

March 19, 2009

**THE UNIVERSITY OF MICHIGAN**  
**REGENTS COMMUNICATION**

**SUBJECT:** Non-tenure-track Clinical Appointment Sequence in the College of Arts, Sciences, and Letters, University of Michigan-Dearborn

**ACTION REQUESTED:** Approval of Non-tenure-track Clinical Appointment Sequence in the College of Arts, Sciences, and Letters, University of Michigan-Dearborn

**EFFECTIVE DATE:** June 1, 2009

The College of Arts, Sciences, and Letters (CASL) has approved a policy which establishes a procedure whereby highly-qualified professionals and/or artists can be appointed to the faculty of CASL to serve and enhance the college's continually evolving programmatic needs.

The expertise such practitioners bring to CASL is intended to supplement the ongoing teaching activities of the college's tenured and tenure-track faculty. This expertise might variously be highly-specialized and discipline-specific, multi-disciplinary or inter-disciplinary, or even of a more traditional generalist nature.

As the range of the college's programmatic offerings expands, so does the need for additional, supplementary types of teaching expertise—for example, a psychologist with a clinical practice; an artist, musician, or filmmaker; a lawyer or criminal justice professional; a scientist whose work involves patents. The character of such expertise does not necessarily lend itself to traditional academic criteria for advancement nor to the types of recognition and distinction generally regarded as necessary for the granting of tenure at the University of Michigan.

In light of this situation, the clinical instructional track is of great mutual benefit: CASL can better plan for the intermediate-term future, while clinical instructional faculty would be provided with intermediate-term employment security, a meaningful role in the governance of the college, and full access to the benefits and resources of the university.

The college seeks approval to appoint such practitioners to the non-tenure-track clinical appointment sequence. The Executive Committee of the College of Arts, Sciences, and Letters approved the creation of the sequence and the policy for appointment and evaluation at its December 10, 2008 meeting.

Applicable titles for these appointments are: clinical instructor, clinical assistant professor, clinical associate professor, and clinical professor.

Appointment titles will be commensurate with appointees' experience, as evaluated by the dean, the CASL Executive Committee, and the department executive committee or, in the case of college-wide programs, the program committee. Criteria for re-appointment and promotion are detailed in the College of Arts, Sciences, and Letters' *Clinical Instructional Track Appointments*

policy. The first three appointments will be for one-year periods. The subsequent appointment may be for a period of up to three years. Prior to the completion of the first six years of appointments, the clinician may request consideration for a five-year contract and promotion to the next level.

Clinical instructional track faculty are eligible to participate in faculty and discipline meetings and vote as members of the governing faculty if permitted by the CASL Bylaws (except on issues pertaining to promotion and tenure). Clinical instructional track faculty are eligible to serve on any of the college's elected or standing committees (with the exception of the CASL Executive Committee).

In exceptional instances, clinical instructional track faculty may be granted scholarly/professional leave (with or without salary) at the discretion and upon the approval of the dean and the provost and within constraints set by the Standard Practice Guide.

I am pleased to present this request for your approval.

Recommended by:

A handwritten signature in black ink, appearing to read "D Little", written over a horizontal line.

Daniel Little, Chancellor  
University of Michigan-Dearborn

March 2009