

## MEMORANDUM

To: Kumble Subbaswamy  
Provost

From: Heidi M. Anderson  
Associate Provost for Faculty Affairs

Subject: Clinical Title Series

Date: November 8, 2006

The chronology about the Clinical Title Series process indicates the following. In 2004, Provost Michael Nietzel charged Associate Provost David Watt to review the Clinical Title Series and propose suggestions to address concerns raised by units which rely heavily on the services of Clinical Title Series faculty. The issues were discussed with a number of faculty in several Colleges and a proposal was developed. The draft proposal was vetted within the six health professions colleges and revised in light of the of the input received from these discussions. The final report was revised and submitted to Interim Provost Scott Smith on November 30, 2005. Finally, Interim Provost Smith transmitted the proposal to then Senate Chair Ernest Yanarella on December 12, 2005.

Given that this discussion has lasted more than 1 year and a review of best practices nationally reveals the need to modify outdated policies regarding clinical title series faculty appointments, I strongly suggest that the eight recommendations from this proposal be implemented as indicated below. The background about each of these recommendations is included in the attached proposal. Note the recommendation numbers correspond to the November 30, 2005 proposal.

### **Implement by December 31, 2006 with Direction or Notification as Appropriate**

**Recommendation 1: Eliminate the appointment of faculty outside of the departments. The College of Medicine is in the process of transferring the one faculty in the so-called Clinical Program Unit to a department and has no plans to use this type of appointment in the future. This change will require a revision of the current Administrative Regulations (AR II-1.0-1.IX.A).**

Note: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Medicine, Pharmacy, Public Health, and Social Work.

**Recommendation 2: Modify the criteria for evaluating CTS faculty for appointment, performance review, and promotion as follows: (1) quality of practice or practice-relevant activities; (2) effective clinical teaching; and (3) professional status and activity. The ability to generate funds should be a criterion for continuing the appointment but not a criterion for evaluation. The ability to generate income does not relate to the quality of performance, and performance review and promotion should relate to quality of performance. Contracts should be written, especially if they are multi-year, so that they require generation of funds and quality of performance in order to continue the appointment. This change will require a revision of the current Administrative Regulations (AR II-1.0-1.IX.A).**

Note: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Medicine, Pharmacy, Public Health, and Social Work.

**Recommendation 4. Colleges should make greater but not exclusive use of multi-year contracts for faculty in the Clinical Title Series who have a long-standing association with the University. Under the current Regulations, colleges may extend instructors' contracts for a maximum of three years, and assistant professors', associate professors' and professors' contracts for a maximum of five years. This recommendation does not require revision of the Administrative Regulations (see AR II-1.0-1.IX.G). The Executive Vice President for Health Affairs will instruct clinical units to move in the direction of multi-year contracts.**

Notes: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Medicine, Pharmacy, Public Health, and Social Work.

**Recommendation 5. Faculty of each academic unit should determine whether or not to extend voting privileges to faculty in the Clinical Title Series and to define the extent of these privileges particularly in matters regarding faculty hiring and promotion/tenure cases. This recommendation does not require revision of the Administrative Regulations (see AR II-1.0-1.IX.H).**

Notes: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health

**Recommendation 8. Faculty in the Clinical Title Series may only be considered for tenure-track positions if (1) the faculty member has made commensurate scholarly contributions in addition to satisfactory performance of the faculty member's clinical responsibilities and (2) the faculty member has completed significant**

**continuous, full-time satisfactory service. This recommendation does not require revision of the Administrative Regulations (see AR II-1.0-1.IX.F).**

Notes: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Pharmacy, Public Health, and Social Work. The faculty in the College of Medicine did not approve this change because this recommendation was regarded as superfluous: any qualified individual may apply for tenure-track positions at any time.

**Obtain approval from the Faculty Senate and adopt by June 30, 2007**

**Recommendation 3: Request that the Faculty Senate and the Board of Trustees remove the 25% cap on the number of Clinical Title Series faculty relative to the tenurable title series. The Faculty Senate and/or the Board may request an annual report on these percentages as a means of ensuring that any subsequent increases in the Clinical Title Series does not come at the expense of eroding the progress of the academic missions of the University. This recommendation will not require codification in the ARs, but will require discussion with the faculty and ultimately Board action.**

Notes: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Medicine, Pharmacy, Public Health, and Social Work. Faculty in several colleges, particularly Dentistry, expressed concerns about this change.

**Recommendation 6. Faculty in the Clinical Title Series may, after seven years of continuous, full-time service, be eligible for sabbaticals for advanced training, scholarly activity, or continuing education in their specialty area, if such sabbaticals were available to Clinical Title Series appointees in the particular college in which they were appointed. Faculty afforded this opportunity will be subject to the same requirements (i.e., one-year of continuous service following the sabbatical) as their counterparts in the Regular and Special Title Series. It will be important to develop criteria that govern eligibility and expectations associated with this benefit, particularly for current faculty in the Clinical Title Series. This recommendation would require revision of the Governing and Administrative Regulations (see GR X.C.5 and AR II-1.0-1.IX.H, respectively).**

Notes: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Medicine, Pharmacy, Public Health, and Social Work.

**Recommendation 7. Faculty in the Clinical Title Series would be eligible for election to the University Senate. This recommendation would require revision of the Administrative Regulations (see AR II-1.0-1.IX.H).**

Notes: This recommendation was approved by the deans and respective governing councils of the colleges of Dentistry, Health Sciences, Law, Nursing, Medicine, Pharmacy, Public Health, and Social Work.