External Award Winners (March 1, 2023-March 1, 2024)

Faculty Member	Unit	Recognition	Governing Society
Victoria Lowell	Curriculum & Instruction	Outstanding Design Case Award	American Education Research Association, Design & Technology Special Interest Group
Victoria Lowell	Curriculum & Instruction	Emerging Learning Technologies Award - 2nd place	Association of Educational Communications and Technologies, Division of Emerging Learning Technologies
Ernesto Marinero	Materials Engineering	Fellow	National Academy of Inventors
Elizabeth Maynard	Horticulture and Landscape Architecture	Outstanding Factsheet Award	American Society for Horticulture Science - Extension Division
Cody Mullen	Public Health	2023 Family Advocate Award	The Arc of Indiana
Nicole Olenik	Pharmacy Practice	Editor's Choice Award	Journal of the American Pharmacists Association
Carol Ott	Pharmacy Practice	Nick DiCarlo A Light in the Darkness Award	National Alliance on Mental Illness West Central Indiana
Jennifer Popp	Health and Kinesiology	Most Distinguished Athletic Trainer Award	National Athletic Trainers Association
Kwamena Quagraine	Agricultural Economics	Fulbright Specialist	United States Department of State
Yadira Santiago Banuelos	Nursing	Indiana State Nurses Foundation Top Nurse of Influence	Indiana State Nurses Foundation
Ellen Schellhase	Pharmacy Practice	Fellow	American College of Clinical Pharmacy
Jennifer Smith	Educational Studies	Outstanding Professor of the Year	Indiana Council for Exceptional Children
Craig Voll	Health and Kinesiology	Hall of Fame	National Athletic Trainers Association
Zachary Weber	Pharmacy Practice	Distinguished Fellow	National Academies of Practice
Alice Wilcoxson	Health and Kinesiology	Most Distinguished Athletic Trainer Award	National Athletic Trainers Association
Zhiwei Zhu	Management	Fulbright US Scholar Award	United States Department of State
Carla Zoltowski	Electrical and Computer Engineering	Mary Kenneth Keller Computer Science and Engineering Undergraduate Teaching Award	Institute of Electrical and Electronics Engineers
Stacy Zuelly	Animal Sciences	2023 Distinguished Teacher	American Meat Science Association

# Today's Program

Time	Topic
4:00-5:00	Networking Reception
5:00	<b>Welcome and Toast:</b> Vice Provost for Faculty Affairs Sunil Prabhakar Associate Vice Provost for Faculty Affairs Lisa Mauer
	<b>Program Overview:</b> Provost Fellow Jennifer Simpson
	1994 Video
	Emeritus Professor of Pharmacy Practice Steve Abel: Reflections on C/P Faculty Impact
	C/P Faculty Advisory Board
	C/P Faculty 2024 Video
	Provost Patrick Wolfe
5:45	Close

THE PERSISTENT PURSUIT OF THE

# *NEXT GIANT LEAP*

