

Patterson School of Diplomacy and International Commerce

Clinical Faculty Title Series

Standards of Evidenceⁱ

The Clinical Title Series is a series of tenure-ineligible academic ranks and titles for appointment and promotion of qualified individuals, who participate in the University's academic programs and whose duties and responsibilities are essentially related to practice, service to clients or patients, and experiential training of students of the profession. Clinical instruction in the Patterson School of Diplomacy and International Commerce primarily relates to the last of these: experiential training of students in the professions of Diplomacy, Security, Development, and Commerce (our four concentrations). Clinical professors in Patterson are likely to be former practitioners or policy makers. For example, former Foreign Service Officers, Federal officials, non-government organization employees, private sector executives, or intergovernmental organization employees who are experienced with the policy and or/practice of diplomacy, security, development and commerce.

Academic Ranks and Criteria for Promotion

The academic ranks and related titles in the Clinical Title Series shall be: (1) Clinical Instructor; (2) Assistant Clinical Professor; (3) Associate Clinical Professor; and (4) Clinical Professor. Faculty in the Clinical Title Series shall be subject to annual performance review. All appointments, reappointments, and promotions shall be decided on the basis of merit and as evidenced in the above areas in which activity shall be regularly assigned. Excellence in teaching, advising and other instructional activities, research or other creative activity, and in professional, University and public service is expected. Expectations for performance and productivity in any area is weighted by approved allocation of effort in that area.

Clinical Assistant Professor: Assistant professors are likely practitioners who have a terminal degree in their field (MBA, MD, JD, or PhD) and will typically have worked in their policy or practice position for 5 or more years, or have prior university teaching experience, have participated in professional workshops, have written public facing commentaries and or academic publications, and may not yet have received any honors or awards in their field.

Clinical Associate Professor: Associate professors are likely practitioners who have a terminal degree in their field (MBA, MD, JD, or PhD), have worked in their policy or practice position for 10+ years, have extensive prior university teaching experience, have participated and hosted professional workshops, have written multiple public facing commentaries and or academic publications, and have received honors or awards in their field. To be appointed at or promoted to the rank of clinical associate professor, the faculty must have evidence of at least regional recognition.

Clinical Professor: Full professors are likely practitioners who have a terminal degree in their field (MBA, MD, JD, or PhD), have worked in their policy or practice position for 15 years or more, have extensive prior university teaching experience developing new courses or programs, have participated, developed and hosted professional workshops, have written extensive public facing commentaries and or academic publications, and have received high honors or awards in their field. To be appointed at or promoted to the rank of clinical associate professor, the faculty must have evidence of at least regional, but ideally national, recognition.

Four areas of activity are important in the evaluation of individuals for appointment, reappointment, performance review, and promotion in the Clinical Title Series: (1) practice or practice-relevant activities (if applicable); (2) effective clinical/practical instruction; (3) professional status and activity; and (4) ability to generate practice funds, if applicable for the position and as established in the position request.

Appointment, Reappointment, and Performance Review in the Clinical Title Series

In order to qualify for appointment or reappointment to the Clinical title series, a candidate shall:

- (a) Hold the terminal degree as determined by the profession;
- (b) Demonstrate professional competence;
- (c) Hold a license to practice in the discipline (if applicable); and
- (d) Have the potential for significant professional growth in the area, and contribution in the areas of professional and experiential practice and instruction in an experiential setting

Faculty in the clinical title series shall be appointed on a nine-month basis and initially appointed for a specific term, not to exceed three years or, if for a lesser period of time, the period of funding from clinical practice, contracts, grants, or other sources as approved above, if applicable.

Standards and evidences for appointment and promotion in the clinical title series:

Standard 1. Practice or Practice-Relevant Activities

Clinical title series faculty are expected to engage in practice-relevant activities that serve the Patterson School. These may include, but are not limited to:

- Establishing and serving as department liaison in University-Organizational partnerships as evidenced by letters from partners
- Engaging with Lexington and/or Kentucky organizations/businesses/government agencies as evidenced by letters from Kentucky orgs/businesses/agencies
- Development of new internship placement sites
- Development of curriculum, simulations, assessments, and or tools for clinical practice
- Organizing and conducting orientations/workshops for students and other diplomacy, development, security and commerce professionals.

Faculty will demonstrate quality, impact, effectiveness in a reflection on activities in this area.

Standard 2. Effective Clinical Instruction

Clinical title series faculty are expected to engage in instruction and advising annually. Evidence of quality, impact, and effectiveness will include, but are not limited to:

- Student course evaluations

- Syllabi
- Peer observations of teaching

Additional evidence may include:

- Feedback from practitioner partners
- Invitations to speak or conduct workshops at esteemed universities and organizations
- Teaching awards, nominations, and recognitions
- Implementation of teaching innovations
- Mentoring students in research, publication, or practice
- Student growth in essential knowledge and skills
- The Director's or other associate or full professor's observation and written assessment of teaching
- Student placement in local, regional or national organizations within one of our areas of concentration

Faculty will demonstrate quality, impact, effectiveness in a reflection on activities in this area.

Standard 3. Professional Status and Activity

Clinical title series faculty are expected to engage in professional activity. Activities may include, but are not limited to:

- Publications related to policy or practice, with more weight given to solo-authored publications or first-author publication in co-authored piece.
- Presentations related to policy or practice
- Other scholarly and creative work
- Service to the profession or organizations
- Engagement with government, business, or non-governmental organizations

Faculty will demonstrate quality, impact, effectiveness in a reflection on activities in this area.

Standard 4. Ability to Generate Practice Funds (if applicable for the position and as established in the position request)

Clinical title series faculty are expected to engage in generating practice funds only as is applicable to the position. Activities may include, but are not limited to:

- Grants
- Contracts
- Contributions intended for professional work

Faculty will demonstrate quality, impact, effectiveness in a reflection on activities in this area.

