1. Background

In February 1980, the Stern School Faculty established the position of Clinical Professor for non-tenure track full-time members of the faculty. Guidelines for clinical faculty were codified and clarified in 1991. In September 2000, a faculty committee reexamined the role of clinical faculty at the Stern School. In September 2011, the Vice Dean of Faculty and a committee comprising department chairs updated the guidelines.

2. General Description and Positions

All faculty members who are designated as clinical faculty are required to be actively engaged in teaching.

The Stern School has a limited number of full-time positions outside the tenure track for highly qualified individuals whose professional competence and experience is deemed beneficial to the educational mission of the School.

Appointments of clinical track faculty, initial or renewal, are made for fixed terms. To be eligible, a candidate for a full-time clinical appointment must present evidence of a distinguished career as a practitioner and/or appropriate education in a field relevant to the appointment. Candidates are required to show outstanding pedagogical skills not otherwise available on the faculty, including classroom performance, curriculum development and teaching innovation and may be appointed at the Assistant, Associate or Full Clinical Professor levels (see below).

In areas of special expertise outside of the traditional business disciplines, candidates should have both appropriate educational credentials and relevant business experience in their fields. Candidates should hold certifications and educational credentials appropriate for the work done as a practitioner, and should show an ability to relate non-academic experiences effectively to teaching assignments within the Stern School.

The activities that an individual clinical faculty member is expected to be engaged will be contained in an offering letter. The individual will be evaluated for promotion and reappointment to the clinical faculty on the basis of these same criteria, as well as on the basis of departmental and School needs.

3. Academic Titles of Clinical Faculty

Professor of Management Practice.² Stern is fortunate to have as clinical faculty members several individuals who have retired from distinguished careers in fields related to business practice. These individuals contribute to the teaching and research mission of the school by bringing "managerial practice" into the classroom and serving as an important resource for their colleagues.

Clinical Assistant, Associate and Full Professors. A key role at Stern is played by clinical faculty members whose primary responsibility is teaching courses that are important and often required components of the School's curriculum, including both undergraduate and graduate core courses. By contributing to the academic process at Stern through their full-time commitment to teaching and through such service

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² Approved by the Provost of New York University on March 30, 2011.
activities as committee membership, case development, new program initiatives, course management, and student organization sponsorship, these clinical faculty support the tenure track faculty in attaining Stern's educational mission. Promotion decisions are made by the committee of Department Chairs and Vice Deans upon recommendation of the respective academic departments.

4. Establishing a Position

The decision to make a clinical as opposed to a tenure-track appointment requires consultation with members of the department concerned and approval of the Dean. All clinical faculty members occupy full-time faculty budget lines.

5. Appointment and Reappointment

Initial Appointment Process

Nominations for clinical appointments are put forward by the respective departments via the same channels as nominations for tenure-track appointments, and should be subject to the same departmental review processes before they are forwarded to the Dean.

Initial appointment term of clinical faculty will not exceed two years. A performance review will be conducted at the appropriate time during the initial appointment.

Reappointment Process

Nominations for renewal of clinical faculty contracts originate in the relevant departments based on a vote of the respective Department's Promotion and Tenure Committee or equivalent. Nominations for renewal of clinical faculty contracts will be forwarded to the Committee of Department Chairs and, on approval, to the Deans.

Clinical faculty, after initial appointment, will be reviewed every two years for renewal. If the review is favorable, the individual will receive a two-year contract. Clinical Full Professors who hold significant administrative roles may receive three-year contracts, and underperforming clinical faculty will receive one-year “terminal” contracts.

Limitation on Reappointment

No limits are set on the number of times an individual can be re-appointed. Promotion to the rank of Clinical Associate and Clinical Professor is based on departmental criteria and initiatives and must be presented by the department chair to the committee of Stern department chairs, which will act on the recommendation. Final disposition of clinical promotion decisions is made by the Provost. The review process and criteria for reappointment should be sufficiently rigorous so that only individuals who are continuing to make a substantial contribution to the School are reappointed.

Appointment of Former Tenure Track Faculty to Clinical Lines

Clinical appointments will not be available to faculty members who have been employed in tenure-track appointments at New York University. Clinical faculty positions cannot be used as a mechanism to keep individuals who are not granted tenure. Conversely, Clinical members of the faculty cannot subsequently be transferred to the tenure-track faculty.
Performance

Clinical faculty members are expected to adhere to the same level of performance and commitment to the University and the School as faculty holding tenure-track appointments. Candidates who cannot fulfill these responsibilities should be considered for adjunct faculty positions.

6. Promotion Criteria and Procedure

Clinical faculty can be appointed at the rank of assistant, associate or full clinical professor, or as Professor of Management Practice, or be promoted to associate clinical or full clinical, according to these criteria:

Clinical Assistant Professor: Strong teacher who brings to the school and classroom important industry expertise and contacts not typical of tenure-line faculty. Probationary appointment for clinical faculty members who have not previously taught at Stern or about whom there is some other uncertainty. After the initial appointment, for those hired after January 2012, Clinical Assistant Professors must either be promoted or terminated at the third review.

Clinical Associate Professor: Strong teacher who brings to the school and classroom important industry expertise and contacts not typical of tenure-line faculty.

Clinical Professor: Strong teacher who brings to the school and classroom important industry expertise and contacts not typical of tenure-line faculty, as a consequence of a long and successful career in business. A Clinical Associate Professor may be promoted to Clinical Professor based on extraordinary achievement in the classroom, noteworthy contributions to the School’s curriculum or reputation and/or significant exercise of administrative responsibilities.

Professor of Management Practice: Candidates who have distinguished themselves as widely recognized senior leaders in key line or staff positions in major firms. This title is available only for new appointments.

Promotion procedure:

a. Candidate’s materials are reviewed by department’s Promotion and Tenure committee or equivalent. Materials do not include letters from external reviewers, since the job of a clinical faculty member is to teach and provide service, both of which are primarily internal activities.

b. Department Chair makes recommendations to committee comprised of all the department chairs and vice deans. This committee also reviews promotion and retention decisions regarding clinical faculty members, if any, who do not have a home department and report directly to a dean.

c. Dean reviews recommendations and forwards it to the Provost.

7. Relative Size of the Clinical Faculty

While clinical faculty members make valuable contributions to the Stern School, excessive reliance on non-tenure track faculty may gradually dilute the research mission of the School. Consequently, the size of the clinical faculty and their aggregate teaching responsibility will be subject to annual review by the committee of Department Chairs and the Deans.