



Clinical/Professional Faculty Promotion

***Peter Hollenbeck
Vice Provost for Faculty Affairs***

April 1, 2022



PROMOTION

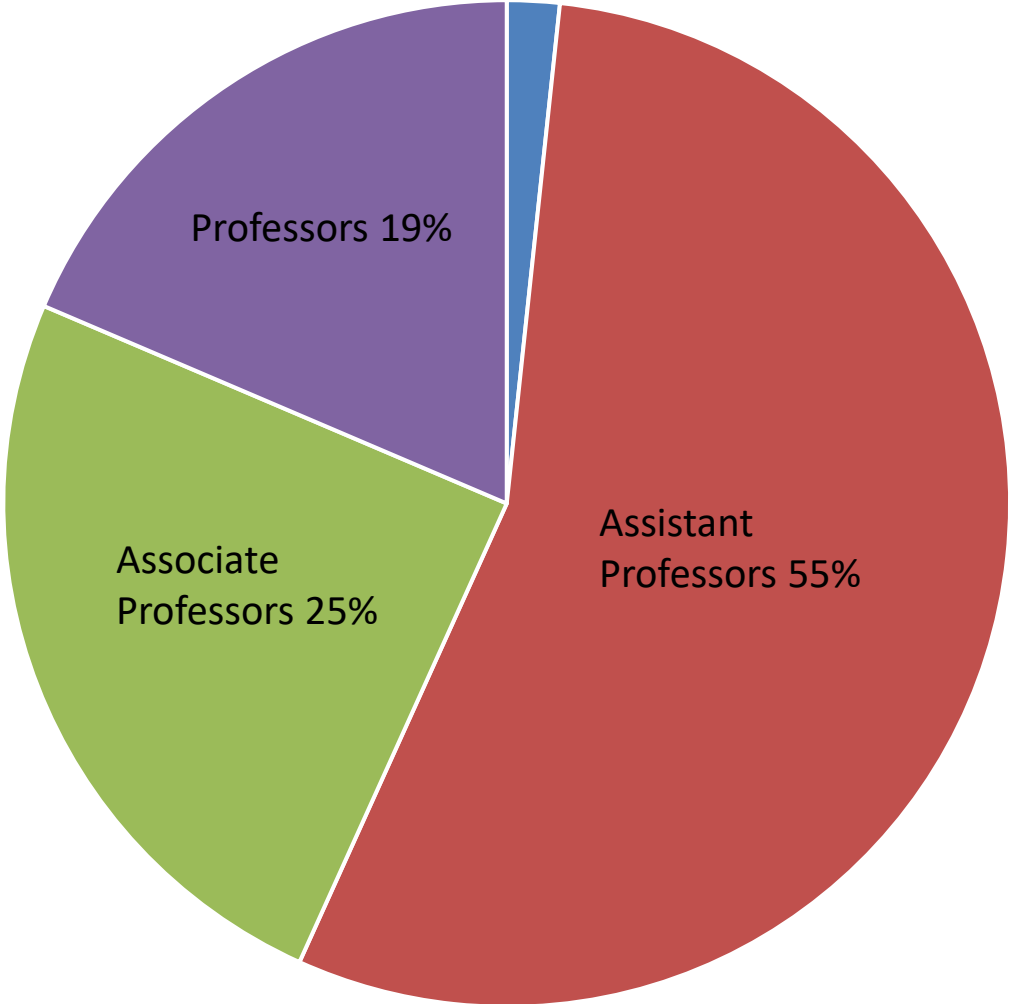
Types of Faculty at Purdue

Tenured/Tenure Track	1,910
Clinical/Professional	292
Research	37
Visiting (temporary)	116
Adjunct	358



PURDUE C/P FACULTY BY RANK

2021

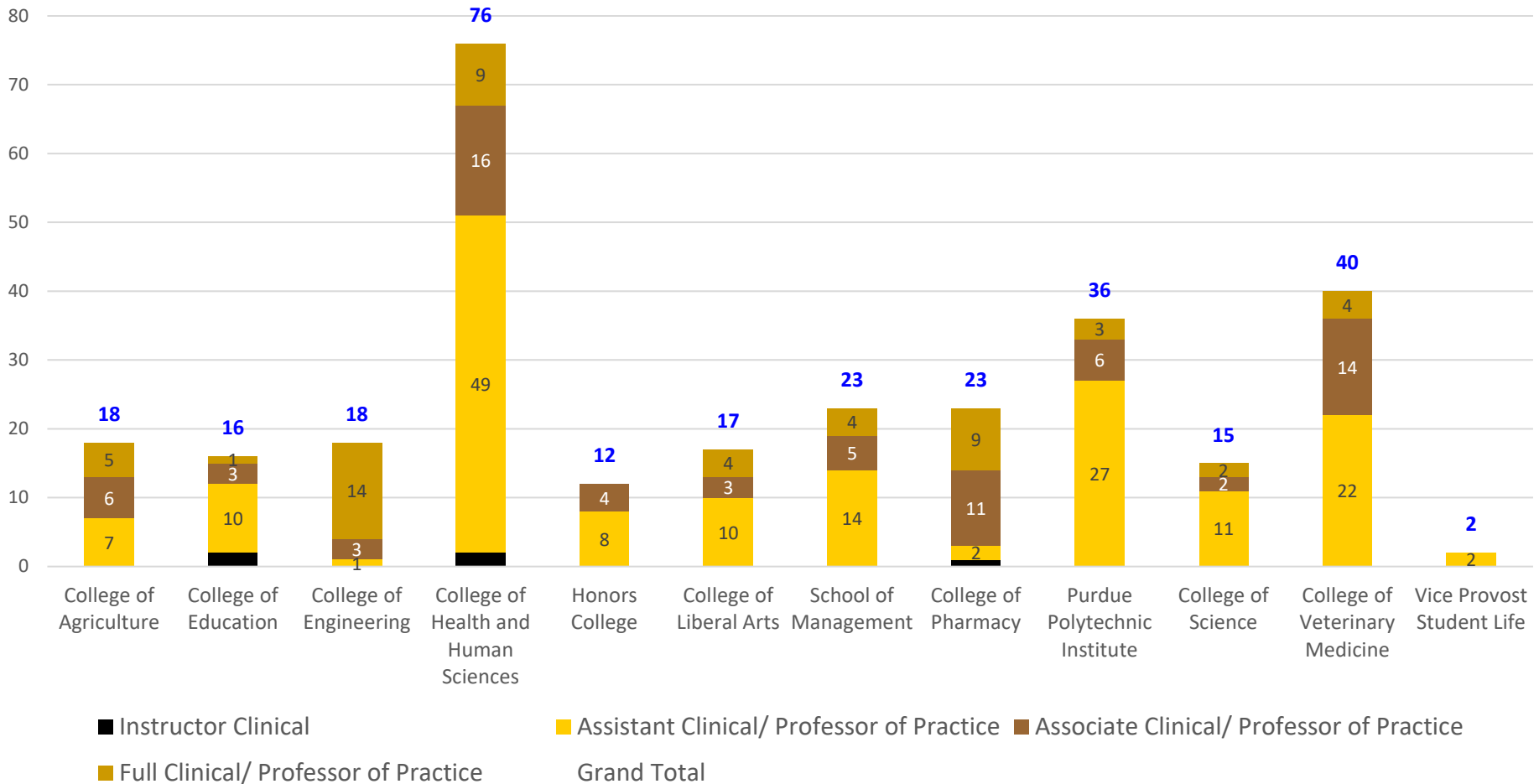


PURDUE C/P FACULTY BY RANK AND COLLEGE

2021

Headcount Clinical/Professional and Professor of Practice

Fall 2021 by College/School and Rank
West Lafayette Campus



PROMOTION

- Strong predictor of faculty satisfaction and success: *understanding the promotion process*.
- Promotion *Policy, Procedures, and Criteria* have been refined and clarified, are posted on the university & Provost web sites.
- Process also summarized and reinforced for all units in annual letter, the “*Provost’s Memo*”

<http://www.purdue.edu/provost/faculty/promotionandtenure.html>

PROMOTION

Three related but separate documents:

- **POLICY**, which defines what do we do, why we do it, and who is responsible.

<https://www.purdue.edu/policies/human-resources/vif10.html>

- **PROCEDURES**, which explains exactly how the process is carried out.

<https://www.purdue.edu/provost/policies/clinical-faculty.html>

- **CRITERIA**, which constitute the yardsticks by which faculty achievement is measured in each discipline.

- (Plus, the annual Provost's Memo)

<https://www.purdue.edu/provost/faculty/documents/promotion-wl-2021-22ay-panel-b-final.pdf>

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: January 1, 2015

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
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PROCEDURES

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Policies and Procedures

POLICIES AND PROCEDURES

[Faculty Policies](#)

[Criteria for Tenure and Promotion for the West Lafayette Campus](#)

[Faculty and Staff Handbook](#)

[Financial Policies](#)

[New Degree Proposals and Online Education](#)

[Operating Procedures for Lecturer Appointments](#)

[Procedures for Appointments of Postdoctoral Researchers](#)

[Procedures for Fulbright Awards](#)

Procedures for Appointing and Promoting Clinical/Professional Faculty

These procedures supplement the policy on [Clinical/Professional Faculty Appointment and Promotion \(VI.F.10\)](#).

Please refer to the policy for contact information and applicable definitions.

Effective date: July 1, 2014

I. ESTABLISHMENT OF CLINICAL/PROFESSIONAL FACULTY POSITIONS

Requests for the establishment of Clinical/Professional Faculty positions must originate within the academic unit and receive approval by the head, dean and the Chancellor or Provost, as the case may be.

The request must be consistent with the policy on Clinical/Professional Faculty Appointment and Promotion (VI.F.10) and define the nature of the activity of Clinical/Professional Faculty that distinguishes them from tenure-track faculty.

II. CLASSIFICATION OF CLINICAL/PROFESSIONAL FACULTY

When establishing Clinical/Professional Faculty positions, the required degrees, qualifications and experience will be determined by the appointing department or school. All Clinical/Professional Faculty must have a primary

PROMOTION PROCEDURES

- Promotion procedures must be established by each individual college or school in conjunction with the Provost Promotion Guidelines.
- Primary and Area committees must have a minimum number of C/P faculty of appropriate rank when Clinical/Professional Faculty are being considered.
- Promotions follow the standard annual timeline, going through Panel B.
- Candidates recommended for promotion by Panel B are forwarded by the Provost to the President, who in turn makes recommendations to the Board of Trustees for final action.
- Salary increments for promotion are to be consistent with those associated with promotion for tenure-track faculty.

PROMOTION TIMING

Primary promotions committee (dept/school)

- During the spring prior to year a candidate will go forward, the unit assembles the promotion document and solicits outside letters
- Autumn – deliberates and votes on your case

Area promotions committee (college)

- Votes on your case in late autumn

Campus promotions committee (“Panel B”)

- Votes on your case in February

PROMOTION – CRITERIA?

“Clinical/Professional Faculty focus principally on excellence in instruction and engagement. In addition to their instructional responsibilities on campus, C/P Faculty also may be professionals in a practice site and provide clinical supervision of students; collaborate and develop professional relationships with industry and governmental agencies; and/or supervise internships, co-ops, service learning and other student activities outside the classroom.”

Different units deploy the talents of C/P faculty in very different ways, and their promotion criteria should reflect those specifics.

PROMOTION

- Your college and school/department should have written promotion criteria
- These will differ among units, and perhaps even among sub-disciplines within a dept
- In all cases, these criteria, by university guidelines, must value **impact** foremost

RESOURCES FOR PROMOTION

<https://www.purdue.edu/provost/faculty/resources/clinical.html>

[Faculty Awards and Honors](#)

[Faculty Promotion and Tenure](#)

[Department Head Resources](#)



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 university's mission to offer a premiere education to students, stakeholders, and partners while benefitting local and global communities. C/P faculty are experts, informed by years of study and professional experience. C/P faculty are masters of pedagogical practice delivering the latest innovations in transformational, translational, and interactive learning to the students, stakeholders, and partners of Purdue University. The contributions of the C/P faculty to the lives of students, the health of communities, and the discovery and dissemination of information help make Purdue University an educational leader locally, nationally, and internationally.

- [Guidance document for hiring, mentoring, review, and promotion of C/P faculty](#)
- [C/P Faculty FAQ](#)

PROMOTION OUTCOMES, 2020-2022

2021-22:

- 24 Clinical Faculty cases went forward
- All 24 were successful (18 Associate, 6 full)

2020-21:

- 25 C/P cases went forward
- All 25 were successful (13 Associate; 12 full)

2019-20:

- 15 C/P cases went forward
- 14 were successful (9 Associate, 5 full)

Thank You!

