

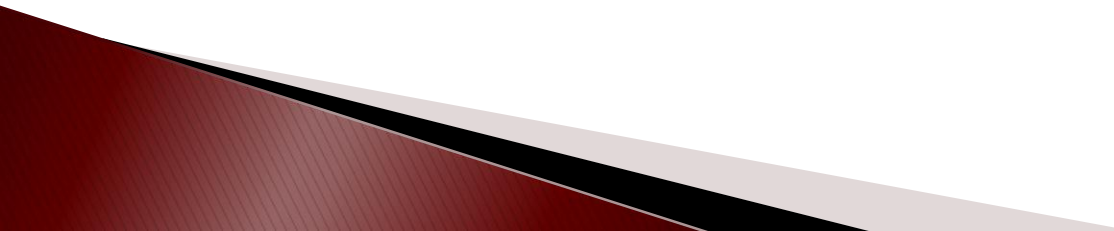
# Preparing for Promotion

Clinical Faculty

Julie Masterson, Provost Fellow, Faculty Development  
Debbie Cron, Clinical Associate Professors  
Helen Reid, Dean, CHHS

November 18, 2011

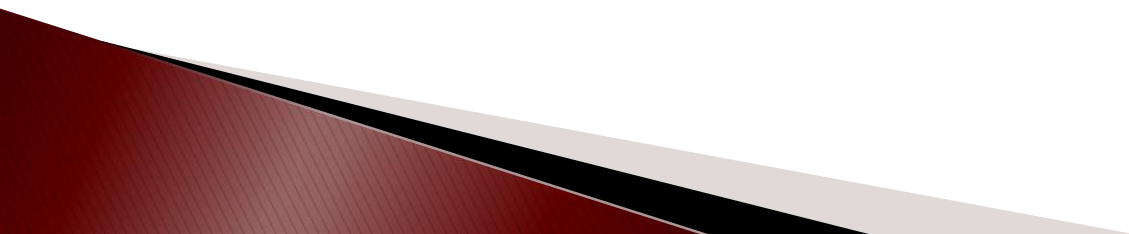
# Most Important Advice

- ▶ Know **YOUR DEPARTMENT's** plan
  - ▶ Prior to the promotion year, consider yearly feedback carefully and systematically respond
  - ▶ Prepare your materials so that it is obvious that you have met the criteria. Make it easy on the reviewers.
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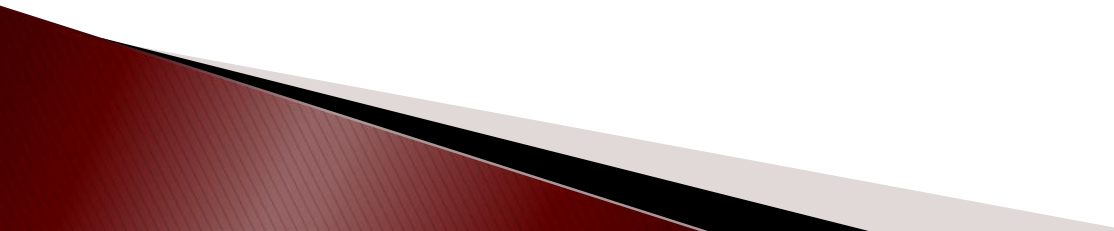
# Clinical Faculty

- ▶ Ranks: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Full Professor
- ▶ Minimum requirements include specified degree levels and years of experience at Missouri State University
- ▶ Evaluated in clinical education and service, with professional productivity optional

# Clinical Education



# Develop educated persons who are competent clinical professionals

- ▶ Demonstrate effectiveness in cultivating students' knowledge and skill base, including entry level competencies
  - ▶ Make the relationship between academic curriculum (general and disciplinary) explicit so that students can integrate knowledge and skills for lifelong learning
  - ▶ Maintain appropriate professional credentials, including continuing education
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# Exceptional Modes or Qualities

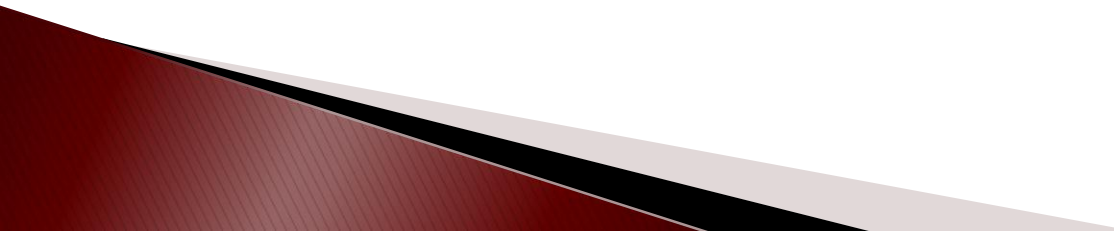
- ▶ Outstanding performance as a clinical educator
  - Judgments from students, peers, administrators, colleagues
  - External recognition (and/or students receiving external recognition)
  - Clinical outcomes research
  - Noteworthy advisement
  - Grants to support clinical education

# Exceptional Modes or Qualities

- ▶ Experiential learning
  - Service learning
  - Internships
  - Structured outreach activities
  - Application of clinical experiences to social issues
  - Multidisciplinary clinical or practice contexts

# Exceptional Modes or Qualities

## ▶ Accessibility

- Beyond one's typical assignments...
  - Distance learning
  - Online and continuing education for practitioners
  - Public lectures/workshops
  - Work with community agencies, health care institutions to provide access to education, clinical interventions
  - Develop other educational materials to increase accessibility
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# Exceptional Modes or Qualities

## ▶ Diversity

- Broaden students' perspectives
- Develop cultural sensitivity, cultural competence
- Invite guest speakers who offer diverse viewpoints
- Establish clinical experiences in diverse settings
- Provide exposure to clinical populations with special needs

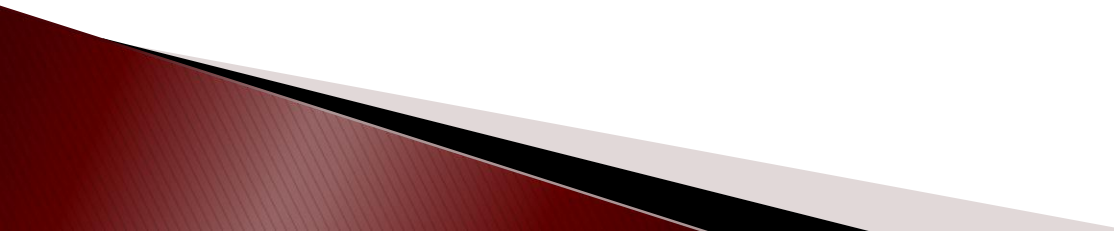
# Service

- ▶ FH says that goals/criteria for evaluation of service are identical to faculty with standard appointments

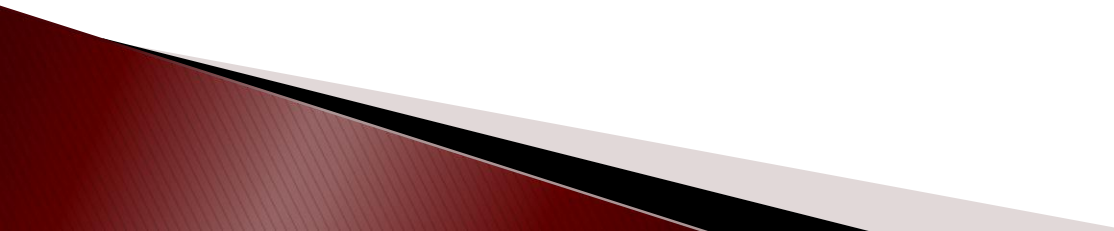
# Professional Productivity/Research

- ▶ Clinical faculty may be evaluated on professional productivity/research for promotion.
- ▶ Areas include contributions of knowledge to discipline, application of clinical expertise to local service provision, transmission, and involvement of students in clinical scholarly activities

# Contributes knowledge to discipline

- ▶ Translates new knowledge in measurable improvements in clinical practice and outcomes
  - ▶ Translates clinical practice into new knowledge
  - ▶ Disseminate knowledge through peer-reviewed and non-peer-reviewed venues
  - ▶ Participation in thesis committees
  - ▶ Reviewer for funding agency
  - ▶ Collaboration on clinical research
  - ▶ Development of national recognized clinical service or practice standard
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# Expert clinical service to local community

- ▶ Field assessments
  - ▶ Employer surveys
  - ▶ Client/patient surveys
  - ▶ Recognition by professional peers in the form of awards, requests for service, commendations, citations, etc.
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# Transmission

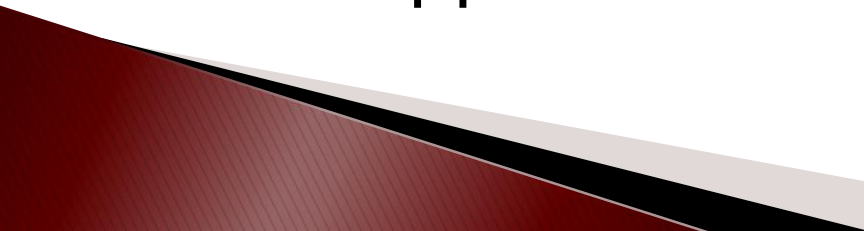
- ▶ Special efforts in transmission of clinical expertise or research to a broad audience

# Involvement of students

- ▶ Undergrad or graduate students involved in professional practice activities
- ▶ Undergrad or graduate students involved in scholarly activities

# Promotion Process

# Follows university tenure/promotion calendar

- ▶ Submit portfolio to dept. personnel committee (typically early October)
  - ▶ Dept. committee reviews and submits recommendation to Dept. Head
  - ▶ DH submits reviews and submits recommendation to Dean
  - ▶ Dean reviews and submits recommendation to Provost
  - ▶ Provost notifies candidate of approval or non-approval
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# Portfolio Contents

- ▶ Application form
- ▶ Criteria used (department specific)
- ▶ Curriculum Vitae (Digital Measures/Activity Insights)
- ▶ Personal Summary Statement
- ▶ Yearly Performance Reviews from Department Head and Personnel Committee (if recent; based on conditions of initial employment)
  - Important to document how you've responded to feedback
- ▶ May request a pre-promotion review
- ▶ NOTE: External reviews are not required

# Supporting Materials for Portfolio

- ▶ Teaching
  - List of courses taught with enrollment numbers
  - Illustrative syllabi for all courses taught
  - Summary report of student evaluations with samples of students evaluations (do not include all student evaluations, but have available in the event they are requested)
  - Samples of class handouts and other curricular-related materials (e.g., exams, course assignments, etc.)
  - Examples of course and curricular development
  - Other artifacts that may indicate leadership in the area of teaching
- ▶ Service
- ▶ Professional Productivity

Questions? Comments?