

# HISTORY & DISTRIBUTION OF C/P FACULTY AT PURDUE

Clinical/Professional Faculty Town Hall

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*Vice Provost for Faculty Affairs*

4 March 2020

# *C/P Faculty Town Hall*

First: what are we doing here?

Improving clarity for Clinical and Professional Faculty about:

- the conditions of employment, opportunities and responsibilities
- the criteria and process for promotion

Affirmation of:

- the critical role C/P faculty play in Purdue's mission
- the need for C/P faculty to receive mentoring and professional development

(and mostly listening)

# 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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# C/P Faculty Town Hall

## History & documents:

- *University Senate Document 93-10*, “University Guidelines for Clinical/Professional Faculty within Purdue University,” dated March 28, 1994, amended April 25, 1994, and approved by the Board of Trustees May 21, 1994
- *University Senate Document 07-1*, “University Limits on Clinical/Professional Faculty,” approved by Faculty Senate, October 15, 2007, and Board of Trustees, November 16, 2007
- July 1, 2014: This *policy* revises and updates guidelines for appointment of Clinical/Professional Faculty as previously established and revised by the University Senate and approved by the Board of Trustees.
- January 1, 2015: Interim status removed.

# *C/P Faculty Town Hall*

From Policy VI.F.10, definitions section:

## **Clinical/Professional Faculty**

*Clinical/Professional Faculty is a promotable, but non-tenure track, faculty classification. These individuals provide education and/or supervision of students engaged in clinical and professional practice. Clinical/Professional Faculty may carry the title clinical professor, professor of practice or teaching professor. Each school may choose the appropriate title for their Clinical/Professional Faculty.*

# *C/P Faculty Town Hall*

From Policy VI.F.10, statement-of-policy section:

## ***Individuals appointed to Clinical/Professional Faculty positions:***

- *Engage in activities aimed at improving clinical practice, teaching or engagement.*
- *Possess the appropriate educational background and practice expertise commensurate with the responsibilities of their specific appointment. Such qualifications are determined by each department.*
- *Possess professional licensure, when appropriate.*
- *Participate in activities to enhance professional growth, including, but not limited to, participation in conferences and in-service training to enhance knowledge or skill in a particular area of specialty. During the course of appointment, responsibilities may be arranged to allow for more extended development opportunities. These opportunities are to be negotiated with department heads along with the dean.*

**POLICIES AND PROCEDURES**

Faculty Policies

New Degree Proposals and Online Education

Financial Policies

Faculty and Staff Handbook

Procedures for Appointments of Post-doctoral Researchers

Procedures for Fulbright Awards

Operating Procedures for Lecturer Appointments

# 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

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From Procedures, Appointment section:

- *The initial period of appointment is up to three years. Contracts for individuals at the rank of instructor or assistant professor may be renewed for terms not to exceed increments of three years. Contracts for individuals at the 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 the Provost or Vice Chancellor for Academic Affairs, as the case may be, based on successful performance assessments.*
- *A notice of at least six months in advance of contract expiration is required in the event of non-renewal during the first three years of employment; a minimum of 12 months' notice is required for non-renewal associated with subsequent contracts.*
- *Clinical/Professional Faculty members are expected to provide at least six months' notice of intent to resign.*





OFFICE OF THE PROVOST

To: Tenured, Tenure-Track, Clinical and Research Faculty
From: Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity
Date: June 15, 2019
Subject: West Lafayette Campus Promotion Policy – Clinical/Professional and Research Faculty (2019-20 AY Policy)

This memorandum has been prepared for the purpose of informing the members of the clinical/professional and research faculty of Purdue University, and their promotion committees, of the policies and procedures that are followed in recommending them for for promotion to higher academic rank. We continue to operate under the policies and procedures for clinical/professional and research faculty that were approved in 2014 and 2012, respectively (see links at bottom). Faculty are encouraged to carefully read these documents on the website.

SECTION I
GENERAL CRITERIA FOR PROMOTION

Purdue University values creative endeavor and scholarly activity in many forms. These include research and discovery; teaching and learning in its many forms; and engagement in its many forms, including extension and outreach. To be considered for promotion, a clinical/professional faculty member should have demonstrated excellence in teaching or engagement and related activities, and scholarly productivity in one of those areas. To be considered for promotion, a research faculty member should have demonstrated excellence in discovery and its scholarship. As described in the University and unit promotion criteria documents, performance in any of these areas should be evaluated not on the basis of any single indicator, but rather by considering multiple elements as part of a holistic assessment. In addition, each college has developed recommendations for documenting mentoring activities, and these guidelines should be made available to faculty.

THE FACULTY REVIEW SYSTEM

The promotion requirements are intended to guide all academic units of the University. Throughout the entire promotion process, Primary, Area and Campus Promotion Committee members respond to each tenure or promotion nomination as individuals, interpreting achievements described in the nominating



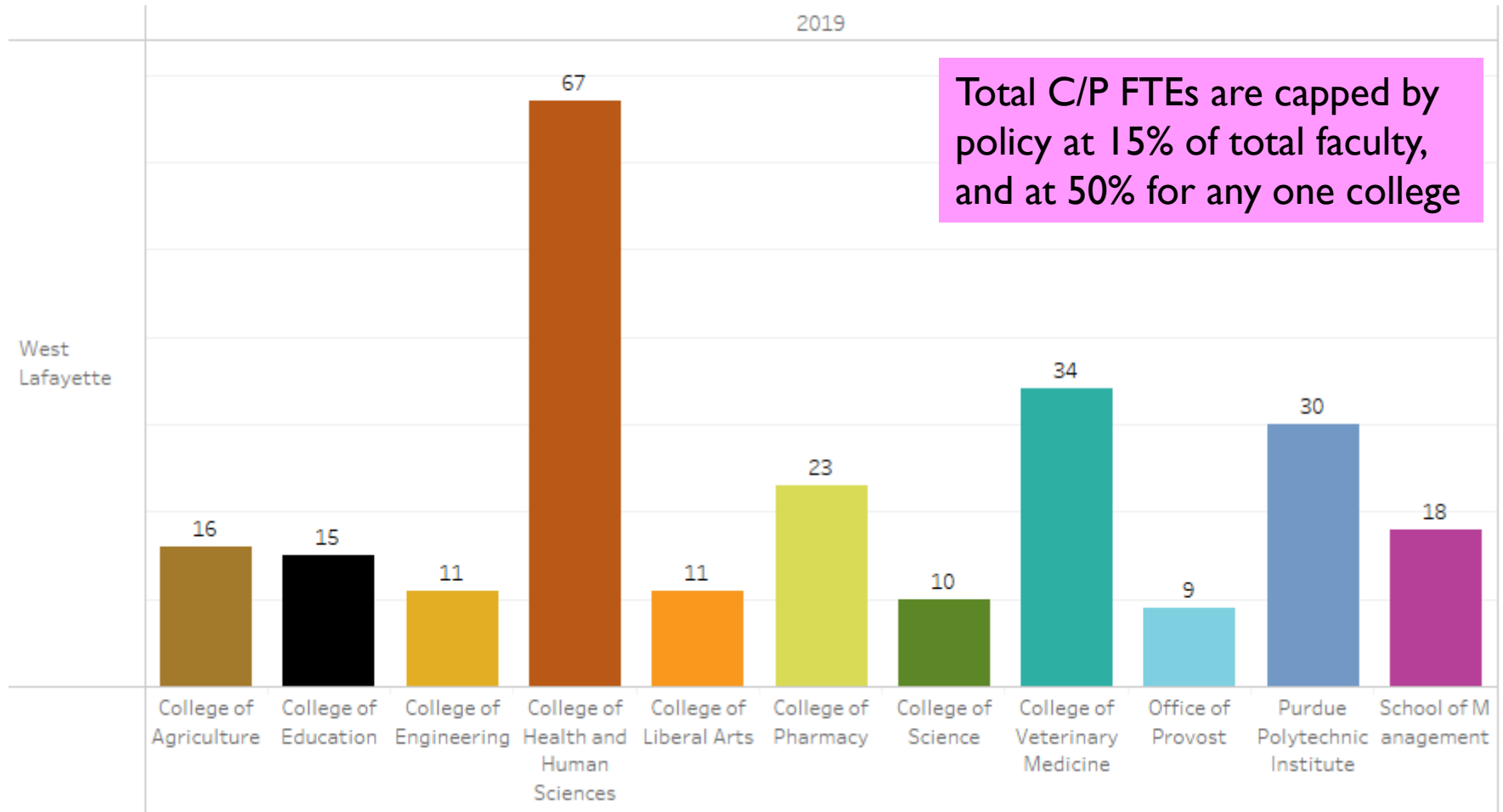
The annual "Provost's memo"

# Who & where are we?

Demographic and distribution data

# Clinical Faculty: West Lafayette Campus

Count of Clinical/Professional Faculty at PWL in 2019, by College/School



# C/P Faculty Data

*Distribution of Faculty FTEs across Colleges (Jul '19)*

C/P faculty:  
 1.6% Instructors  
 59% Assistants  
 27% Associates  
 13% Professors

C/P faculty:  
 58% female,  
 10% URM

College	C/P faculty FTEs	TT faculty FTEs
AG	16.25	288.5
CLA	11.25	262.86
EDU	14.0	59.06
ENGR	10.58	413.42
HHS	65.80	172.85
LIBR	---	32.0
MGMT	18.0	100.42
PHARM	21.75	55.57
PPI	30.0	132.15
SCI	8.5	340.62
VETM	36.45	77.54
BANDS	0.75	6.0
HONORS	9.0	1.85
<b>TOTAL</b>	<b>242.33</b>	<b>1942.84</b>

# *C/P Faculty promotion*

Promotion results for C/P faculty, 2018-19 AY

	Total cases	Primary failed	Area failed	Panel B failed	Panel B approved	Associate approved	Full approved
Totals	12	0	0	0	12	8	4
Associate	8	0	0	0	8		
Full	4	0	0	0	4		

100% success rate for all C/P promotions

# *C/P Faculty Promotion*

Promotion results for C/P faculty, 2017-18 AY

	Total cases	Primary failed	Area failed	Panel B failed	Panel B approved	Associate approved	Full approved
Totals	11	0	0	0	11	7	4
Associate	7	0	0	0	7		
Full	4	0	0	0	4		

100% success rate for all C/P promotions

ISSUE	Clinical faculty	Research faculty
to establish	Units make request to Dean, who submits request and justification for line to the Provost	Units make request for position to their College/ School, which sets guidelines; reqs approval of VPR
graduate student mentor	yes -- can co-mentor w/ Head approval and special appt status from the Graduate School	Yes, if appointed in a dept; if in a Center, can co-mentor only
graduate student committees	yes	yes
external grant PI	yes	yes
1° focus	teaching/clinical/engagement	research
regular review	annual merit reviews by Head	annual as per unit (must occur at least every 5 yrs); same policies & procedures as for TT faculty
promotion criteria	policies & procedures from Dean	same as for TT faculty, but greater or singular focus on research
promotion review	process established by Dean; sends result to Provost	normal cycle, policies & procedures as for TT faculty in unit, but research only; must occur every 5 yrs; no probationary period
promotion reviewed by	Provost/panel B	primary committee / Area / panel C
process monitored by	Provost	EVPRP
misc	Numbers: cannot exceed 15% of PU WL faculty; cannot exceed 50% of faculty in any Unit // May be professionals in a practice site & provide clinical supervision of students (see policy)	>=75% of salary must come from external funds, i.e., no more than 25% from PU internal (unit) funds /// In case of a limited teaching assignment, a separate, part-time teaching contract must be approved by the VPR

Questions for you!



***THANK YOU***

Questions?