

THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION

Approved by the Regents

April 16, 2009

SUBJECT: Non-tenure-track Clinical Appointment Sequence in the College of Engineering

ACTION REQUEST: Approval of Non-tenure-track Clinical Appointment Sequence in the College of Engineering

EFFECTIVE DATE: April 17, 2009

The mission of the University of Michigan, College of Engineering is to be the place of choice for engineering education and research; a Michigan institution that challenges its students, faculty and staff to learn, to grow, to achieve and to serve the needs of society; a place where excellence, excitement, innovation, and impact define the style and substance of its activities. The overall goal is to provide a continuously improving educational and research environment in which faculty, administrators, students, and staff work together to educate our students to lead, to have impact, and to make significant contributions to their professions, industry, government, academia and society. In the pursuit of this goal, it is imperative that the College establish and maintain close connections with the industries that most of its graduates ultimately serve. Leaders in engineering practice visit the College as speakers on a regular basis, but there is occasionally a need and an opportunity to appoint such individuals to the faculty. These individuals will offer substantial guidance for major engineering projects, can provide coaching to enhance students' educational experiences at the College, and may supply service to the Engineering Career Resource Center through student advising, career counseling, networking, and/or assisting with internship location and placement. Such individuals will also enhance the outreach activities of the school through their connections to leading engineering organizations and senior engineering management; they may help the fundraising functions of the school through their connections in the world of engineering practice; and they may enhance the overall reputation and visibility of the College of Engineering among their external engineering communities. For this reason, the College will from time to time appoint non-tenure-track faculty members who bring these skills, enhancing the connections between the College and the world of engineering practice.

The College of Engineering seeks approval to appoint such practitioners to the non-tenure-track clinical appointment sequence. The governing faculty of the College of Engineering approved the creation of this sequence at their December 2008 meeting. The clinical positions will carry the internal working titles within the College of Engineering of:

- Associate Professor of Engineering Practice
- Professor of Engineering Practice

The College of Engineering does not foresee utilizing these titles extensively, since the clinical track will be used only for persons who have significant career experience. The number of

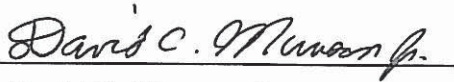
faculty appointed in this clinical track is expected never to exceed 5% of the number of tenure-track faculty.

Standards for appointments and reappointments to the Associate Professor and Professor of Engineering Practice and promotion from Associate to Professor of Engineering Practice are detailed in the College of Engineering's "Criteria for the Hiring and Promotion of Professors of Engineering Practice." An initial three-year appointment is usual, with a review in the spring of the last year for reappointment to a second term of up to five years. Further appointments can be made of any term up to five years.

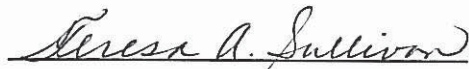
Faculty members in the clinical track are part of the governing faculty of the College of Engineering and have a vote at faculty meetings. Clinical track faculty can be appointed to serve on various committees of the College of Engineering at the discretion of the dean. Members of the clinical faculty are not eligible for sabbatical leave. In lieu of a sabbatical, after 12 terms of service, the College can consider awarding paid professional development leaves on a case-by-case basis. Such leaves would only be granted if the clinical faculty member had specific plans to pursue activities that would clearly enhance his/her appointment in the College.

Recommended by:

Recommendation endorsed by:



David C. Munson, Jr.
Robert J. Vlasic Dean of Engineering
College of Engineering



Teresa A. Sullivan
Provost and Executive Vice President
for Academic Affairs

April 2009