

# Clinical Faculty Appointment and Promotion Criteria

## COLLEGE OF FAMILY AND CONSUMER SCIENCES

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### I. Introduction: The Clinical Faculty

In accordance with University [Guidelines for Appointment and Promotion of Clinical Faculty](#), *“most professional programs require the use of practitioners to prepare students for the practice of their profession. To that end, members of the clinical faculty at the University of Georgia are practitioners in the health and other professions who have a background in their disciplinary area and who practice the discipline in a work setting. The goal of these positions is to enhance the academic and professional development of students in support of the teaching and service missions of the institution. Clinical faculty are typically involved in the supervision of clinical training of students, interns, and/or residents; teaching; continuing professional education; university, school/college and departmental committees; and local, regional, and national professional organizations.”*

The College of Family and Consumer Sciences (FACS) hires practitioners to teach and supervise University of Georgia graduate and undergraduate students in various clinical and community-based settings including but not limited to the Dietetics supervised internships, the Couple and Family Therapy program and ASPIRE Clinic, teaching Child Life Specialist undergraduate and graduate students, teaching Disability Studies courses, teaching financial planning and property management courses, teaching clinical and community nutrition courses, and teaching merchandising and residential interiors courses. Practitioners are also needed to teach and supervise University of Georgia graduate and undergraduate students in community settings related to the disciplinary area of the clinical faculty position. In these settings the clinical faculty member works with university students but also collaborates with field-based professionals employed in the setting. These college-wide criteria will be used in considering the hiring and promotion of all clinical faculty members in the College.

### II. Discipline Specific Criteria for Appointments and Promotions

Each clinical faculty member in FACS has an academic home within one of the academic departments or institutes aligned with a department. Faculty members within

these departments will have primary responsibility for insuring the prospective clinical faculty member holds the terminal degree, has the experiential background needed, and holds the licensure or certification appropriate for the discipline and the setting in which the individual will work. FACS academic department heads will also serve as the clinical appointment and promotion unit heads. The following criteria will be required regardless of the rank at the time of appointment.

### **Clinical Faculty in Couple and Family Therapy**

At the time of appointment all candidates must hold a doctoral degree, hold clinical status in the American Association of Marriage and Family Therapy (AAMFT), be an AAMFT-approved Clinical Supervisor or evidence of currently pursuing that status; and be licensed to practice in the State of Georgia or working toward licensure. Failure to obtain the licensure within the first year of faculty appointment will result in nonrenewal.

### **Clinical Faculty in Child Development**

At the time of appointment all candidates must have a Master's degree or higher, in human development and family science, child development, early childhood education, developmental psychology, or a closely related field. The candidate must have at least five years previous experience in child development/child care agencies and organizations, preferably including supervision and management of staff.

### **Clinical Faculty in Child Life**

At the time of appointment all candidates must hold a master's degree or higher in human development and family science, child development, early childhood education, developmental psychology, or closely related field, and must also be a Certified Child Life Specialist. Candidates should have a minimum of three years of clinical experience in child life in hospital and other health care settings focused on children and their families.

### **Clinical Faculty in Disability Studies**

At the time of appointment all candidates must have a terminal degree in a discipline related to disability studies. Required years of experience, post-degree, will vary according to the requirements of the particular position.

### **Clinical Faculty in Teacher Education Fields**

At the time of appointment all candidates must hold a doctoral degree and must have 5 years in-field teaching experience as a fully certified teacher in a public-school setting. Because teachers often move between states holding and maintaining a state of Georgia teaching certificate is not required for appointment or promotions.

### **Clinical Faculty in Consumer Economics and/or Financial Planning**

At the time of appointment, all candidates must hold a either a doctoral degree, or have a Master's degree with either minimum 5 years of experience or the appropriate certification and/or credentials in the field in the specific field, for which they are being considered.

### **Clinical Faculty in Housing and/or Residential Property Management**

At the time of appointment, all candidates must hold a either a doctoral degree, or have a Master's degree with minimum 5 years of experience in property management, real

estate, or community development and have the appropriate certification and/or credentials expected in the field. Promotions will be contingent on maintaining the expected certification and/or credentials.

### **Clinical Faculty in Dietetics**

At the time of appointment all candidates must hold a doctoral degree. In addition, candidates must be a Registered Dietitian, and must be licensed to practice in the state of Georgia. Promotions will be contingent on maintaining that certification.

### **Clinical Faculty in Nutritional Sciences**

At the time of appointment all candidates must hold a doctoral degree or master's degree with at least 5 years of experience depending on the requirements of the position. Required years of experience post-degree depends on the demands and requirements of the position.

### **Clinical Faculty in Product Development and/or Merchandising**

At the time of appointment all candidates must have experience in the apparel and textile industries and hold a doctoral degree, or have a master's degree and at least 5 years of industrial experience. Required years of experience post-degree depends on the demands and requirements of the position.

### **Clinical Faculty in Historic Dress and Textiles**

At the time of appointment all candidates must hold a Master of Fine Arts or doctoral degree depending on the requirements of the position. Required years of experience post-degree depends on the demands and requirements of the position.

### **Clinical Faculty in Kitchen and Bath Design**

At the time of appointment all candidates must hold a terminal (doctoral or MFA) degree depending on the requirements of the position. Required years of experience post-degree depends on the demands and requirements of the position. Additionally, candidates must be a Certified Kitchen and Bath Designer or be eligible to gain certification in the first year of employment. Failure to obtain certification will result in non-renewal.

Any exceptions to these appointment or promotion criteria in individual cases would need approval of the department head, dean, and provost.

## III. Requirements for Rank and Promotion

The University [Guidelines for Appointment and Promotion of Clinical Faculty](#) definitions of Requirement for Rank and Promotion for Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor will be followed. Clinical faculty, regardless of rank, must maintain their discipline-specific license or certification in order to be eligible for appointment and promotion consideration as described above. In addition, they must meet the university criteria for rank and promotion.

In accordance with University guidelines, “clinical faculty must meet various standards for professional employability, depending on the discipline, to teach in the professional setting and maintain a balance between teaching, scholarship and service different from that of the tenure track faculty. Because there is generally less time for the type of traditional research carried out by tenure track faculty, scholarship of clinical faculty is usually focused on professional practice improvements or advancement of teaching in the professional setting, although clinical faculty may also engage in various types of research projects that are directed toward advancing instruction, the profession and/or practice, including Student Success Activities, as appropriate.”

At the time of promotion, the departmental tenured/tenure track and clinical faculty at or above the desired rank will cast secret ballots for preliminary consideration for promotion. The department head is required to reveal their vote after all votes have been counted. Regardless of the vote, consistent with the principle of flow, the candidate may choose to proceed with the process or withdraw at any time. Regardless of the department head’s vote, they will work with the clinical faculty member to prepare the complete dossier and will also seek needed external review letters. If the department head’s vote is negative, the candidate has the opportunity to identify a different senior faculty member to write the cover letter and the department head will still write a letter explaining and documenting the overall vote. Departmental faculty will use secret ballots to vote on the promotion of clinical faculty members once the dossier is complete.

At the departmental level, the eligible voting faculty (tenured/tenure track and clinical faculty at or above the desired rank) will use the criteria below in evaluating the work of the clinical faculty member. The departmental vote will be recorded in a cover letter from the department head and then the dossier will be sent to the college-level committee for consideration. This college-level committee will consist of two members from the college-level promotion and tenure committee and three clinical track faculty members at or above the rank sought by the clinical faculty member. If there are not three clinical faculty members eligible to serve, tenure-track faculty will be added to the college-level committee until a five-person committee is formed.

#### IV. Criteria to be applied during the promotion process

Depending on the candidate’s appointment, promotion will be based upon a candidate’s performance in teaching; research, scholarship, or other creative activities; and service to society, the University, and the profession, including Student Success Activities, as appropriate. The University’s [Guidelines for Appointment, Promotion, and Tenure](#) of Academic Rank Faculty contributions to teaching; contributions to research, scholarship and other creative activities; and contributions to service to society, the University, and the profession will be used as the guideline for expectations in these three areas.