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Faculty Affairs Committee Minutes of the Academic Senate 2015-10-19

University of Dayton. Faculty Affairs Committee

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Faculty Affairs Approved Minutes

October 29, 2015, 2-3 p.m., Kennedy Union, Room 312

Prepared by: Andrea Seielstad

Present: Caroline Merithew, Jeanne Holmes, Carolyn Phelps, Kathy Webb, Emily Hicks, Andy Strauss, Corinne Daprano, Joel Whitaker, Math Chair, Joe Haus, Joe Mashburn, and Andrea Seielstad

The minutes of the October 13, 2015 meeting were approved by unanimous consent.

As announced in the agenda circulated in advance of the meeting, the committee discussed the following two issues:

(1) Review University Nominating and Recruitment (UNRC) Committee Bylaws and new nomination form and discuss whether or not the UNRC needs to have representation specifically named of adjunct/lecturer rank; and

(2) Focus on #1 of the charge from ECAS re: clinical faculty which reads:

"To propose a policy solution that resolves the inconsistency between the definition of Clinical Appointments to the Faculty as stated in the Faculty Handbook and the current use of clinical titles, including but not limited to, the need for such titles in the School of Education and Health Sciences."

With respect to the UNRC, there was a brief discussion about the history of the UNRC and how there was once an adjunct member of the committee. A couple members of the committee recalled that ECAS may have resolved this issue definitively last year. It was decided that we would check ECAS minutes to determine whether that was the case and that the discussion would be suspended until then.

The majority of the meeting then was devoted to discussion of the matter of clinical appointments and titles. Committee members reviewed the existing titles utilized across the university, using a document generated by the Office of the Provost. It was noted that there is presently a title for a clinical appointment utilized for persons typically supervising students in a field placement external to the university and usually unpaid that may be in a position to supervise students or perform other assistance in certain departments that engage in experiential learning. For example, a practicing physician or physician's assistant might need to supervise P.A. students, or a teacher in an area school might need to supervisor a student teacher.

It was also noted that there are a number of specialized faculty positions within the university, primarily in the school of law, with promotion and ranking leading to long-term contracts and titled to designate different types of teaching, including a Clinical Professor of Law that has been approved with respect to the School of Law but presently remains and unfilled position.

Committee members noted the need to clarify the difference between this clinical position and the courtesy one presently existing in the handbook. It was also noted that the SEHS proposal for titles was consistent with the title recognized for medical positions in most other universities, save Creighton. Additionally, it was pointed out that, while not all issues needed to be resolved this year, the university needed to show through minutes and other records progress toward the development of a promotion and ranking system pursuant to accreditation standards required by the Physicians Assistant program.

A motion was made by Caroline Merrithew and Seconded by Kathy Webb to Accept the Proposal for Title Changes approved and submitted to the SEHS Congress by the Faculty Affairs Committee of the SEHS Congress on February 13, 2105 and approved by the SEHS Congress on March 20, 2015. In relevant part, that proposal included the following:

After consultations with the departments, chairs, SEHS Congress, and the Dean as well as a review of titles at other peer institutions, we propose that the following non-tenure, clinical-track titles be added to the list of permissible faculty titles at the University of Dayton¹:

- *Clinical Instructor*
- *Clinical Assistant Professor*
- *Clinical Associate Professor*
- *Clinical Professor*

The addition of these titles is also expected to benefit other units of the University.

These titles would be used for individuals with full-time appointments to the University faculty whose professional experience and competence as a practitioner is deemed beneficial and necessary to the educational mission of the unit (particularly professional schools) and departments. The status is reserved for a person who is engaged in campus-based instruction as well as the clinical components of instruction which may include activities such as developing and maintaining relationships with partner sites including schools, clinics, or hospitals, supervising students in the field, providing professional development to partner sites, or coordinating licensure programs.

The motion passed with 10 members voting affirmatively and one abstention.

In addition, committee members discussed the need for further discussion and resolution of a number of issues related to this recommendation. These include:

- (1) the need to resolve the inconsistency in clinical titles that exists between this proposal and the Faculty Handbook's existing definition of clinical appointments. The existing title will have to be changed in light of this proposal. One suggested alternative titles for the courtesy positions designated under the current policy were "Preceptor," "Clinical Supervisor," "Field Supervisor" or "Site Supervisor."
- (2) the scope and description of this new category of "clinical professors," in light of the needs for similar positions in other departments.

- (3) consideration of whether and, if so, in what manner, there should be university parameters, such as those required of departmental processes for review and promotions of tenure, to guide the SEHS and other department's evaluation process and system of promotion for this new category of clinical professors.
- (4) consideration of other issues created by the acceptance of this new category of non-tenure track clinical positions, including but not limited to whether there should be percentage limits of the numbers of such positions vis a vis tenure-track positions, whether and to what extent persons holding such positions should be entitled to vote or otherwise participate in the affairs of the university beyond their own departments, and whether promotion and ranking should be considered for other categories of faculty, such as lecturers.
- (5) The remaining issues charged by ECAS.

The next meeting will be held on November 12, at 2:00 p.m. Nov. 12.

ⁱ University of Dayton Faculty Handbook, p. 55-58