

AMENDMENT to CAM BYLAWS TO ACCOMMODATE CLINICAL TEACHING TRACK APPOINTMENTS TO THE FACULTY

INTRODUCTION

The Clinical Teaching Track in the College of Arts & Media is intended for non-tenure track faculty who participate in a broad range of teaching, service and research/creative activities. Clinical Track appointees will have rank comparable to tenure track faculty except that in referring to them in official documents, the designation C/T will be placed after the academic rank (e.g., Assistant Professor C/T).

This amendment restricts appointments to C/T to the assistant professor level. Criteria for promotion within the C/T (e.g., Associate Professor C/T, Professor C/T) are currently under consideration by CAM's By-Law's Committee. Once promotion criteria are proposed by the Committee, they will be formally introduced and voted upon by the full faculty as a supplemental amendment.

The purpose of this document is to provide a written reference for the procedures and requirements for appointment and reappointment of Clinical Teaching Track faculty within the College of Arts & Media. Additional applicable references are the sections that apply to faculty appointments in the Laws and Policies of the Regents of the University of Colorado.

A Clinical Track appointment is an "at will" appointment that is not a tenure track appointment. Once faculty achieves the academic rank of Senior Instructor, they may be hired into the C/T after completing the requisite approval process as defined below. Searches may also be conducted for new hires directly into the C/T.

A request for promotion to the C/T can come from any current member of the department faculty. The promotion request will be reviewed by the faculty who will provide a recommendation supporting or not-supporting the promotion. The promotion request will then be reviewed by the Chair who will also provide a written recommendation[2]. The candidate must compile an application packet (outlined below under Appointment and Evaluation of Clinical Teaching Track Faculty) which the Chair will forward to the CAM Dean. For the initial hiring of C/T, CAM will follow and utilize University policies and procedures.

The Dean will make the final decision as to whether the individual should be recommended to the Provost for a C/T appointment or reappointment. The Dean will utilize the recommendations of the cognizant Departmental Chair and primary unit, and the best interests of the faculty and the College in approving appointments or reappointments. The Dean will annually consult with the CAM Executive Committee regarding the percentage of faculty to be hired into the Clinical Track in each primary unit in any given year.

CRITERIA for APPOINTMENT and REAPPOINTMENT of CLINICAL TRACK FACULTY MEMBERS in the COLLEGE OF ARTS & MEDIA

The specific expectations and criteria for the evaluation of teaching, research/creative work, and service will be determined by the primary unit of CAM and must be approved by the cognizant Department Chair, the Dean and the Provost. C/T faculty members

should be engaged in at least 10% time/effort in each area—teaching, research/creative activities, and service. Additional Program Coordination and/or Administrative Duties may also be factored into the load (e.g., assuming the role of Area Head), which could result in course release. A typical appointment may consist of 80% teaching (i.e., a six course 18 SCH annual load); 10% research/creative/scholarly activities; 10% service. Primary units and Chairs can request changes from this typical appointment. Such requests require approval by the Dean. Also, any changes from the initial appointment (e.g., 80/10/10) to the time/effort in the teaching, research/creative work, and service activities require approval by the Dean.

RANKS within the CLINICAL TRACK

Assistant Professors in the clinical teaching track must have the terminal degree appropriate to the discipline and/or demonstrated professional accomplishments and concomitant professional recognition. In addition, candidates for this rank must provide evidence of ability to assume high quality independent teaching and administrative service, and the potential for professional development through scholarly activity.

APPOINTMENT and EVALUATION OF CLINICAL TEACHING TRACK FACULTY

All C/T appointments are, by law, at-will. Appointments to C/T rank may be renewed or terminated at the discretion of the Dean for various reasons, including but not limited to satisfactory performance, the needs of the Department and CAM, and the availability of state or other sources of funding[4].

All C/T faculty will be evaluated annually in the spring by the Chair and the Dean. The evaluation will include, FCQs, syllabi, student artifacts that meet course outcomes, any co-curricular record, contributions to curricular development, record of research/creative work, record of service, and progress in fulfilling the appointment criteria.

Initial Appointment to C/T

In the process of initial nomination for the C/T, the candidate will provide an application packet that includes a current curriculum vitae, materials relevant to the appointment (e.g., personal statement, currency in the relevant discipline, student evaluations, faculty interview data, evidence of scholarship, excellence in teaching and a demonstrated commitment to curricular design, program development and oversight, professional expertise that demonstrates robust connections to creative industries, an ability to link faculty and students with alumni and with professional contacts in his/her area of emphasis.[5]). External letters of support are optional. The candidate will be reviewed by voting members of the department, who will make a written recommendation to the Department Chair. The Chair will then review the application packet, the faculty review and vote, and make a written recommendation for rank to be forwarded to the CAM Dean[6]. The Dean will, in turn, forward all of these materials with a recommendation to the Provost who will make the final decision regarding appointment.

Re-appointment within the C/T[7]

Re-appointment reviews will take place annually as part of the annual review process. The Dean will then forward a recommendation to the Provost who will make the final decision with regard to re-appointment.

RIGHTS and BENEFITS

Faculty in the C/T track will be eligible to participate in University benefits programs consistent with other instructional faculty appointments including health/life insurance programs, retirement benefits (excluding the University Supplemental Annuity Program), professional leave and faculty governance as permitted by department, college, and university policy. C/T faculty are not eligible for tenure.

PERIODIC REVIEW

The CAM Faculty Congress will review this policy periodically to assess its effectiveness in light of the College's mission and needs.

CURRENT CAM BYLAWS LANGUAGE:**ARTICLE 1: Definitions**

As used in these Bylaws, the following definitions shall apply, unless otherwise specified.

1. The College: The College of Arts & Media of the University of Colorado at Denver.
2. Constituency: Faculty, students, and administration within the College.
3. Faculty:
 - a. Regular faculty: faculty who hold one of the following titles: Lecturer, Instructor, Senior Instructor, Assistant Professor, Associate Professor, Professor.
 - b. Lecturer faculty
 - c. Special faculty—Adjunct Faculty
 - d. Teaching assistants: graduate or undergraduate students of the University of Colorado who are employed by the College to assist with teaching.
 - e. Research/Creative Work assistants: graduate or undergraduate students of the University of Colorado who are employed by the College to perform duties relating to research/creative work.

**RECOMMENDED AMENDMENT OF ARTICLE 1: SECT. 3 "DEFINITIONS"
TO READ:**

3. Faculty:
 - a. Regular faculty: faculty who hold one of the following titles:
 - a. Lecturer, Instructor, Senior Instructor, *Clinical Track Assistant Professor*, Assistant Professor, Associate Professor, Professor.

- b. Lecturer faculty
- c. Special faculty—Adjunct Faculty
- d. Teaching assistants: graduate or undergraduate students of the University of Colorado who are employed by the College to assist with teaching.
- e. Research/Creative Work assistants: graduate or undergraduate students of the University of Colorado who are employed by the College to perform duties relating to research/creative work.

Approved by the unanimous vote of the faculty who attended the CAM Full Faculty Meeting on April 1, 2011.