

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

**SUBJECT:** Non-tenure-track Clinical Appointment Sequence in the School of Natural Resources and Environment

**ACTION REQUEST:** Approval of Non-tenure-track Clinical Appointment Sequence in the School of Natural Resources and Environment

**EFFECTIVE DATE:** January 1, 2011

The mission of the University of Michigan, School of Natural Resources and Environment is to contribute to the protection of the Earth's resources and the achievement of a sustainable society. Through research, teaching and outreach, faculty, staff and students are devoted to generating knowledge and developing policies, techniques and skills to help practitioners manage and conserve natural and environmental resources to meet the full range of human needs on a sustainable basis.

Accomplishing SNRE's mission means that we must focus our efforts not only on foundational knowledge but on research and instruction that can inform and improve practices that address ways of achieving a sustainable society. We recognize that practice faculty, whose contributions come largely from professional expertise, rather than from research or scholarly activity, have the potential to complement an important element of our educational programs. Having leading and current environmental practitioners as practice faculty will help us balance our mission and improve both the instructional and research programs of our regular faculty members.

The School of Natural Resources and Environment seeks approval to appoint such practitioners to the non-tenure-track clinical appointment sequence. The governing faculty of the School of Natural Resources and Environment unanimously approved the creation of this sequence at their November 2010 meeting. The clinical positions will carry the internal working titles within the School of Natural Resources and Environment of:

- Associate Professor of Environmental Practice
- Professor of Environmental Practice

The School of Natural Resources and Environment does not foresee utilizing these titles extensively. While an environmental practice track would complement and expand the extensive research commitments and interests of regular faculty with contemporary, recent and applied expertise and experience in the environment, the number of faculty appointed in this clinical track is expected to be a relatively small percentage of the School's tenure-track faculty, not exceeding 10%.

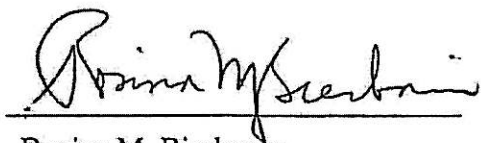
Standards for appointments and reappointments to the Associate Professor and Professor of Environmental Practice and promotion from Associate to Professor of Environmental Practice

are detailed in the School of Natural Resources and Environment's "Promotion and Review Guidelines". Appointments will typically be made for an initial three-year term, with a review in the third year for reappointment to a second term of up to three years. Further appointments can be made of any term up to five years.

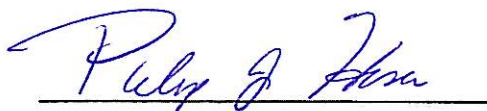
Faculty members in the clinical track are part of the governing faculty of the School of Natural Resources and Environment and have a vote at faculty meetings as long as they hold appointments of 25% effort or more. Clinical track faculty can be appointed to serve on various committees of the School of Natural Resources and Environment at the discretion of the dean.

Recommended by:

Recommendation endorsed by:



Rosina M. Bierbaum  
Dean, School of Natural Resources and  
Environment



Philip J. Hanlon  
Provost and Executive Vice President for  
Academic Affairs

January 2011