

Performance Expectations for Clinical Faculty Relating to Promotion

Department of Community and Behavioral Health
College of Public Health
University of Iowa

Note: At this point, the Department uses the College of Public Health Faculty Manual on performance expectations for clinical faculty as a guideline for promotion, stated below.

Qualification for Specific Ranks:

Clinical track faculty hold positions through which they contribute to the teaching, professional productivity, and clinical or service to the College, and hold faculty rank at instructor, assistant professor, associate professor, or professor.

All clinical track faculty are expected to further public health practice which is defined as the application of public health knowledge, skills, and techniques in addressing actual problems and opportunities in governmental and private organizations, at the community level, and in the area of health policy. It involves assisting a wide range of organizations and groups in defining, analyzing, and resolving issues that affect the health status of individuals, communities, and society-at-large. The clients of public health practice consequently include individuals, communities, and organizations. Clinical track faculty with *salaried* appointments are persons who have faculty career positions, who make their primary contributions through teaching, professional productivity, and public health practice to citizens of the state and to alumni. (See Appendices Q, R and V of the College of Public Health Faculty Handbook). No more than 20% of the total salaried College faculty may hold such appointments. The titles of these faculty shall contain the modifier "clinical," noted parenthetically after the rank, such as Assistant Professor (Clinical), and before the name of the department.

Non-salaried clinical track faculty are persons who do not have faculty career positions. They are individuals whose professional affiliations are typically outside The University of Iowa, such as with county health departments or with the Iowa State Department of Public Health. Such faculty make contributions through teaching, professional productivity, and public health practice to citizens of the state and to alumni (See Appendices Q, R, and V of the College of Public Health Faculty Handbook). The titles of these faculty shall contain the modifier "adjunct" before the rank and the modifier "clinical" noted parenthetically after the rank, such as Adjunct Assistant Professor (Clinical). Promotion in this track is based on professional productivity. Promotion for non-salaried clinical track faculty will be effected by reappointment at the higher rank, following the usual faculty review procedures for reappointment.

Effective teaching is essential and is the first requirement for promotion. Professional productivity encompasses activities utilizing the faculty member's professional expertise. The categories of activities to be considered include:

- Professional service
- Public health practice
- Written scholarship

While written scholarship may help satisfy this requirement, it is not required for promotion in this track. The type of written scholarship that will be considered as evidence for promotion in this track is broad, and includes, for example, high quality review articles, text book chapters, and policy documents (for institution, discipline, state government, etc.).

Promotion can be supported by a variety of professional productivity profiles. For example, some faculty will be involved primarily in a single area, such as education or outreach. Other faculty will pursue activities in several of these areas. In all cases, a recommendation for promotion should be based on the quality of the activities, not just the quantity.

Although most faculty members in this track will continue to spend the majority of their effort throughout their career in outreach activities, some individuals may not. These faculty members, by mutual decision with the institution, will focus their effort in a specific sphere of professional productivity (for example, as a laboratory director, hospital or collegiate administrator, curriculum director, funded clinical investigator, etc.). When such individuals are considered for promotion, these activities should be the primary focus of the evaluation as long as there has been demonstration of the appropriate level of expertise in teaching since the original appointment.

A. Assistant Professor (Clinical)

1. He or she must hold the doctorate, its equivalent, suitable professional degree, or must clearly have equivalent experience.
2. He or she must show promise of excellent public health practice and professional productivity.
3. He or she must show evidence of ability as a teacher (See Appendix R).
4. The initial term of appointment is for between one and three years. Reappointment is not automatic, but requires departmental review of the faculty member's performance and a recommendation based upon the evaluation of the faculty member's performance in teaching, public health practice, and professional productivity.

During the third year, or prior to that if a promotion is contemplated, a full-scale departmental-collegiate review will be made. After a positive review, and at least three years in rank, the faculty member will receive an appointment of between 3 and 7 years.

Termination during the term of the appointment must be for failure to meet written standards of competence and performance (see Appendix Z in the College of Public Health Faculty Handbook) established by departments and approved by the College. A decision not to renew an appointment may be for failure to meet the written standards of competence and performance, or for changed economic circumstances or program needs such that the position itself is terminated. Non-renewal may only occur at the conclusion of an appointment. Notice of non-renewal must carry appropriate notice, as defined in *Operations Manual* III.10.9.h.(1).(c).

5. There is no maximum period of time by which promotion must be achieved in this track. However, an Assistant Professor may request consideration for promotion at any regular yearly promotions cycle after, in general, the fourth year of appointment.

B. Associate Professor (Clinical)

1. He or she must hold the doctoral, its equivalent, suitable professional degree, or must clearly have equivalent experience.
2. He or she must have an acknowledged record of teaching success, which may include a record of successful direction of the work of graduate students where applicable (see Appendix R). Such direction, although not routinely expected, is a measure of teaching success.
3. He or she must show evidence of progress toward a record of professional productivity and public health practice (see Appendices Q and V of the College of Public Health Handbook).
4. The term of appointment is between 3 and 7 years. Reappointment is renewable based on departmental review of the faculty member's performance and a recommendation based upon the evaluation of the faculty member's performance in teaching, public health practice, and professional productivity.

Termination during the term of the appointment must be for failure to meet written standards of competence and performance. These standards will be established by departments and approved by the College. A decision not to renew an appointment may be for failure to meet the written standards of competence and performance (Appendix Z), or for changed economic circumstances or program needs such that the position itself is terminated. Non-renewal for changed economic circumstances or program needs may only occur at the conclusion of an appointment, and must carry appropriate notice, as defined in *Operations Manual* III.10.9.h.(1).(c).

5. There is no maximum period of time by which promotion must be achieved in this track. However, an Associate Professor may request consideration for promotion at any regular yearly promotions cycle.

C. Professor (Clinical)

1. He or she must hold the doctorate, its equivalent, suitable professional degree, or must clearly have equivalent experience.

2. He or she must have an acknowledged record of sustained teaching success, including a record of successful direction of the work of graduate students where applicable (see Appendix R). Such direction, although not routinely expected, is a measure of teaching success.
3. He or she must have an established record of professional productivity and public health practice, and unmistakable evidence or recognition by peers at the state, regional, national, or international level (see Appendix Q and Appendix V).
4. At the rank of Professor, the term of appointment is between 3 and 7 years. Reappointment is renewable based on departmental review of the faculty member's performance and a recommendation based upon the evaluation of the faculty member's performance in professional productivity, teaching, and public health practice.

Termination during the term of the appointment must be for failure to meet written standards of competence and performance. These standards will be established by departments and approved by the College (Appendix Z). A decision not to renew an appointment may be for failure to meet the written standards of competence and performance, or for changed economic circumstances or program needs such that the position itself is terminated. Non-renewal for changed economic circumstances or program needs may only occur at the conclusion of an appointment, and must carry appropriate notice, as defined in *Operations Manual* III.10.9.h.(1).(c).

II. Review of Faculty

Salaried clinical track assistant professors should be reviewed annually during the first six years of appointment, and during the review cycle prior to every renewal of appointment thereafter, with the results reported by the Collegiate Dean to the Provost on the appropriate form. If the faculty member is promoted to Associate Professor between the third and sixth years, annual review is not required thereafter. Initiation of the review is the responsibility of the department head. It is expected that the review will be performed in consultation with the individual faculty member. All salaried clinical track faculty members must be reviewed by both the clinical track and tenured departmental faculty members of higher rank during the third year of service, or prior to the termination of the appointment period when initial appointment is for less than three years; and during the review cycle prior to every renewal of appointment thereafter.

III. Promotion and Reappointment

Several factors should be kept in mind when promotion is considered. These are stated in various parts of these policies and procedures and those of the University:

- A. All faculty, whether on the tenure or clinical track, must teach. The effectiveness of teaching is evaluated before proceeding with consideration for promotion.

- B. Although there will be variation in the types and quantities of activities necessary for promotion and reappointment, all faculty members must demonstrate effective teaching, outstanding professional productivity, and effective public health practice, such as outreach activities. (See Appendices Q, R and V in the College of Public Health Faculty Handbook).