

Report of the Ad Hoc Committee on Clinical Faculty

Background

The Ad Hoc Committee on Clinical Faculty has studied the roles and responsibilities of clinical faculty in a variety of academic programs within the university, compared these with comparable universities in Virginia and nationwide, and has developed a summary of the issues associated with use of clinical faculty and recommendation for recognition of such faculty. The Committee identified that there are two distinctly different groups of clinical faculty. The first group is full-time Longwood employees who are serving in faculty positions with clinical faculty responsibilities (termed “full-time Longwood employees serving as clinical educators”). The second group is the large number of external professionals who support our students in their external clinical placements (termed “external clinical faculty”).

Membership: Lissa Power-deFur (Chair), Theresa Clark, Melody Eaton, Meg Thompson, Connie Ballard. Bill Harbour and Bob May served as consultants.

Full-time Longwood Employees Serving as Clinical Educators

The Committee learned that clinical faculty roles and responsibilities include the following: supervision and mentoring of students in internal and external clinical placements; classroom instruction; assessments of students; coordination and administration of practicum experiences.

Status of Full-Time Longwood Employees Serving as Clinical Educators

Longwood currently employs full-time personnel with clinical faculty responsibilities who do not have the benefit of faculty status within the university. These personnel are in Communication Sciences and Disorders, Social Work, and Nursing. Other academic programs at the university have the potential to have comparable positions in the future. These university-level personnel do not hold a terminal degree (doctorate) in the field, but hold appropriate credentials to supervise undergraduate and/or graduate students, as recognized by the academic program’s accrediting organization.

Although these personnel meet or exceed teaching, clinical education, advising, service, and scholarship requirements as established by the respective departments, they do not have the benefit of status within the university. As a result, they are denied the opportunity for promotion and job protection that is afforded academic faculty on the tenure and promotion tracks. Furthermore, there are no evaluation criteria for these positions. There is a need to establish faculty lines that recognize these positions, evaluation criteria and promotion opportunities.

Recommendation:

The Committee recommends that the rank of Clinical Educator and Senior Clinical Educator be created, paralleling the ranks of Lecturer and Senior Lecturer. (See Attachment.)

This proposal will have no effect on university resources, as it will apply to existing faculty and approved faculty lines.

Status of External Clinical Faculty

Longwood benefits from large numbers of professionals in the field who provide a high level of support to the academic programs preparing professionals in Communication Sciences and Disorders, Social Work, Education, Nursing, Athletic Training, Therapeutic Recreation and other programs. The recognition provided to these professionals varies from program to program both in title and remuneration. On occasion, these external clinical faculty members serve in an adjunct faculty role.

The various programs who utilize external clinical faculty typically define the title for these professionals according to the program 's accreditation standards. However, no program requires that these persons be afforded titles commonly associated with rank (e.g., assistant, associate professor, professor). The Committee believes that use of titles commonly associated with rank for external clinical faculty has the potential for confusion, and therefore should be avoided.

Recommendation:

1. Each academic program may assign the appropriate title to external clinical faculty that is appropriate to the academic program. However, no program may use the terms associated with faculty rank (e.g., instructor, lecturer, senior lecturer, clinical educator, senior clinical educator, assistant professor, associate professor, or professor). Persons employed as adjunct faculty will be recognized as "adjunct faculty." (See Attachment).
2. In order to demonstrate the university's appreciation for the significant contribution these professionals make to the preparation of Longwood students, the university should offer recognition to these professionals. Recognitions should include:
 - a. Recognition on program's web site
 - b. Library privileges
 - c. Opportunity for membership at the health and wellness center at the faculty rate
 - d. Faculty discounts for athletic tickets and golf course privileges
 - e. Faculty discount at Longwood bookstore
 - f. Tuition waiver for one Longwood course, a maximum of three credit hours, for every two semesters of service as external clinical faculty. (See attachment).