

(The following proposed language would replace current language in the Faculty Handbook Section III. Faculty Appointments).

6. **Clinical Faculty Appointments**

The definition of Clinical Faculty at Winston-Salem State University will be defined as faculty operating in demonstration capacities and in clinical supervision and/or practical application of the discipline. From this point forward, these duties and responsibilities as defined by the hiring department will be referred to as *clinical practice*. These appointments, non-tenure contract positions, can occur in health sciences, social sciences, and education. The initial appointment of clinical faculty will be to one of four ranks that mirror those of tenure track faculty (UNC Code 610, Section IV, A. 1.): Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. A change in Clinical Faculty rank can only be applied for as the current contract is ending and thus is not viewed as a promotion, but a new contract. Appointment to any rank requires as follows: (a) evidence of instructional or supervisory competence; (b) current licensure in the area of clinical assignment, as required; and (c) a graduate degree commensurate with accreditation of the academic program. For example, in order to teach in a doctoral degree program, a doctorate degree is required. Because national specialty certification is not common and is an indicator of the excellence of the faculty member and lends esteem to the program, school and university, additional consideration will be given to those documenting national certification as a clinical specialist, as applicable.

**a. Clinical Instructor:** Appointments at the rank of Clinical Instructor require a Master's-master's degree and demonstration of beginning level of teaching or relevant experience appropriate to the assignment. An agreement between the faculty member and the department will specify the clinical practice skills and certifications that must be maintained throughout the contract.

**b. Clinical Assistant Professor:** For appointment to the rank of Clinical Assistant Professor a minimum of a master's degree~~terminal degree~~ and minimum of two (2) years of relevant clinical experience appropriate to the assignment is required. The faculty member must show evidence of at least one of the following: (a) university or clinical teaching experience; (b) effort to incorporate evidence-based processes in teaching and/or clinical practice; (c) involvement in professional, community-based, or advisory organization(s); (d) collaboration on presentations at the local or regional level in the area of clinical expertise or teaching assignment. An agreement between the faculty member and the department will specify the clinical practice skills and certifications that must be maintained throughout the contract.

**c. Clinical Associate Professor:** Appointments at the rank of Clinical Associate Professor require a terminal-doctoral degree and minimum of five (5) years of teaching or relevant clinical experience appropriate to the assignment. The faculty member must show evidence of at least two of the following: (a) mastery of classroom or clinical teaching as defined by the hiring department; (b) consistent incorporation of evidence-based processes in all teaching and clinical practice; (c) leadership in local or regional

professional, community-based, or advisory organization(s); (d) collaboration in seeking local or regional funding for development of facilities, community service, or technological enhancements in the clinical specialty area; (e) investigation of problems relevant to specialty and/or teaching area; (f) presentations and publications or disseminations at local or regional level in area of clinical assignment. An agreement between the faculty member and the department will specify the clinical practice skills and certifications that must be maintained throughout the contract.

**d. Clinical Professor:** Appointments at the rank of Clinical Professor require a ~~terminal-doctoral~~ degree and minimum of ten (10) years of teaching or relevant clinical experience appropriate to the assignment. The faculty member must show evidence of at least three of the following: (a) mastery of classroom or clinical teaching as defined by the hiring department; (b) mastery of a clinical specialty area as defined by the hiring department; (c) consistent incorporation of evidence-based processes in all teaching or clinical practice; (d) leadership in curriculum development and program and/or clinical evaluation; (e) leadership in local, regional or national professional, community-based, or advisory organization(s); (f) presentations and publications or disseminations at local, regional, national, or international level(s) in area of clinical assignment; (g) collaboration in seeking local, regional or national funding for development of facilities, community service, or technological enhancements in the clinical specialty area. An agreement between the faculty member and the department will specify the clinical practice skills and certifications that must be maintained throughout the contract.

\*\*\*Note: Upon conclusion of the general faculty vote, a request has been made for the Faculty Senate Handbook committee to review the clinical track portion of **section C. Criteria for Initial Appointments (p. 51-54)** as it is felt it is unnecessary and repeats the above information. If it is not eliminated, then the newly approved language would need to be inserted instead of current wording.