



University Senate CHARGE

Date:	October 28, 2011
To:	Charles Fenster Chair, Faculty Affairs Committee
From:	Eric Kasischke Chair, University Senate 
Subject:	Activation of the USM Clinical Faculty Titles
Senate Document #:	11-12-20
Deadline:	February 10, 2012

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee review the attached proposal entitled, "Activation of the USM Clinical Faculty Titles."

The University System of Maryland (USM) Policy on Appointment, Rank, and Tenure of Faculty (II-1.00) includes a section on faculty engaged in clinical teaching. Our campus currently has faculty in at least six colleges who fulfill the requirements of the clinical faculty titles as defined in the USM policy. The SEC requests that the Faculty Affairs Committee review whether University of Maryland-College Park should activate these titles on our campus.

Specifically, we ask that you:

1. Review the USM Policy on Appointment, Rank, and Tenure of Faculty (II-1.00).
2. Consult with the University's Office of Faculty Affairs on the impact of these new titles on our faculty.
3. Review whether our peer institutions have instituted similar clinical titles.
4. Consult with the University's Office of Legal Affairs.
5. If appropriate, recommend whether the University of Maryland Policy on Appointment, Promotion, and Tenure of Faculty II-1.00(A) should be revised to include clinical faculty titles.

We ask that you submit your report and recommendations to the Senate Office no later than February 10, 2012. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.



**University Senate
PROPOSAL FORM**

Name:	Ann Wylie
Date:	October 25, 2011
Title of Proposal:	ACTIVATION OF THE USM CLINICAL FACULTY TITLES
Phone Number:	x-56814
Email Address:	juan@umd.edu
Campus Address:	1119 Main Administration, College Park, MD 20742
Unit/Department/College:	Office of the Senior Vice President and Provost
Constituency (faculty, staff, undergraduate, graduate):	Instructional non-tenure-track Faculty
Description of issue/concern/policy in question:	<p>The USM POLICY ON APPOINTMENT, RANK, AND TENURE OF FACULTY, on section IIC (FACULTY RANKS), includes a section (4) on FACULTY ENGAGED EXCLUSIVELY OR PRIMARILY IN CLINICAL TEACHING. UMD does not have such titles presently activated, even though it currently employs expert practitioners whose primary focus is teaching, supervising, and mentoring students in practical environments in at least six colleges. The present request, with the unanimous approval of the Council of Deans, is to activate the USM titles as soon as the University Senate approves this policy change. Specifically the titles in question are 4 e (Clinical Assistant Professor), 4f (Clinical Associate Professor) and 4g (Clinical Professor). No other titles would be activated.</p>
Description of action/changes you would like to see implemented and why:	<p>Since the University does not use the clinical faculty title, concerns have been expressed by various deans that the range of available titles hinders the recruitment and retention of faculty who might warrant such a title. There are currently individuals who are, in effect, carrying out the functions of Clinical Professors without suitable recognition of their status, qualifications, and activities or the opportunity for career development – using inappropriate titles at this point in time. The importance of increasing connections between the University and highly regarded community professionals is also recognized as having value to the institution. Schools or colleges that have already conveyed a desire to utilize the title series are Architecture, Planning, and Preservation; Education; Public Policy; Behavioral and Social Sciences; Public Health; and Business, and no college has expressed opposition to the title.</p>

<p>Suggestions for how your proposal could be put into practice:</p>	<p>Once the titles are activated, Clinical appointments would be 0-100% appointments, paid or unpaid. Departments, schools, and colleges using this title should determine criteria for appointment and promotion and develop a formalized process for review. Initial appointments to these non-tenure-track positions may be for up to three years, with reappointment up to five years being possible. Appointments and promotions should require the sort of process involved in Research Professorships, which is centered at the unit level with oversight from the Dean. At a minimum, this must include the development of a dossier, a meeting of the department's professorial faculty and the clinical faculty at or above the rank the faculty member is seeking, and a meeting of the college APT committee. The final decision should be made by the Dean (Provost in the case of non-departmentalized colleges). The dossier should include a current CV, external references, teaching and mentoring documentation (if possible and relevant), an evaluative report from department faculty, the chair's letter, and the college APT committee report. Clinical faculty may request promotion after five years in rank. Grievance procedures should also be in place.</p>
<p>Additional Information:</p>	<p>Clinical Professors at all ranks must hold the terminal professional degree in their field, any required licensure or certification, and training or experience in an area of specialization. Evidence of ability in clinical practice and teaching should be required, ranging from "potential" at the Clinical Assistant Professor level to "a degree of excellence sufficient to establish an outstanding regional and national reputation among colleagues" for Clinical Professor rank. Similarly, documentation of scholarly or administrative accomplishments should always be expected. Naturally, also, the level and degree of accomplishment should increase with higher ranks.</p>

Please send your completed form and any supporting documents to senate-admin@umd.edu or University of Maryland Senate Office, 1100 Marie Mount Hall.