GENERAL STATEMENT

Clinical faculty appointments are renewable term, non-tenure track appointments at the rank of Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. The positions will be used to support and enhance clinical training programs and clinical initiatives at Oklahoma State University. Clinical appointments are intended to offer a career pathway to individuals who have clinical experience and clinical qualifications, in contrast to the traditional teaching, research, and service experience and qualifications of tenure-track faculty. All clinical faculty will be expected to provide clinical supervision, teaching and clinical care. The sources of funding are dependent on respective departmental resources. Notwithstanding the appointment periods, the existence of any clinical faculty position is contingent upon availability of funding.

Unless otherwise specified, all provisions of the Policy Statement to Govern Appointments, Tenure, Promotion, and Related Matters of the Faculty of Oklahoma State University (hereinafter referred to as the Policy Statement) shall apply to clinical faculty.

The policies and procedures outlined below shall govern when making clinical faculty appointments.

RECRUITMENT AND APPOINTMENT

1.01 Clinical faculty appointments are initiated by an academic unit, defined herein as a department, school, or center. Appointments that are sponsored by a center or other multi-disciplinary unit must be co-sponsored by a department or school.

1.02 The sponsoring unit(s) assumes the responsibility of providing clinical faculty with appropriate resources such as space and office support.

1.03 Academic units in which a clinical faculty member resides shall have policies and procedures in place for recruiting, evaluating, and promoting clinical faculty members at the ranks of Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. These policies and procedures shall be developed utilizing appropriate faculty counsel and be approved by the appropriate dean and the Provost. The academic unit will follow the provisions of Section 1.2 (Recommendations for Faculty Appointments, Reappointments, Non-reappointments, and Promotions) of the Policy Statement and University Affirmative Action guidelines in appointing individuals to clinical positions.
1.04 Appointment recommendations from academic units must be approved by the appropriate unit administrator(s), dean(s), the Provost, the President, and the Board of Regents.

1.05 Clinical faculty appointments are renewable appointments not subject to the seven-year probationary period applicable to tenure-track faculty. Tenure cannot be awarded to individuals appointed to these positions; but appointees may apply for a tenure-track position should one become available. The length of appointment for clinical faculty members will be determined by the academic unit administrator (i.e. department head, center director, and/or school head), following appropriate faculty counsel and based on the availability of funds. Appointments are renewable, although the University does not accrue any obligation to renew any clinical faculty appointments. Appointments automatically expire at the time specified in the original appointment letter or reappointment action.

1.06 The number of clinical faculty positions shall be limited to no more than 50% of the total tenured and tenure-track faculty (expressed as FTE) of the OSU Center for Health Sciences, and 50% of the total tenured and tenure-track faculty of the Center for Veterinary Health Sciences.

SALARY AND PERFORMANCE EVALUATIONS

2.01 Initial salary offers to clinical faculty will not exceed those of their disciplinary peers at Oklahoma State University holding tenure-track faculty appointments at a given rank. The salary and rank awarded to clinical faculty will be commensurate with experience and university standards.

2.02 Clinical faculty members will participate in the annual Appraisal & Development process and be evaluated by unit administrators and deans using guidelines developed by the sponsoring academic unit(s). Criteria for performance appraisal will be similar to those for tenure-track faculty except that clinical teaching and clinical care activities will be the primary performance indicators.

2.03 Salary increases based on merit and/or promotion to a higher rank may be awarded.

CONTINUED EMPLOYMENT AND PROMOTION

3.01 Continued employment of a clinical faculty member during the term of appointment will depend on satisfactory performance of assigned responsibilities and the availability of funding.

3.02 Reappointment is contingent upon the availability of funds and satisfactory performance as determined through performance appraisal.

3.03 If a decision not to recommend reappointment of a clinical faculty member is based on performance rather than on lack of funding, the schedule for notification outlined below should be observed:

   A. For clinical faculty on one-year appointments or less, notice shall be given at least three months before the expiration of the appointment;

   B. For clinical faculty with more than one year of service, notice shall be given at least twelve months before the expiration of an appointment.
3.04 Clinical Instructors, Clinical Assistant Professors, and Clinical Associate Professors will be eligible to seek promotion, after appropriate time of service in rank, according to guidelines for promotion developed by the sponsoring academic unit(s). Both tenure-track and clinical faculty should be involved in developing criteria for promotion to Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. These criteria should specify the performance expected at each rank and how the quality of service in assigned academic responsibilities is to be documented. The provisions of Section 1.6 (Promotions in Rank) of the Policy Statement shall be followed in decisions to promote or not promote clinical faculty members.

**RIGHTS AND PRIVILEGES**

4.01 Clinical faculty will participate in all usual employment benefits sponsored by the University. They shall not be eligible to participate in sabbatical leaves.

4.02 Privileges regarding faculty governance at the academic unit level shall be determined by the unit(s) in which the clinical professor resides. Individuals may be afforded the opportunity to serve on departmental, college, and University committees. Clinical Faculty shall be excluded from Faculty Council, Graduate Faculty Council, and those committees that confer voting privileges on matters of reappointment, promotion, and tenure of tenure-track faculty members. General Faculty voting privileges shall be as described in Appendix A, Charter and Bylaws of the General Faculty of Oklahoma State University, Article I, Section 1. This states:

"All full-time resident members (minimum 75% appointment) and members emeriti of the Faculty with the academic rank of instructor or above and other members designated by the Faculty Council of the University as having the rank equivalent to that of instructor or above are members of the General Faculty and are entitled to vote in General Faculty elections."

4.03 The Administration should seek appropriate faculty counsel on all matters concerning non-tenure track clinical faculty.

4.04 Termination of employment before the expiration of the period of appointment, except by resignation or retirement, will only be for good cause. The provisions of the Policy Statement Sections 1.1.4 (Academic Freedom), 1.11 (Resignations), 1.12 (Administrative Suspensions), 1.13 (Disciplinary Actions), and 1.14 (Termination of Appointments) shall be applicable to persons holding clinical faculty positions.

**PROGRAM REVIEW**

5.01 The Provost, or his/her designee, in cooperation with the Faculty Committee of the Faculty Council, will periodically (at least every five years) review the status of the clinical faculty program at OSU and present a report of the findings, including suggestions for modifying this policy to improve the clinical faculty program, to the Faculty Council.

Approved by:
Faculty Council, December 2004
Council of Deans, January 2005
OSU Board of Regents, January 2006

Revisions effective July 1, 2014, have been approved by:
Faculty Council, December 10, 2013
Council of Deans, January 9, 2014
Executive Team, January 15, 2014
OSU Board of Regents, January 2014