

Clinical Track Appointments

Clinical Faculty Appointments

Following the adoption of the University of Iowa Policy on Clinical Faculty Appointments ([Operations Manual, III-10.9](#)), the College's Executive Committee approved the following collegiate policy.

General Statement of Philosophy

For a few areas of the College, clinical-track appointments may be more appropriate than tenure-track appointments for some faculty positions, given the type of responsibilities expected. The number of such appointments will not exceed 20% of the faculty of the College.

Definition of Clinical Faculty in Public Health

The clinical faculty appointment code will be used for appointments of renewable-term faculty whose instructional activities and service are in programs subject to professional accreditation that requires extensive supervision of practicum or internship experiences and whose professional development expectations do not include research of the sort expected of tenure-track faculty. This code is not used for faculty positions where classroom teaching is the sole or primary form of instructional activity.

Recruitment of Clinical Faculty

Searches for clinical-track faculty will follow all relevant affirmative action and collegiate review procedures, just as for tenure-track faculty recruitment.

Clinical Faculty Ranks

The ranks will be the same as for tenure-track faculty: instructor (clinical), assistant professor (clinical), associate professor (clinical), professor (clinical). For each appointment, the appointing department will establish clear criteria for promotion, in accord with the Collegiate guidelines.

Terms of Appointment

Clinical-track faculty appointments are academic-year appointments. Initial appointment will be for a one-, two-, or three-year term. The first three years are considered “probationary.” Reappointment after the initial three years of appointment is for a three-year term, although a two-year reappointment term is mandated for appointments at the instructor rank. Reappointment terms for up to seven years are possible for appointments at the associate professor and full professor ranks after at least three years of service at The University of Iowa, if departmental faculty and the Dean deem a longer term appropriate for the individual and the circumstances of the program served.

Salary

Salary is dependent on rank, market factors, and qualifications. Salary increments are determined on an annual basis. Criteria will generally be 60% on merit in clinical or other supervision and related teaching; 20% on merit in professional development and stature in the profession; and 20% on merit in service to the department, the institution, and the profession.