

APPOINTMENT AND PROMOTION SYSTEMS FOR CLINICAL EDUCATORS

Susan Bartlett, Gail Chermak, Brenda Robinson, Barbara Weinrich

CRITERIA FOR REAPPOINTMENT, PROMOTION, AND MERIT FOR CLINICAL FACULTY

Susan Bartlett, M. A.
University of Connecticut

Introduction

In addition to the tenure track faculty, the Department of Communication Sciences at the University of Connecticut includes a group of clinical faculty members whose primary function is to help graduate students in speech-language pathology and audiology to acquire clinical skills. They play a vital role in the educational program. These individuals are hired on a non-tenure track and are required to have a different set of professional interests and academic requirements. The procedures for reappointment, promotion, and merit for clinical faculty were established and accepted by the University's administration in 1976 and have undergone revisions since 1983. The following paper outlines the key features reappointment, promotion, and merit system for the clinical faculty at the University of Connecticut.

❖ Clinical faculty are considered teaching faculty.

- Teaching is conducted primarily on a one-to-one basis while students are enrolled in COMS 336 and 337 for variable credit (1 to 3 hours).
- Teaching is conducted through regularly scheduled observations and conferences, review of plans and data, small and large group discussions, and modeling of clinical skills and behaviors.
- Responsibilities include recommending grades; serving on departmental committees; providing direct and indirect service to

clients/families/others; and providing instruction, support, and counseling to student clinicians.

- Position descriptions are available for audiologists, speech-language pathologists, and the Clinic Director.
- ❖ **Professional advancement opportunities.**
- Criteria have been established to judge professional advancement for clinical faculty that overlap with the *University of Connecticut Laws and By-Laws, Twelfth Edition, (1971, Revised 1995)*. These criteria are sensitive to the differences between clinical and academic faculty in the domains of professional and scholarly activities.

Criteria for Reappointment and Promotion

- ❖ **Professional competence.**
- Competence in the field of specialization evidenced initially by a record of training and scholastic achievement and later by opinions of professional colleagues at the University and elsewhere; execution of professional duties/responsibilities; holding license for professional practice; recognition of expertise (e.g., giving expert testimony, consultation, etc.)
- ❖ **Teaching ability.**
- Excite interest and evoke response in students; broaden outlook; see and convey relationships; encourage critical thinking.
- ❖ **Professional growth.**
- Effective utilization and continuing development of the capacity to learn and teach that may take form of:
 - presenting workshops, courses, papers, lectures for state,

regional, or national groups.

- lecturing/teaching sections of formal course(s) - within and outside department.
 - developing innovative clinical and/or supervisory programs.
 - serving in elected office(s) or committee(s) in scholarly organizations.
 - attending workshops, courses at professional or scholarly meetings.
 - maintaining membership in and making contributions to interdisciplinary groups in the University, schools, or other organizations.
 - maintaining active membership in professional and scholarly organizations.
 - supervising Clinical Fellows.
 - engaging in study in areas of interest and expertise (reading, laboratory and clinical work).
 - participating in other activities seen as appropriate to the uniqueness of the faculty member and work setting.
- Research and publications are not considered criteria for reappointment or promotion, but those who engage in these activities will receive special recognition and consideration for advancement.

❖ **Personal attributes.**

- Integrity, objectivity, leadership.
- ❖ Concern for the educational, social, and personal welfare of students.
- ❖ Willingness and ability to assist in the various services provided by a state university.

- ❖ Competence in fulfilling responsibilities to the department.
- ❖ Interest in the development of the University and the assumption of related responsibilities.

Special Titles: Lecturer I, II, III (Speech-Language Pathologist or Audiologist)

- ❖ **Initial appointment is determined by training or experience and by demonstrated qualities and professional or scholarly activity.**
 - Post notice of position in professional magazine, classified ads.
 - Comprehensive interview process that includes making a presentation to academic and clinical faculty
 - Departmental recommendation for who will be offered the position.
 - Entry is usually at Lecturer I with advancement to Lecturer II and Lecturer III contingent upon favorable recommendation from the department head, department PTR committee, and approval by the Dean in accordance with established policy and procedures.
- ❖ **Process of advancement is guided by the University of Connecticut's procedures for Promotion and Reappointment.**
 - Rigorous review process that is parallel to that for the tenure track faculty.
 - Beginning in second year of initial appointment, lecturers/clinical supervisors submit materials requested by the departmental PTR committee in preparation for making a recommendation to the department head regarding promotion or reappointment. The materials include evidence-based documentation (record of accomplishments), supervisory ratings by student clinicians (fall and spring terms), and outside letters from professional colleagues, and associates familiar with quality of work.

- Per AAUP contract, reviews are conducted for reappointment annually up to five years
- After five years of annual appointments, individuals are eligible for three-year appointments (without intervening annual reviews by the PTR committee). The department head reviews individual performances annually.
- Individuals eligible for promotion from Lecturer I to II or from II to III will submit their request directly to the department head prior to the commencement of the annual departmental and university PTR process.
- A member of the clinical faculty in the rank of Lecturer III will serve on the PTR committee in either a voting or an advisory capacity.
- Individuals receive merit raises with promotion to Lecturer II and to Lecturer III

Special Qualifications

❖ Lecturer I.

- Master's degree, CCC in respective specialty.
- A consensus of opinion on the part of those qualified to judge that training, experience, and interest enable the individual to perform the assigned duties.
- Four to six years is regarded the normal length of service at Lecturer I for those qualified for advancement.

❖ Lecturer II.

- A record of success based on all obtainable information, including documented judgment of colleagues, information from students, and information from associates in other fields.
- Four to six years is regarded the normal length of service at this level.

❖ **Lecturer III.**

- Continued growth in the qualities desired in all supervisors/clinicians.
- Evidence of contemporary knowledge of methods and subject matter.
- Consensus among colleagues that a substantial contribution is being made to the clinic and to the training of students.
- Evidence that the individual is regarded by colleagues within and outside the University as a capable, mature clinician who demonstrates particular skills in responsibility and leadership.

Highlights of the Appointment and Promotion Systems at the University of Connecticut

Clinical supervisors in speech-language pathology and audiology have the opportunity to:

- ❖ Participate in the University's Promotion, Tenure, and Reappointment process.
 - In track not leading to tenure
 - Promotion through a rigorous process which parallels that of faculty in the tenure track.
 - Promotion in academic ranks that are recognized by the University: Lecturer I, Lecturer II, and Lecturer III.
 - Salary increases awarded with promotion as they are for tenure track faculty.
 - Annual reappointment through the first five years, then supervisors are eligible for three year appointments from year six on.

- ❖ **Participate in Merit Award Process.**
 - Members of AAUP.
 - Included in the merit distribution per agreement between AAUP and the administration.
 - Criteria for merit awards are different from those for faculty in tenure track

with emphasis on clinical teaching and service, then scholarship.

- Various activities and evidence of productivity are weighted using a points system.
- Distinguish between satisfactory performance and “over and above”.
- Merit awards are added to salary base.