

PATHWAYS OF CLINICAL TRACK FACULTY - WHO IS HERE? WHY? HOW?

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Study (ongoing): Non-Tenure Track Faculty – Opportunities, Strategies, Challenges

Qualitative Study : Non-Tenure Track Faculty - Opportunities, Strategies, Challenges

-- A semi-structured interview-based study



Purpose: To understand NTT faculty's career trajectories

**Pathways to clinical track, Expectations, Fit, Roles, Responsibilities,
Opportunities (& barriers) for professional growth,
Applicability of criteria for promotion, Rewards, Recognition,
Satisfaction, Mentoring, Supports.**

Non-Tenure Track Faculty – Opportunities, Strategies, Challenges

Study inclusion criteria:

Full-time, non-PVM¹ Purdue faculty member in a NTT position on West Lafayette campus²

IRB-approved study

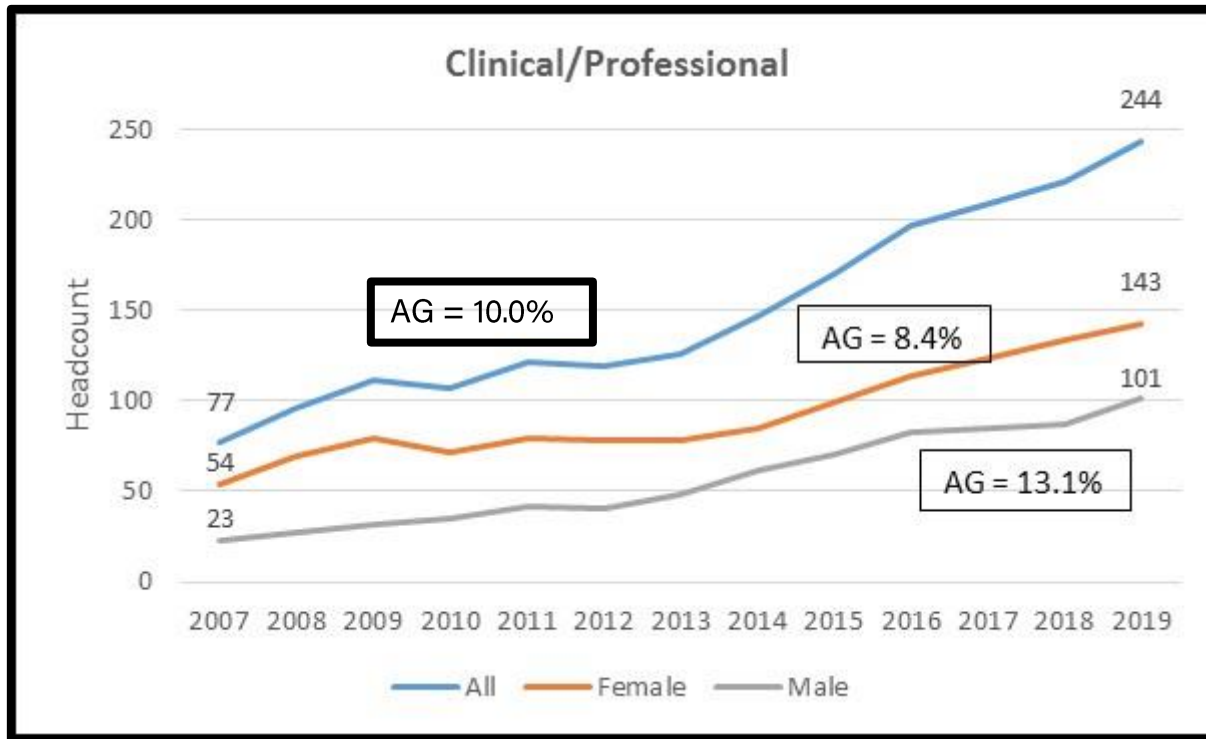
Information on ‘Pathways To Clinical Track’ based on interviews from 16 participants, predominantly female, representing all ranks at time of interview

PRELIMINARY RESULTS

¹ Non-PVM to avoid appearance of conflict of interest due to my appointment within the VAD

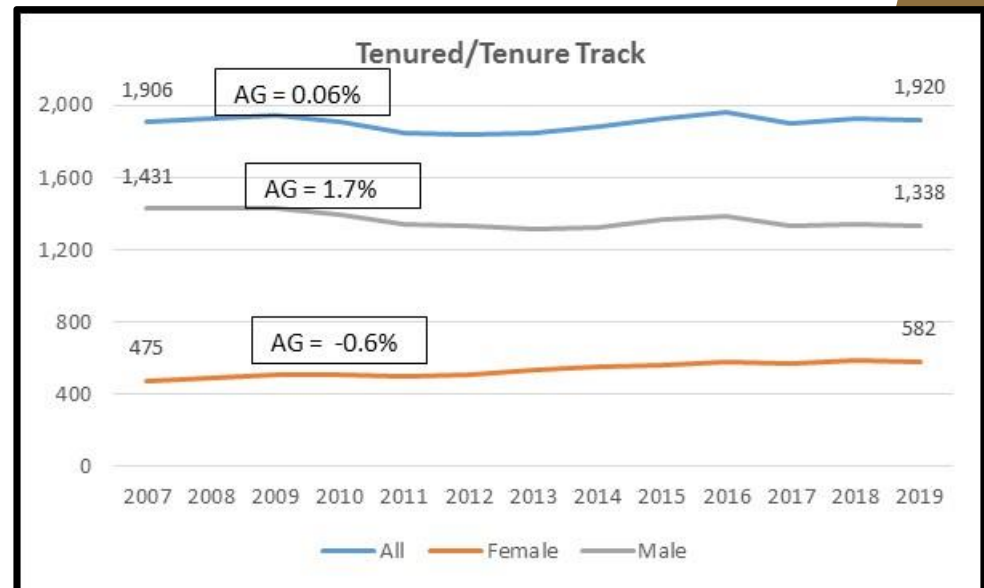
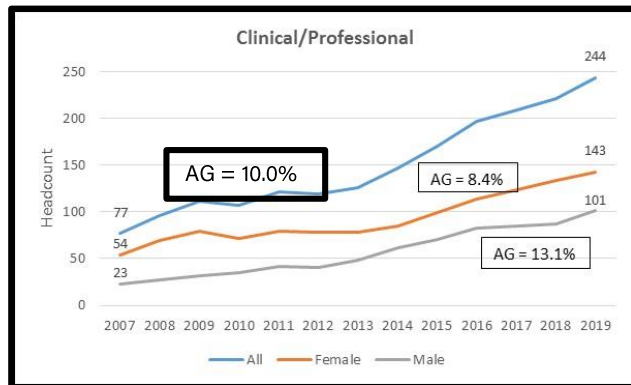
² Includes those with clinical practice appointments at clinical sites

Number and Annual Growth of Clinical Track Faculty at Purdue University (West Lafayette campus)



Data Source: Purdue's Data Digest

Number and Annual Growth of Clinical Track Faculty Vs. Tenure Track / Tenured Faculty at Purdue University (West Lafayette campus)



Data Source: Purdue's Data Digest

Pathways to Clinical Track: Who is Here?

Most were trained in a typical PhD program, under a tenured major professor

Immediate positions held prior to clinical track entry:

- Research trainee / researcher
- Administrative / clinical / practicing professional
in healthcare or university setting
(with or without teaching responsibilities)
- Faculty in higher education
(without or without administrative responsibilities)

Ranks at time of hire into clinical track: All

What factors determine the rank at hire? **Variable, Unpredictable.**
Not always a linear progression

Pathways to Clinical Track: Who is Here?

Some roles & responsibilities:

Undergraduate teaching (heavy teaching commitment)

Graduate teaching

Graduate student/clinical trainee supervision

Educational program administration

Clinical service

Mentorship

Engagement activities

Research

Professional service, leadership

Pathways to Clinical Track: Why Clinical Track?

Life and Career Factors

Consistently:	Variably:
<p>Passion for teaching, higher education activities</p> <p>Clinical track seemed better fit for their strengths or life stage than TT</p> <p>Possibility of potential balance with personal responsibilities</p>	<p>Personal needs, family responsibilities</p> <p>Geographic move: To be close to family To follow partner / spouse</p> <p>Desiring or accepting change in: Career position Career direction</p> <p>Desiring change in: Employment sector</p>

Pathways to Clinical Track: How?

Recruitment, Application, Hiring Processes

Application to an open, advertised position

Application in response to targeted recruitment

Internal recruitment to meet program's needs

For retaining a valuable individual

For needing specific skills

For filling an area's/unit's faculty needs

Interviews (highly variable formats historically; evolving towards uniformity)

Contracts and negotiations (also evolving)

Pathways to Clinical Track: Some Take-Home Messages

Purdue's clinical faculty are generally positive about where they are now, to have the opportunity to balance their faculty interests, responsibilities with their personal reasons for accepting the clinical track opportunity (from the 'WHY' theme)

BUT

As a group do not have a clear understanding of how ranks at hire ('WHO') were determined
-- Lack of university-level guidelines or policy?

Cause for further distress down the road when promotion criteria and processes are unclear and a move up the rank seems somewhat impossible

Also, some lack of clarity about how original contract and breakdown of responsibilities across domains of faculty activities came into being ('HOW')

Pathway to Associate Rank within the Clinical Track: My Story

THANK YOU

Study participants for your time and commitment

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Town hall attendees & fellow clinical faculty members for your attention

Dr. Lisa Mauer, Associate Vice Provost for Faculty Affairs, for this invitation to present