

THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION

SUBJECT: Non-Tenure-Track Clinical Appointment in the College of Education, Health and Human Services, University of Michigan-Dearborn

ACTION REQUEST: Approval of Non-Tenure-Track Clinical Appointment in the College of Education, Health and Human Services, University of Michigan-Dearborn

EFFECTIVE DATES: July 1, 2024 through June 30, 2027

This policy establishes a procedure whereby highly-qualified professionals can be appointed to the faculty of the College of Education, Health, & Human Services (CEHHS) to serve and enhance the college's continually evolving programmatic needs.

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

Clinical Instructional appointments will not be employed in any instance in which the requirements of a position to be filled and the qualifications of suitable candidates clearly indicate the need for a tenured or tenure-track appointment, nor would the track be used in any way as a means of subverting the tenure process or contractual relations governing lecturers.

As the range of the college's programmatic offerings expands, so does the need for additional, supplementary types of teaching expertise—for example, a behavior analyst with clinical and supervisory experience, a social worker with a clinical practice; a healthcare administrator. 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-Dearborn.

Considering this situation, the clinical instructional track is of great mutual benefit: the college 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, participation in program development, and full access to the benefits and resources of the University.

Titles are commensurate with appointees' experience, as evaluated by the Dean and the College Executive Committee.

Clinical faculty with 100% appointments will ordinarily teach 24 total credit hours during Fall and Winter terms combined. They will engage in service and in professional activity as part of

their normal commitment to the university. The usual university policies on conflict of commitment and conflict of interest will apply to their activities. CEHHS retains the ability to appoint dry clinical faculty as appropriate under university policy.

The search process follows standard University protocols for instructional faculty.

All clinical instructional faculty are reviewed annually for consideration of possible merit increase in accordance with the University Standard Practice Guide.

Teaching excellence, continued professional activity, and service shall form the criteria for evaluation for the purposes of merit increases and promotion. The precise weighting of these three criteria may be negotiated with each clinical faculty contract at the discretion of the Dean. When clinical faculty are reviewed for re-appointment and/or promotion, professional activities will be evaluated rigorously, including assessments by individuals internal to the university, or on occasion when appropriate, individuals external to the university and familiar with a clinical faculty member's professional area.

Any consideration of promotion within the clinical instructional track coincides with consideration of contract renewal.

In keeping with University policy, clinical instructional appointments must be at least 50% to be benefits eligible. Clinical instructional track appointments will be without tenure.

The first appointment will be for a minimum of one year to a maximum of three years. The subsequent reappointment may be for a period of up to three years. Clinicians may request review for promotion during their fifth year of service, with successful promotion coinciding with the end of their current contract. Consideration for a subsequent six-year contract must occur no later than the middle of the fifth year of the current contract.

Notice of non-reappointment would follow standard University policies for tenure track faculty.

The Dean, the Provost and Executive Vice Chancellor for Academic Affairs, and the Chancellor will approve all clinical instructional track appointments and all promotions within the clinical instructional track based upon the recommendation of the Department, the Dean and the CEHHS Executive Committee.

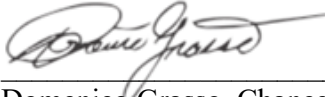
Clinical instructional track faculty are eligible to participate in faculty and discipline meetings and vote as members of the governing faculty if permitted by the College's Bylaws (except on issues pertaining to promotion and tenure).

Clinical instructional track faculty are eligible to serve on any of the college's elected or standing committees (except for the College 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 Executive Vice Chancellor for Academic Affairs and within constraints set by the Standard Practice Guide.

Clinical instructional track faculty are eligible for staff benefits comparable to those of tenured and tenure-track faculty and would have access to the full resources of the University of Michigan-Dearborn.

Recommended by:

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

Domenico Grasso, Chancellor
University of Michigan-Dearborn

July 2024