

# Clinical Track Reviews

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## **Review of Clinical Faculty**

All clinical-track faculty will be reviewed annually throughout the probationary period, generally one to three years in duration. After three years, or prior to that if a promotion is contemplated, a full-scale, departmental-collegiate review will be completed ([Operations Manual, III-10.9.d\(1\)](#)). Reappointment may then be made for three to seven years thereafter. University policy requires that the department establish written performance standards for the position. Reviews will be carried out according to procedures established by the department for clinical faculty review, using the position description and the performance standards for the position. The review will be forwarded to the Associate Dean for Faculty Affairs' office, as well as being shared with the clinical faculty member. Departmental recommendations on reappointment are subject to Collegiate review.

## ***Non-renewal and Termination***

A decision in the final year of a term of appointment not to renew the appointment of a salaried or unsalaried clinical-track faculty member may be made for failure to meet written standards of competence and performance established by the unit and the College or on the grounds of changed economic circumstances or program needs such that the position itself is terminated. Appropriate written notice of termination must be given ([Operations Manual III-10.9h\(1\)\(c\)](#)). Termination of clinical faculty during the term of the appointment must be for failure to meet written standards of competence and performance established by the unit and the College or due to serious violation of University policies. Salaried clinical-track faculty have the same access to the Faculty Dispute Procedures as tenure-track faculty in cases of non-renewal or termination ([Operations Manual, III-29](#)).

## ***Responsibilities***

Clinical or other supervision, program oversight, and related teaching are assumed to take at least 60% of the working hours of a clinical faculty member, with professional development 20% and service 20% for the average appointee in this category. The position does not have a research component or expectation of research accomplishments, although professional development and professional service may involve research in some cases. For the most part, a clinical-track faculty member will not be assigned a course intended solely for graduate students except in the service of a professional masters or doctorate program, or as part of a professional preparation program.

Although clinical faculty do not automatically become members of the Graduate Faculty, it may from time to time be appropriate to request temporary Graduate Faculty status for service on a particular graduate committee; the College must endorse such a request from a department.

### ***Rights***

The clinical faculty member will participate in faculty governance processes as defined by the University, the College, and the department.