

Does NOT include
School of Medicine.



IUPUI Office of Academic Affairs

Promotion in the Clinical Ranks

Agenda

Welcome

Overview of Clinical Faculty and Clinical Promotion Cases

Criteria for Excellence—Teaching, Service

Key point: Dissemination/Scholarship

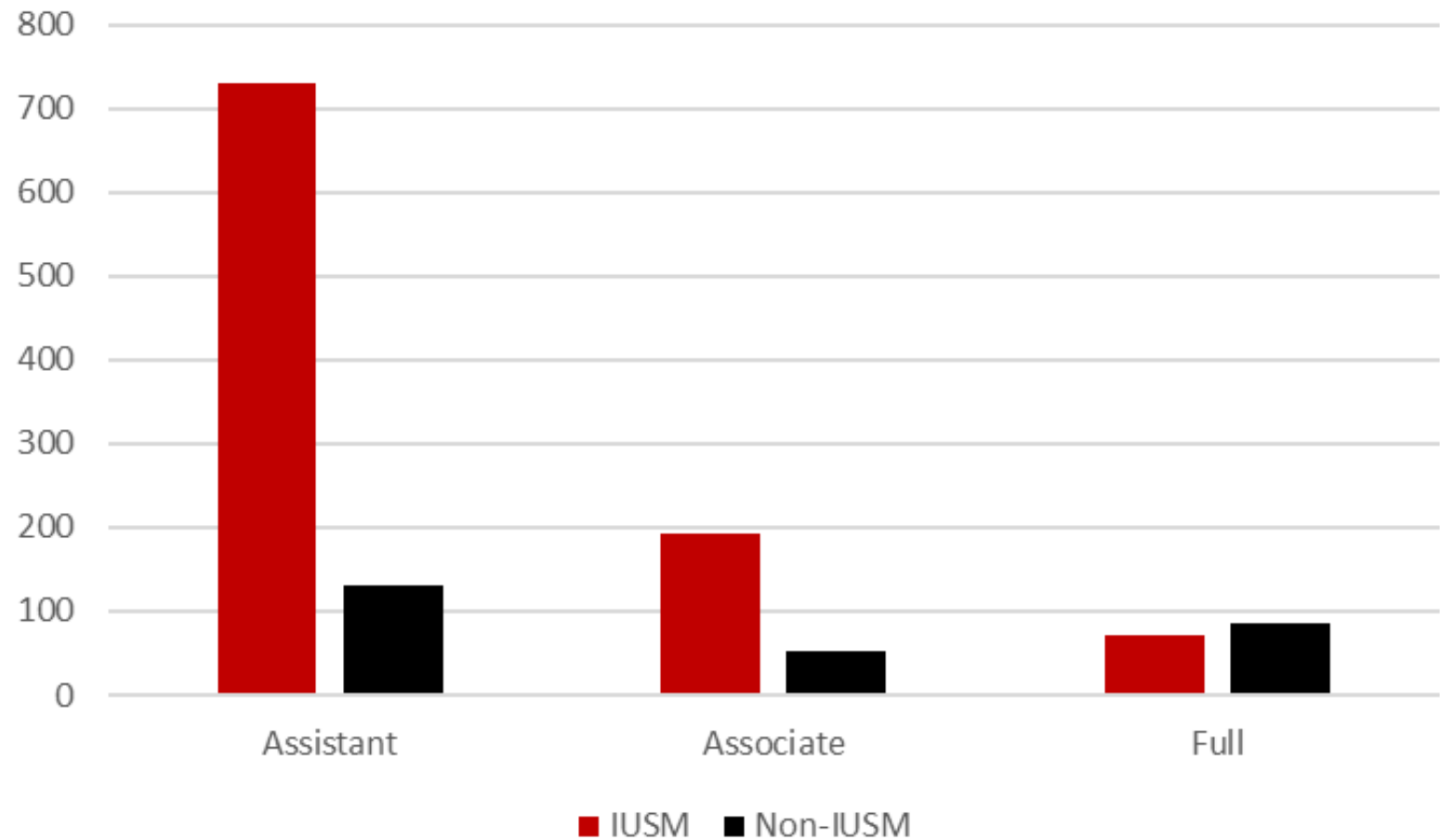
Panel--Q&A



By the numbers:

Clinical Faculty and Clinical Promotion cases

Headcount Clinical Faculty 2019



2018-2019 Promotion cases

Total clinical:

37 = 33 Medicine

4 Other

All Teaching

Liberal Arts (2)

Engineering

Nursing

27 Service

6 Teaching



2019-2020 Promotion cases

Total clinical:

49 = 45 Medicine

4 Other

All Teaching

43 Service

2 Teaching



Clinical faculty responsibilities

Clinical faculty may be reviewed on, and promoted for, excellence in:

- Teaching
- Service
- *A 'balanced case' is possible for promotion*

You may present **scholarship** in either teaching or service

You may not present **research**



Clinical Faculty

Rank	Area of Excellence	Satisfactory Performance	Excellence Standard
Clinical Associate Professor	Service or Teaching	Teaching or Service	Record of publicly disseminated and peer reviewed scholarship in area of excellence
	Balanced Case	Highly satisfactory in both areas with scholarship in both	
Clinical Professor	Service or Teaching Balanced Case	Teaching or Service Highly satisfactory in both areas with scholarship in both	Record of sustained, nationally and/or internationally disseminated and peer reviewed scholarship in area of excellence. Special circumstances where scholarly productivity has been interrupted can be considered.
Important Note: Research is not a required area of evaluation for clinical faculty			Any research activity should be used to support and align with the area of excellence

New-format guidelines and resources

Folder-by-folder guides to dossier content

[Clinical-teaching](#)

[Clinical-service](#)

[Clinical-balanced](#)

[Reformatted guidelines](#) with *excellence* –
per – faculty type

III.B CRITERIA BY FACULTY TYPE A]

Tenure-track Faculty

- Single area of excellence
- Research-satisfactory-TT
- Teaching-satisfactory-TT
- Service-satisfactory-TT
- Research-excellent-TT
- Teaching-excellent-TT
- Service-excellent-TT

Balanced case TBD

Clinical Faculty

- Service—excellent-clinical
- Service-satisfactory-clinical
- Teaching-excellence-clinical
- Teaching-satisfactory-clinical
- Balanced service and teaching-Clinical TBD



Key Resources for Teaching

[Workshop listing](#), with ppts and zooms of previous sessions, especially Excellence in Service, Excellence in Teaching, and Dossier Prep

- Reflection on and improvement of own teaching
- Evidence of student learning
- External peer evaluation of course development
- Dissemination of scholarship of teaching

CTL: [Teaching Philosophy](#)

All items, for both associate and full

For full: **sustained and national in scope**



Key Resources for Service

Definition: Application of professional skills to community issues

Dissemination in peer-reviewed outlets → *impact beyond the direct recipients*



Faculty claiming excellence in service, whose professional service consists primarily of patient or client service, must document how their work exceeds normative levels of activity and quality and is, in fact, excellent because it represents exceptional outcomes that result in the faculty member being recognized as an expert in their field and brings prestige to the candidate, the primary/department and the unit/school. Such service based on exceptional care contributes to the knowledge base or demonstrates a level of proficiency that itself illuminates practice for others.

In all cases, this work must:

- ☐ have impact beyond the direct recipient of the service; and
- ☐ be documented through appropriate publications or **dissemination** activities.

Clinician A has
GREAT IDEA



Benefits clients
Yay!

Clinician A:
satisfactory

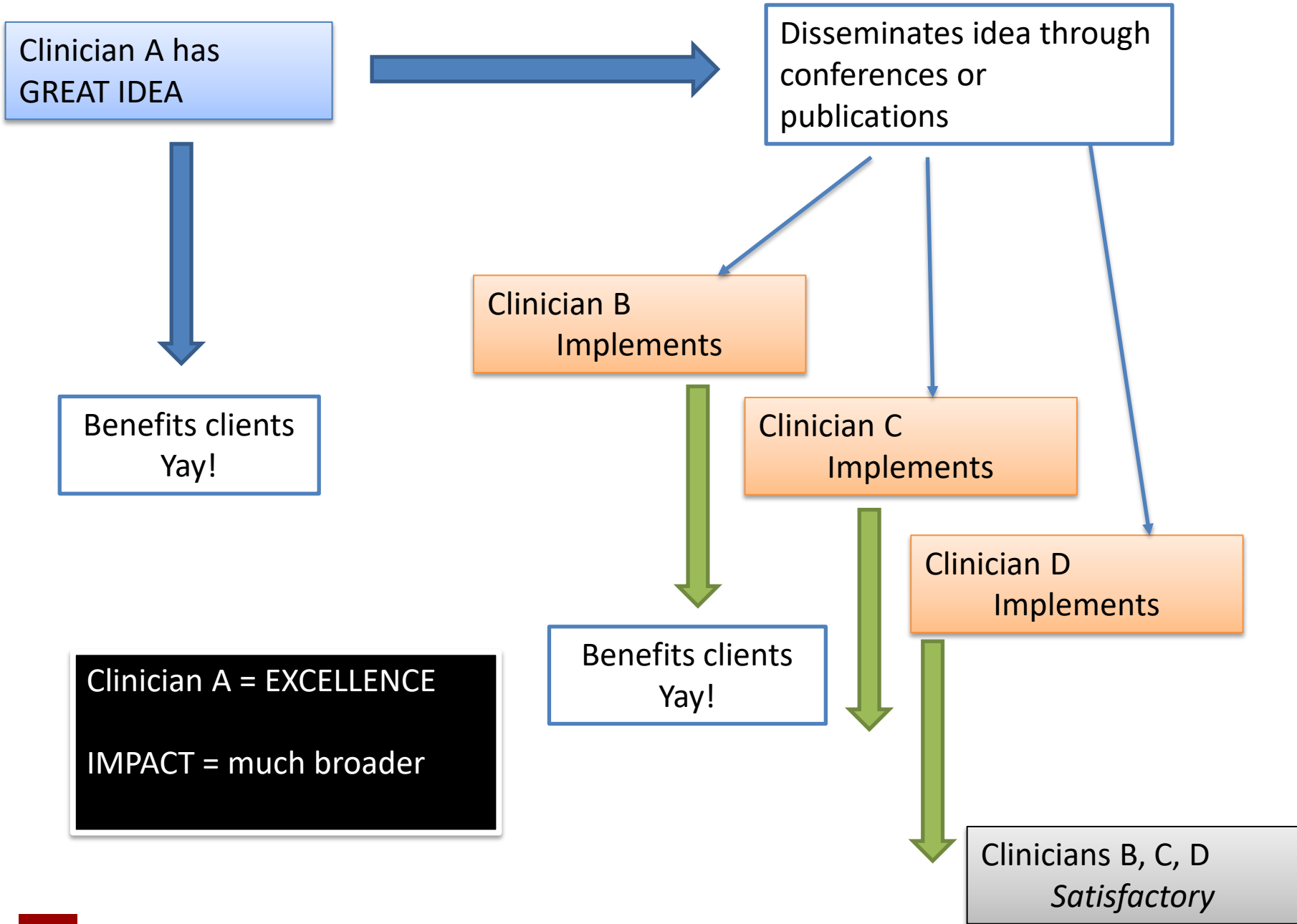
Clinician B hears
about GREAT IDEA
Implements



Benefits clients
Yay!

Clinician B:
satisfactory





Scholarship ofteaching or service

Not just *doing*.... but *engaging in a conversation about*....

In other contexts you would call this “research”

- Effect of peer coaching on students learning public speaking
= scholarship of teaching
- New guidelines for pain management for dental procedures
= scholarship of service



Key steps

1. Have you done something that is non-local?
 - Do you know your options? Is there an organization that speaks to teaching or to service in your area?
2. Let your chair know your goals and timeline
3. Check out department and school guidelines
 - Caution! Some are not very specific. Seek guidance from your chair AND from the school's P&T committee.
4. Draft a candidate statement and prepare an IUPUI CV [DMAI!]



New question:

Teaching Professor vs. Clinical Full

In what ways does a case for Teaching Professor differ from Clinical Full professor-area-teaching?

Answer: Not many ways.

Clinical faculty are envisioned to have responsibilities that involve **professional service** as well as teaching.

Lecturer faculty are envisioned to have responsibilities that are **all teaching**

Some units have different **hiring** criteria for clinical and lecturer faculty, and some differences in salaries. Campus promotion does not take these into account.



If you are a clinical faculty member

Take a look at your assigned responsibilities

In what ways do you provide (or supervise others providing, as in student clinics) professional services to external clients?

In what ways does your scholarship seek to address *issues involved in professional services*, rather than *issues involved in student learning*?

If you are entirely focused on **teaching** then let's talk....

Every promotion case require a little bit of pegs-into-square holes...if the fit is too awkward, let's think about different holes.



Panelists

- Erin Engels
 - Clinical associate professor
 - Political Science, School of Liberal Arts
- Kyle Kramer
 - Clinical associate professor
 - Oral and Maxillofacial Surgery, School of Dentistry
- Kim Saxton
 - Clinical professor
 - Marketing, Kelley School of Business



rapplega@iupui.edu

To set up an individual
appointment!

Thank you!



IUPUI

FULFILLING *the* PROMISE