

## Resolution on Clinical Professors

**Whereas**, the positions of *Clinical Professor*, *Clinical Associate Professor* and *Clinical Assistant Professor* were established at the Stern School after a vote of the faculty in February 1980. The Faculty Council has reviewed documents pertaining to the criteria and procedures for appointment and reappointment to these positions. The purpose of this resolution is to codify and clarify the guidelines that have been formally adopted or informally practiced since 1980. Therefore, be it

**Resolved**, that the Faculty of the Stern School of Business reaffirms its approval of the establishment of the positions of *Clinical Professor*, *Clinical Associate Professor* and *Clinical Assistant Professor*. The following definitions, criteria, and procedures shall apply in the case of *Clinical* appointments and reappointments:

**General Description and Positions:** Clinical positions are full-time positions outside the tenure track for a limited number of highly qualified individuals whose professional competence and experience is deemed beneficial to the educational mission of the School. Appointments, initial or renewal, will be made for fixed terms, not to exceed three years in the case of Clinical Assistant Professors or five years in the case of Clinical Associate Professors and Clinical Professors. Clinical professorships will not be available to faculty members who have been employed in tenure-track appointments at New York University.

**Eligibility:** To be eligible, a candidate for a clinical appointment must present evidence of substantial experience as a practitioner and/or appropriate education in a field relevant to the appointment. "Substantial experience" will normally mean at least five years of full-time work carrying significant responsibilities as a manager, consultant, or professional. A candidate 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.

**Performance Requirements:** The reasons for the faculty appointment and the activities that the particular clinical faculty member is expected to be engaged in should be articulated in an offering letter. The individual should be evaluated for promotion and reappointment on the basis of these criteria, as well as on the basis of Departmental and School needs. Clinical faculty members are expected to adhere to the same level of performance and commitment to the University as faculty holding tenure-track appointments. Candidates who cannot fulfill these responsibilities should be considered for adjunct faculty positions.

**Rank and Promotion:** The designations of Clinical Professor, Clinical Associate Professor and Clinical Assistant Professor will be commensurate with the level of achievement and recognition earned by the candidate outside of the Stern School. Promotion from rank-to-rank will be based on a continuation of achievements and recognition by the relevant constituencies. The rank of Clinical Professor is reserved for candidates with distinguished accomplishments in their fields.

**Establishing a Clinical Position:** The decision to make a clinical as opposed to a tenure-track appointment requires consultation with all members of the Department.

**Initial Appointment Process:** Nominations for clinical appointments should come from the Department via the same channels as nominations for tenure-track appointments, and should be subject to the same review processes before they are forwarded to the Dean for final disposition.

**Reappointment Process:** Nominations for renewal of clinical contracts should come from the Department based on a vote of the Department's Promotion and Tenure Committee. Nominations for renewal of clinical contracts will be forwarded to the Schoolwide Promotion and Tenure Committee who will review the materials and make recommendations to the Dean. All materials will then be forwarded to the Dean for final disposition.

Memorandum to: Faculty of the Schools of Business

From: Faculty Council

Re: Clinical Professorships

Date: 1 February 1980

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The deans have proposed establishment of Clinical Professorships at the Schools of Business for non-tenure, term appointments of outstanding individuals who have made their mark outside academia and promise to be major contributors to our educational programs. The Faculty Council has debated these proposals at length, and join in presenting the following resolution to you for approval:

RESOLVED:

The Faculty of Business Administration approves the establishment of the positions of clinical professor, clinical associate professor, and clinical assistant professor. These are full-time positions outside the tenure track for a limited number of highly qualified teachers and educational contributors whose alternate competence and interest is not in academic research, but in relevant areas of professional practice. Appointments will be made on a year-by-year basis or for fixed terms, not to exceed three years in the case of clinical assistant professors or five years in the case of clinical associate professors or clinical professors. Clinical professorship will not be available to faculty members who have been employed in tenure-track appointments at New York University. Clinical appointments are renewable, subject to the same processes that apply to new appointments.

To be eligible, a candidate for clinical appointment must present evidence of substantial experience as a practitioner in a field relevant to the appointment. "Substantial experience" normally will mean at least five years of full-time work carrying significant responsibilities as a manager, consultant, or professional. A candidate 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 FBA. Clinical faculty members

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are expected to maintain a high level of currency and inquiry in their respective fields, and to be actively engaged in research, curriculum development, executive programs or other activities consistent with the terms of their appointment.

Clinical faculty are expected to demonstrate the same level of performance and commitments to the University as regular faculty, and have faculty voting privileges within FBA. Candidates who cannot fulfill these responsibilities should be considered for adjunct status instead.

Nominations for clinical appointments should come from the Areas via the same channels as nominations for tenure-track appointments, and should be subject to the same review processes. Renewals of clinical contracts will be reviewed in the same manner.