

Chapter 3335-47

Additional rules of the university faculty concerning TENURE TRACK faculty appointments, reappointments promotion and tenure

3335-47-01 General Considerations

No changes to content of rule

3335-47-02 Criteria for appointment, reappointment, and promotion and tenure OF TENURE TRACK FACULTY

No changes to content of rule

3335-47-03 Probationary service, and duration of appointments for TENURE TRACK faculty.

No changes to content of rule

3335-47-04 Promotion and tenure review procedures FOR TENURE TRACK FACULTY

No changes to content of rule

3335-47-05 Criteria and procedures for appeals of negative promotion and tenure decision and appointment nonrenewals and for seventh year reviews FOR TENURE TRACK FACULTY

No changes to content of rule

3335-47-06 Tenure initiating unit.

(A) A tenure initiating unit is a division, department, school, or college approved by the council on academic affairs, the university senate, and the board of trustees. A tenure initiating unit has the following responsibilities for all faculty members assigned to it: to assist in professional development; to evaluate; to maintain official personnel records; and to initiate promotion, tenure, REAPPOINTMENT, and nonrenewal recommendations. The office of academic affairs shall be responsible for maintaining the official list of tenure initiating units.

(B) A single division, department, school, or college must serve as the tenure initiating unit for each TENURE TRACK faculty member, including individuals with multiple appointments. Multiple appointments to the TENURE TRACK faculty totaling fifty per cent or more service to the university shall be considered to be the same as a single appointment of fifty per cent or more for the purpose of determining eligibility for tenure

No changes to remainder of rule

3335-47-07 Campus assignment.

No changes to content of rule

3335-47-08 Standard of notice.

No changes to content of rule

~~3335-47-09 Regular clinical faculty ranks.~~

~~The titles of regular clinical faculty are professor of clinical (division, department or college), associate professor of clinical (division, department or college), assistant professor of clinical (division, department or college), and instructor of clinical (division, department or college). Individuals in this track may have a full range of responsibilities to appropriate academic units with emphasis on patient care and clinical teaching activities. Clinical activities for faculty members in this category are to be included in approved practice plans.~~

~~(A) Appointment criteria.~~

~~Initial appointments, or transfer, to the regular clinical faculty will be made for individuals with the following experience or credentials:~~

~~(1) They are strict or geographic full-time faculty members in academic units authorized to make regular clinical faculty appointments (see paragraph (B) of rule 3335-5-19 of the Administrative Code).~~

~~(2) They engage in activities which consist primarily of patient care and clinical teaching and supervision.~~

~~(3) They have the appropriate educational background and credentials to engage in the activities outlined in paragraph (A)(2) of this rule. Formal requisite: D.D.S., D.V.M., M.D., Pharm. D., D.N.S., R.N., or Ph.D., R.N., or Ed.D., R.N., or O.D. degree or equivalent qualification.~~

~~(4) They are essential to the continuing mission of the relevant college as determined by the appropriate clinical division or department chair, dean of the college, and executive vice president and provost.~~

~~(B) Term of appointment.~~

~~(1) The initial appointment of a person to a regular clinical faculty position is probationary in nature. Probationary appointments are for a one-year period, and faculty members on such appointments shall be~~

~~reviewed annually. The university does not assume any continuing obligation to renew the appointment of a regular clinical faculty member during the probationary period. Nonrenewal may be based upon such factors as an assessment of inadequate performance or insufficient development, or on any one of a number of academic, financial, or policy reasons, but must be the result of formal annual review in accord with review procedures established by the appropriate academic unit of the appointee in accord with paragraph (B)(3) of rule 3335-3-35 of the Administrative Code. The nonrenewal of an appointment in and of itself, however, should not carry with it the implication of either incompetence or misconduct on the part of the faculty member.~~

~~(2) During the fourth year of the initial appointment, a formal review will be conducted. The faculty member will be informed if the appointment is to be renewed for an additional term of five years.~~

~~(3) If subsequent appointments are made, they will be made for periods of five years. A formal review will be conducted in the fourth year of each five-year term and the faculty member will be informed if the appointment is to be renewed after the fifth year for another five-year term. Termination of employment during a five-year term, other than during the probationary period, shall be for reasons of cause or financial exigency and shall result from procedures established by faculty rules.~~

~~(4) All appointments will be based upon criteria established by the academic unit authorized to make regular clinical faculty appointments (see paragraph (B) of rule 3335-5-19 of the Administrative Code), approved by the dean of the college, and the executive vice president and provost.~~

~~(5) If the appointment is not renewed, standards of notice must be in accordance with rule 3335-47-08 of the Administrative Code.~~

~~(C) Transfers.~~

~~It is generally expected that the needs of the academic unit and the career goals of the prospective faculty member will result in meshing of need, expectation, responsibility, and expertise to allow a long-term appointment to either the regular faculty or regular clinical faculty. Should a transfer be considered appropriate, the following must be accomplished:~~

~~(1) The process of transfer from the regular faculty to the regular clinical faculty or from the regular clinical faculty to the regular faculty is initiated only upon the written request of the faculty member. A recommendation for transfer must indicate clear evidence of a change in the individual's career goals and expectations, duties, and activities.~~

~~(2) An individual appointed to a tenure-eligible position as an instructor or assistant professor requesting transfer to the regular clinical faculty must do so no later than the beginning of the fourth year of service or after tenure has been granted. Transfer of a~~

tenured faculty member to the regular clinical faculty requires resignation of the tenured position.

~~An individual from outside the university appointed to a tenure-eligible position as an associate professor requesting transfer to the regular clinical faculty must do so no later than the beginning of the second year of service, or after tenure has been granted.~~

~~(3) An individual appointed to the regular clinical faculty at the instructor, assistant professor, or associate professor level, upon transfer to a tenure-eligible position, must meet the criteria for the granting of tenure within the established time limits including that time already served in the regular clinical faculty appointment. Transfer at the professor level can be made only with concurrent granting of tenure.~~

~~(4) All transfers must be approved by the department appointments, promotions and tenure committee (or college if no departments exist), the division or department chair, the dean of the college, and the executive vice president and provost.~~

~~(5) Only one transfer to or from the regular clinical faculty will be approved during an individual's period of employment at the Ohio state university.~~

~~(D) Promotions:~~

~~Nominations for promotion originate in the department (or college if no departments exist) in accordance with criteria and procedures established by departmental (or college) faculty.~~

~~(1) A department or college may recommend the promotion of an instructor of clinical (division, department or college) to the rank of an assistant professor of clinical (division, department or college) or the promotion of an assistant professor of clinical (division, department or college) to the rank of associate professor of clinical division, department or college) at any time up to the end of the ninth year. An individual who is not promoted by the end of nine years will be reviewed by the chair or dean and the appointments, promotions and tenure committee of the department or college to determine if continued employment is warranted. All Recommendations will be reviewed by the appointments, promotions and tenure committee of the department, the college, and the office of academic affairs.~~

~~(2) A department or college may recommend the promotion of an associate professor of clinical (division, department or college) to professor of clinical (division, department or college) in recognition of outstanding accomplishments. Promotion may be recommended no earlier than the third year of service as an associate professor of clinical (division, department or college). All recommendations will be reviewed by the appointments, promotions and tenure committee of the department, the college, and the office of academic affairs. (B/T 10/5/84, B/T 5/4/89, B/T 7/6/90, B/T 11/2/90, B/T 3/6/92, B/T 4/8/94, B/T 5/3/96, B/T 4/4/97, B/T 12/4/98)~~

Chapter 3335-48

ADDITIONAL RULES OF THE UNIVERSITY FACULTY CONCERNING
REGULAR CLINICAL TRACK FACULTY APPOINTMENTS, REAPPOINTMENT
AND NONREAPPOINTMENT, AND PROMOTION.

3335-48-01 DEFINITION.

REGULAR CLINICAL TRACK FACULTY APPOINTMENTS ARE FIXED TERM
CONTRACT APPOINTMENTS THAT DO NOT ENTAIL TENURE. REGULAR
CLINICAL TRACK FACULTY ARE TEACHER/PRACTITIONERS AND SHALL BE
ENGAGED PRIMARILY IN TEACHING ACTIVITIES RELATED TO: A) COURSES
OR INSTRUCTIONAL SITUATIONS INVOLVING LIVE PATIENTS OR LIVE
CLIENTS, B) COURSES OR INSTRUCTIONAL SITUATIONS INVOLVING THE
SIMULATION OF LIVE PATIENTS OR LIVE CLIENTS, OR C) COURSES OR
INSTRUCTIONAL SITUATIONS INVOLVING PROFESSIONAL SKILLS.

3335-48-02 TITLES.

THE TERM "REGULAR CLINICAL TRACK FACULTY" WILL EXIST SOLELY
FOR THE PURPOSE OF RECORDING THIS TYPE OF APPOINTMENT IN THE
UNIVERSITY'S EMPLOYMENT SYSTEM DATA BASE. INDIVIDUAL
COLLEGES, SCHOOLS, AND DEPARTMENTS WITH REGULAR CLINICAL
TRACK FACULTY MAY PROVIDE THEM WITH FACULTY RANK TITLES THAT
ARE DISTINCT FROM TENURE TRACK TITLES AND ARE DESCRIPTIVE OF
THE FUNCTIONS REGULAR CLINICAL TRACK FACULTY PERFORM IN THAT
COLLEGE. EXAMPLES INCLUDE, BUT ARE NOT LIMITED TO, PROFESSOR OF
CLINICAL (NAME OF COLLEGE, SCHOOL, OR DEPARTMENT) AND
ASSOCIATE PROFESSOR OF PROFESSIONAL PRACTICE.

3335-48-03 APPOINTMENT CAP.

UNLESS AN EXCEPTION IS APPROVED BY THE UNIVERSITY SENATE AND
THE BOARD OF TRUSTEES, REGULAR CLINICAL FACULTY MAY COMPRISE
NO MORE THAN FORTY PERCENT OF THE TOTAL REGULAR FACULTY (AS
DEFINED IN FACULTY RULE 3335-5-19) IN EACH OF THE DEPARTMENTS,
SCHOOLS, AND COLLEGES OF THE HEALTH SCIENCES AND NO MORE THAN
TWENTY PERCENT OF THE TENURE TRACK FACULTY IN OTHER
DEPARTMENTS, SCHOOLS, AND COLLEGES.

3335-48-04 PROPOSALS AND APPROVAL PROCESS.

(A) PROPOSALS TO ESTABLISH OR AMEND A REGULAR CLINICAL
FACULTY TRACK IN A COLLEGE MUST BE SUBMITTED TO THE PROVOST
BY THE DEAN OF THE COLLEGE. PROPOSALS MUST INCLUDE A CLEAR

RATIONALE FOR ESTABLISHING A REGULAR CLINICAL FACULTY TRACK AND ADDRESS HOW THE TERMS AND CONDITIONS OF THE APPOINTMENTS WILL BE CONSISTENT WITH THE RULES SET FORTH IN CHAPTER 3335-48, WHAT TITLES WILL BE GIVEN TO REGULAR CLINICAL TRACK FACULTY, AND WHAT DEPARTMENT AND COLLEGE GOVERNANCE RIGHTS WILL BE EXTENDED TO REGULAR CLINICAL TRACK FACULTY. REGULAR CLINICAL FACULTY MAY NOT PARTICIPATE IN THE PROMOTION AND TENURE REVIEWS OF TENURE TRACK FACULTY. IN ADDITION, PROPOSALS MUST INCLUDE THE FOLLOWING COMPONENTS:

- (1) A DEFINITION OF THE ROLE IN TEACHING AND SCOPE OF PROFESSIONAL PRACTICE DUTIES OF CLINICAL FACULTY, IDENTIFYING SPECIFICALLY HOW THOSE DIFFER FROM DUTIES OF TENURE TRACK FACULTY;
- (2) IDENTIFICATION OF THE REQUIREMENTS FOR A CLINICAL FACULTY APPOINTMENT, INCLUDING APPROPRIATE TERMINAL DEGREES AND ANY CREDENTIAL OR LICENSURE REQUIREMENTS;
- (3) A LIST OF COURSES THAT COULD BE TAUGHT BY CLINICAL FACULTY AND THE RELATIONSHIP OF THOSE COURSES TO THE GENERAL CURRICULUM. THE EXPECTATION WOULD BE THAT CLINICAL FACULTY SHOULD TEACH PRIMARILY COURSES INVOLVING PROFESSIONAL PRACTICE IN THE CLINICAL SETTING OR COURSES DESIGNED TO TEACH PROFESSIONAL SKILLS.

PROPOSALS MUST COMPLY WITH ANY ADDITIONAL GUIDELINES PROMULGATED BY THE COUNCIL ON ACADEMIC AFFAIRS AND WILL BE REVIEWED ACCORDING TO CRITERIA SPECIFIED BY THE COUNCIL ON ACADEMIC AFFAIRS.

(B) COLLEGE PROPOSALS TO ESTABLISH OR AMEND A REGULAR CLINICAL FACULTY TRACK MUST BE APPROVED BY A MAJORITY OF THE TENURE TRACK FACULTY OF THE COLLEGE PROPOSING TO HAVE A REGULAR CLINICAL FACULTY TRACK, BY THE DEAN OF THE COLLEGE, BY THE EXECUTIVE VICE PRESIDENT AND PROVOST, BY THE UNIVERSITY SENATE, AND BY THE BOARD OF TRUSTEES. THE EXECUTIVE VICE PRESIDENT AND PROVOST WILL TRANSMIT ALL PROPOSALS TO THE COUNCIL ON ACADEMIC AFFAIRS, WHICH WILL REVIEW PROPOSALS AND MAKE A RECOMMENDATION TO THE UNIVERSITY SENATE.

3335-48-05 CRITERIA FOR APPOINTMENT, FOR REAPPOINTMENT AND NONREAPPOINTMENT, AND FOR PROMOTION.

REGULAR CLINICAL FACULTY MAY BE APPOINTED BY COLLEGES THAT DO NOT HAVE SCHOOLS OR DEPARTMENTS AND BY SCHOOLS AND DEPARTMENTS IN COLLEGES THAT HAVE SUCH SUBUNITS. THE CRITERIA

FOR APPOINTMENT, FOR REAPPOINTMENT AND NONREAPPOINTMENT, AND FOR PROMOTION FOR REGULAR CLINICAL TRACK FACULTY SHALL BE ESTABLISHED BY THE COLLEGE, SCHOOL, OR DEPARTMENT MAKING SUCH APPOINTMENTS AND SHALL BE SET FORTH IN THAT UNIT'S APPOINTMENTS, PROMOTION, AND TENURE DOCUMENT. THE CRITERIA MUST BE CONSISTENT WITH THE RATIONALE FOR HAVING A REGULAR CLINICAL FACULTY TRACK IN THE UNIT IN QUESTION AND MUST BE DISTINCT FROM THE CRITERIA FOR TENURE TRACK FACULTY APPOINTMENTS. HOWEVER, NORMALLY REGULAR CLINICAL TRACK FACULTY WILL HAVE AN EARNED DOCTORATE OR OTHER TERMINAL DEGREE IN THE RELEVANT FIELD OR EQUIVALENT EXPERIENCE. THE CRITERIA FOR APPOINTMENT, FOR REAPPOINTMENT AND NONREAPPOINTMENT, AND FOR PROMOTION SHOULD REFLECT THE IMPORTANCE OF THE RESPONSIBILITIES OF REGULAR CLINICAL TRACK FACULTY.

3335-48-06 PROCEDURES FOR APPOINTMENT.

PROCEDURES FOR APPOINTMENT OF REGULAR CLINICAL TRACK FACULTY SHALL BE ESTABLISHED BY THE COLLEGE, SCHOOL, OR DEPARTMENT MAKING SUCH APPOINTMENTS AND SHALL BE SET FORTH IN THAT UNIT'S APPOINTMENTS, PROMOTION AND TENURE DOCUMENT. APPOINTMENTS AT THE RANK OF ASSOCIATE PROFESSOR OR PROFESSOR REQUIRE PRIOR APPROVAL OF THE OFFICE OF ACADEMIC AFFAIRS.

3335-48-07 TERM OF APPOINTMENT.

(A) CONTRACTS MUST BE FOR A PERIOD OF AT LEAST THREE YEARS AND FOR NO MORE THAN FIVE YEARS.

(B) THE INITIAL CONTRACT IS PROBATIONARY AND A FACULTY MEMBER WILL BE INFORMED BY THE END OF EACH PROBATIONARY YEAR AS TO WHETHER HE OR SHE WILL BE REAPPOINTED FOR THE FOLLOWING YEAR. BY THE END OF THE SECOND TO FINAL YEAR OF THE PROBATIONARY CONTRACT, THE FACULTY MEMBER WILL BE INFORMED AS TO WHETHER A NEW CONTRACT WILL BE EXTENDED AT THE CONCLUSION OF THE PROBATIONARY CONTRACT PERIOD. IN THE EVENT THAT A NEW CONTRACT IS NOT EXTENDED, THE FINAL YEAR OF THE PROBATIONARY CONTRACT IS THE TERMINAL YEAR OF EMPLOYMENT. THERE IS NO PRESUMPTION THAT A NEW CONTRACT WILL BE EXTENDED. IN ADDITION, THE TERMS OF A CONTRACT MAY BE RENEGOTIATED AT THE TIME OF REAPPOINTMENT.

(C) DURING AND UNTIL THE END OF THE SECOND AND SUBSEQUENT CONTRACT PERIODS, REGULAR CLINICAL FACULTY APPOINTMENTS MAY ONLY BE TERMINATED FOR CAUSE (SEE FACULTY RULE 3335-5-04) OR

FINANCIAL EXIGENCY (SEE FACULTY RULE 3335-5-021) AND THE TERMINATION DECISION FOR EITHER OF THESE REASONS SHALL RESULT FROM PROCEDURES ESTABLISHED BY FACULTY RULES. IN ADDITION, A CONTRACT MAY BE RENEGOTIATED DURING A CONTRACT PERIOD ONLY WITH THE VOLUNTARY CONSENT OF THE FACULTY MEMBER. BY THE END OF THE SECOND TO FINAL YEAR OF EACH CONTRACT PERIOD, THE FACULTY MEMBER WILL BE INFORMED AS TO WHETHER A NEW CONTRACT WILL BE EXTENDED AT THE CONCLUSION OF THE CURRENT CONTRACT PERIOD. IF A NEW CONTRACT IS NOT EXTENDED, THE FINAL YEAR OF THE CURRENT CONTRACT IS A TERMINAL YEAR OF EMPLOYMENT. THERE IS NO PRESUMPTION THAT A NEW CONTRACT WILL BE EXTENDED. IN ADDITION, THE TERMS OF A CONTRACT MAY BE RENEGOTIATED AT THE TIME OF REAPPOINTMENT.

(D) THE STANDARDS OF NOTICE SET FORTH IN FACULTY RULE 3335-47-08 APPLY TO REGULAR CLINICAL FACULTY TRACK APPOINTMENTS.

3335-48-08 ANNUAL REVIEW, REAPPOINTMENT/NONREAPPOINTMENT, AND PROMOTION REVIEW PROCEDURES.

THE PROCEDURES FOR REVIEWING REGULAR CLINICAL TRACK FACULTY ANNUALLY AND FOR REAPPOINTMENT/NONREAPPOINTMENT AND PROMOTION SHALL BE SET FORTH IN THE RELEVANT COLLEGE, SCHOOL OR DEPARTMENT APPOINTMENTS, PROMOTION, AND TENURE DOCUMENT AND SHALL BE CONSISTENT WITH REVIEW PROCEDURES ESTABLISHED FOR TENURE TRACK FACULTY, INCLUDING THOSE SET FORTH IN FACULTY RULES 3335-47-03 AND 3335-47-04 WITH THE FOLLOWING EXCEPTIONS: (1) THE COLLEGE DEAN'S DECISION SHALL BE FINAL WITH RESPECT TO REAPPOINTMENT AND NONREAPPOINTMENT AND WITH RESPECT TO DENIAL OF PROMOTION; (2) EXTERNAL EVALUATIONS ARE OPTIONAL.

3335-48-9 TRANSFERS FROM THE TENURE TRACK TO THE REGULAR CLINICAL TRACK.

A COLLEGE, SCHOOL, OR DEPARTMENT MAY PROVIDE FOR THE POSSIBILITY OF TRANSFERS FROM THE TENURE FACULTY TRACK TO THE REGULAR CLINICAL FACULTY TRACK IF APPROPRIATE TO ITS CIRCUMSTANCES. A UNIT THAT PERMITS TRANSFERS MUST ABIDE BY THE FOLLOWING: (1) THE REQUEST FOR TRANSFER MUST BE INITIATED BY THE FACULTY MEMBER IN WRITING AND MUST STATE CLEARLY HOW THE INDIVIDUAL'S CAREER GOALS AND ACTIVITIES HAVE CHANGED; (2) WHEN A TENURED FACULTY MEMBER TRANSFERS TO THE REGULAR CLINICAL FACULTY TRACK, TENURE IS LOST; (3) ALL TRANSFERS MUST BE APPROVED BY THE SCHOOL DIRECTOR OR DEPARTMENT CHAIR, THE COLLEGE DEAN, AND THE EXECUTIVE VICE PRESIDENT AND PROVOST.

3335-48-10 TRANSFERS FROM THE REGULAR CLINICAL FACULTY TRACK TO THE TENURE TRACK.

TRANSFERS FROM THE REGULAR CLINICAL TRACK FACULTY TRACK TO THE TENURE TRACK ARE NOT PERMITTED. REGULAR CLINICAL FACULTY MAY APPLY FOR TENURE TRACK POSITIONS AND COMPETE IN REGULAR NATIONAL SEARCHES FOR SUCH POSITIONS.

(B) "Regular Clinical ~~PROFESSIONAL PRACTICE~~ Faculty": ~~persons with the titles of professor of clinical (division, department, or college ; associate professor of clinical (division, department, or college; assistant professor of clinical (division, department, or college or instructor of clinical (division, department, or college who serve on appointments totaling fifty percent of more service to the university. Regular clinical faculty appointments are made only in the college of dentistry, the college of nursing, the college of optometry, the departments of veterinary clinical sciences and veterinary preventive medicine in the college of veterinary medicine, the divisions of pharmacy practice and pharmaceutical administration in the college of pharmacy, and the following departments in the college of medicine and public health: anesthesiology, emergency medicine; family medicine; internal medicine; neurology, pathology, pediatrics, physical medicine and rehabilitation, preventive medicine, psychiatry, radiology, and surgery. Regular clinical faculty SERVE UNDER FIXED TERM CONTRACTS AND are not eligible for tenure. REGULAR CLINICAL FACULTY APPOINTMENTS ARE DESCRIBED IN FACULTY RULE 3335-48.~~

~~The number of persons holding regular clinical faculty appointments in each division, department of college authorized to make such appointments cannot be greater than forty per cent of the combine total of regular and regular clinical track faculty in the division, department, or college. Individuals appointed to the regular clinical faculty are limited to participating in governance at the division, departmental and college levels, but may not participate in promotion and tenure matters of regular faculty.~~