**Clinical Faculty Appointments** **HHP PPS No. 04.01.22**

**Effective Date: October 7, 2022**

**Next Review Date: October 7, 2027**

**Sr. Reviewer: Department Chair**

**01. STATEMENT OF PURPOSE**

* 1. The purpose of this policy statement is to provide an appointment route for individuals who are entering academics with a clinical emphasis in the field of Health and Human Performance (HHP). Clinical faculty make unique contributions to the mission of the department and are generally full-time faculty who are not only engaged in teaching, but also engaged in the clinical training and supervision of students. The clinical faculty appointment establishes the appropriate rank and title for individuals who work in HHP programs that educate students for professional practice. The primary responsibility of clinical faculty is to provide education in the field environment (e.g., Athletic Training, Exercise & Sports Science, Personal Fitness & Wellness, Physical Education Teacher Education, Public Health, and Recreation), share professional expertise with students, and direct the educational experiences of HHP students in public and private settings within their respective professions.
  2. Clinical faculty teach courses emphasizing clinical skills, serve as liaisons to settings where students engage in clinical practice, develop agency affiliations, maintain student clinical records, assess clinical skills, participate in scholarly and professional engagement, and contribute to program development and/or other areas of practical application. To maintain their clinical skills, faculty may also engage in practice concurrent with teaching assignments. They are individuals who have elected to maintain their primary practice credentials and clinical practice skills, which can specifically contribute to the academic programs particularly in the practice-based areas. The skills of the clinical faculty specifically contribute to the HHP programmatic needs.
  3. The Department of HHP criteria and procedures for assigning professionals to the rank of Clinical Faculty is aligned with the AA PPS 04.01.22.
  4. Similar to tenure-track positions, clinical faculty positions are subject to administrative approval and availability of financial resources.

**02. ACADEMIC RANKS AND TITLES**

02.01 The academic ranks and related titles in clinical faculty appointments shall be:

a. Clinical assistant professor

b. Clinical associate professor

c. Clinical professor

02.02 These ranks are established so the university can recruit and retain full certified/credentialed and salaried faculty experienced in the clinical professional practice disciplines and are intended to accommodate those faculty who wish to maintain their primary emphasis on clinical practice, yet participate in education in the higher education setting.

**03. APPOINTMENTS**

03.01 All appointments will recognize the individual’s potential to provide education in clinically relevant areas.

03.02 Procedures for appointment and promotion (AA PPS 04.01 and 04.02) to academic ranks related to positions in the clinical faculty appointments are the same as for regular appointments.

03.03 If a current clinical faculty member at Texas State pursues a tenure-track appointment at Texas State, years of service in the clinical role will not be considered in the initial rank of appointment and probationary period for tenure and promotion purposes. If a current tenure-track faculty member at Texas State pursues a clinical appointment, years of service in the tenure-track role will not be considered in the determination of the initial rank of appointment or eligibility for promotion.

03.04 Clinical faculty may be appointed at any academic rank as long as the faculty fulfills the requirements. All appointments will recognize the individual’s clinical background and contributions, as well as the potential to provide education, scholarly and professional engagement, and service in relevant areas of clinical practice or management.

03.05 A clinical assistant professor, clinical associate professor, or clinical professor shall be appointed for a term not to exceed five years. A faculty member may be reappointed in the clinical track for one or more additional terms, contingent upon continuity of funding, the individual’s evaluations, and departmental needs.

03.06 A faculty member on appointment of clinical faculty is not eligible for tenure.

03.07 Faculty hired as a Clinical Assistant Professor will be appointed a mentor committee in accordance with HHP PPS 04.01.22.

03.08 Clinical Assistant Professor – Appointment to the rank of clinical assistant professor is extended to an individual who has:

a. Completed a professional credential relevant to the particular professional discipline.

b. Holds an appropriate advanced professional or terminal degree in the particular professional discipline.

c. Demonstrates clinical/professional practice competence and has a license/certification to practice in the discipline and is practicing (if required by the state).

d. Contributed in the clinical/profession practice area and has the potential for significant professional growth.

e. Experience in professional education at the university level.

f. Relevant scholarly activities including professional, state, or regional presentations, workshops, or publications.

g. Participates in relevant professional organizations.

03.09 Clinical Associate Professor. Appointment to the rank of clinical associate professor is extended to an individual who has:

a. Completed a professional credential relevant to the particular professional discipline.

b. Holds an appropriate advanced professional or terminal degree in the particular professional discipline.

c. Demonstrates exemplary clinical/professional competence and has a license/certification to practice in the discipline and is practicing (if required by the state).

d. Contributed in the clinical/profession practice area and has the potential for significant professional growth.

e. More than five years’ experience in professional education at the university level.

f. Relevant scholarly activities including professional national presentations, workshops, or publications.

g. Demonstrated service to relevant state, regional, or national professional organizations.

h. Exhibits leadership in relevant professional organizations.

03.10 Clinical Professor. Appointment to the rank of clinical professor is extended to an individual who has:

a. Completed a professional credential relevant to the particular professional discipline.

b. Holds an appropriate advanced professional or terminal degree in the particular professional discipline.

c. Demonstrates exemplary clinical/professional practice competence and has a license/certification to practice in the discipline and is practicing (if required by the state).

d. Contributed significantly in the clinical/profession practice area and has demonstrated significant professional growth.

e. More than ten years’ experience in professional education at the university level.

f. Relevant scholarly activities including national and/or international presentations, workshops, or publications.

g. Demonstrated leadership and service in relevant national or international professional organizations (e.g., officer, board member, awards).

h. Documents recognition by peers for professional contributions (e.g., awards).

**04. EVALUATION AND PROMOTION**

04.01 Appointees as clinical faculty shall be subject to annual performance review as customary for other faculty (see HHP PPS 04.02.10).

04.02 Promotion as clinical faculty shall follow the guidelines in HHP PPS 3.04 Promotion for Clinical Faculty.

04.03 As per university AA/PPS 04.01.22, clinical faculty must spend five years in rank before being eligible for promotion. The year in which the promotion is reviewed will count as one of the years in rank.

04.04 Three areas of activity are important in the evaluation of individuals; for performance review, promotion and merit in the clinical track:

a. Effective teaching in the classroom, laboratory, clinical settings, field education, or supervision of students.

b. Service to the department, college, university and profession (e.g., curriculum development, committee work, outreach activities to external entities).

c. Scholarly and professional engagement (e.g., peer-reviewed articles, presentations, reports).

04.05 All promotions shall be based upon time in rank and evaluations of the clinical faculty member’s effectiveness in teaching, service, and scholarly and professional engagement. Effective classroom, laboratory and/or clinical teaching is assessed by student, peer, and self-evaluations designed by the faculty member’s department in accordance with the college policy.

04.06 The criteria and procedures for promotion of clinical faculty must be sufficiently general to include the needs of four diverse disciplines (Athletic Training, Exercise & Sports Science, Public Health, and Recreation). Clinical Faculty seeking promotion should follow the HHP Promotion Policy for Clinical Faculty (HHP PPS 04.02.11).

**Certification Statement**

This HHP PPS has been approved by the reviewers listed below and represents the

HHP Department policy and procedure from the date of the document until superseded.

Voting Faculty Representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_

Approve: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_

Chair of the HHP Department