

## THE CLINICAL FACULTY OF THE COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT POLICY

It is essential for a College of Education and Human Development to work effectively within school and other clinical settings with P-12 teachers, counselors, related psychologists, speech/language pathologists, and other school professionals. The field-based, clinical experiences required of our students are an essential component of excellent preparation for all professional educators. Therefore, the College of Education and Human Development at Georgia State University has a Clinical Faculty of expert educators with current knowledge and recent experiences in schools and other clinical settings in order to improve and sustain our relations with teachers, other professionals, and schools and to insure the best possible clinical experiences for our students. Faculty members hired for the Clinical Faculty serve as [nontenure track] Clinical Instructors, [or as non-tenure track] Clinical Assistant Professors, Clinical Associate Professors, or Clinical Professors, depending on their highest academic degree and their level of experience. All Clinical Faculty serve in non-tenure track positions. Membership on the Clinical Faculty is restricted to those faculty who work almost exclusively with professional preparation programs leading to licensure by the State of Georgia. Eligible faculty are predominantly involved with the supervision of field-based, clinical experiences for students in those programs. As there is no expectation or requirement that members of the Clinical Faculty are involved in both research and service in addition to their teaching, their course load is higher than is typical for tenure track faculty. However, in agreement with their departmental chair, members of the Clinical Faculty are expected either to engage in professional service or to conduct an active line of research as defined in College of Education and Human Development documents on workload and on promotion and tenure. The college has determined that the salary structure for members of the Clinical Faculty is the same as that for tenure track faculty. Finally, with the exception of chairing doctoral committees or in cases where rank or tenure status precludes service (e.g., promotion and tenure committees), the college has determined that members of the Clinical Faculty have the same faculty rights and responsibilities as other members of the faculty in terms of voting rights in departments and the college, and in serving as full members on college and university committees.

The above document clarifies that Clinical Faculty members may be hired at various ranks; promotion from one rank to the next is therefore also available.

Promotion for Clinical Faculty falls under the following circumstances:

1. Clinical Faculty are not required to work toward promotion;
2. Time-lines are not a constricting factor as they are for Tenure Track Faculty;
3. Clinical Faculty negotiate with the department chair each year at the time of annual evaluation as to their workload requirements; Clinical Faculty are required to “engage in professional service or to conduct an active line of research as defined in College of Education and Human development documents on workload and on promotion” (see above), in addition to their teaching duties.

4. Under these conditions, Clinical Faculty who choose to work toward promotion, have the opportunity, over time, to become accomplished in all three areas (being assigned to work at two of the three areas each year).
5. Therefore, those Clinical Faculty who choose to work toward promotion must go through the same processes as are required of Tenure Track Faculty.
6. There are differences, however. While Tenure Track Faculty, in their Rating Profile (superior, outstanding, adequate, inadequate), must be judged not less than adequate in teaching and service for promotion to Associate Professor, Clinical Faculty, in their Rating Profile, must be judged not less than outstanding in teaching and not less than adequate in research and service for promotion to Clinical Associate Professor. For promotion to Clinical Professor, Clinical Faculty must meet the same criteria as Tenure Track Faculty; that is, in their Rating Profile, they must be judged not less than superior in research and not less than outstanding in a second area and adequate in a third area.

*Approved by the Faculty of the College of Education, June 2, 1995.*

*Revised November 17, 1997.*

*Amended College Name Change, July 1, 2015*