

Clinical Faculty Promotion Criteria Lubin School of Business

5/7/18

Clinical faculty members are expected to have considerable practical experience in their fields of expertise and are normally responsible for teaching and providing service to the department, school, University and profession. The position does not **normally** require research and scholarship nor the expectation of prior research accomplishments. Professional productivity and service, however, may involve research and scholarship.

Clinical faculty members are appointed to renewable contracts as determined by the department and school. They are considered full-time faculty members, fully participate in faculty governance processes, and are entitled to the infrastructure support available to regular full-time faculty members.

Promotion in rank is based upon the quality of a clinical professor's contribution to the mission of the department, school and University and must meet the minimum requirements specified below. While not a requirement for promotion, evidence of being active in research will be positively considered when applying for promotion to the next rank.

Promotion is not automatic. The faculty member must apply to the Department Chair and Dean and be reviewed by the Department and School Tenure and Promotion (TAP) Committees to be considered for promotion. The promotion of clinical faculty does not lead to tenure track appointments. Should tenure track positions become available and a clinical faculty member has the appropriate credentials (including a completed research doctorate), that individual would **be required** to apply to the Faculty Search Committee to be considered for a tenure track appointment.

As is the case for tenure-track faculty, faculty may self-nominate **if the School TAP Committee deliberations do not result in a recommendation for promotion**. Since clinical promotions do not go to the CDFPT, such self-nominations must be made to the Dean.

Proposal for Promotion of Full-time Clinical Faculty

Rank From/To	Criteria for Promotion to the Next Rank
<p>From Clinical Assistant Professor To Clinical Associate Professor</p>	<ol style="list-style-type: none"> 1. Must serve at least six years as an Assistant Clinical Professor or the equivalent (with a required minimum of three years at Pace University, Lubin School of Business) before applying for promotion to the next rank. 2. Must show continued knowledge currency consistent with the AACSB requirements for a Scholarly or Practice faculty classification (e.g., IP, SA, SP, PA). This information will be confirmed and provided by the Dean's office upon the candidate's request. 3. Must receive a teaching rating in the Annual Faculty Review of at least 2 for at least each of the three years before applying for promotion to the next rank. This information will be confirmed and provided to the Department and School TAP committees by the Dean's Office upon the candidate's request. 4. Must receive a service rating in the Annual Faculty Review of at least 2 for at least each of the three years before applying for promotion to the next rank. This information will be confirmed and provided to the Department and School TAP committees by the Dean's Office upon the candidate's request.
<p>From Clinical Associate Professor To Clinical Professor</p>	<ol style="list-style-type: none"> 1. Must serve at least three years as an Associate Clinical Professor or the equivalent (with a required minimum of two years at Pace University, Lubin School of Business) before applying for promotion to the next rank. 2. New: Continued knowledge currency consistent with the AACSB requirements for a Scholarly or Practice faculty classification (e.g., IP, SA, SP, PA). This information will be confirmed and provided by the Dean's Office upon the candidate's request. (2) Old: Continued practitioner experience and engagement consistent with the AACSB description of Instructional Practitioner. 3. Must receive a teaching rating in the Annual Faculty Review of at least 2 for at least each of the two years before applying for promotion to the next rank. This information will be confirmed and provided to the Department and School TAP committees by the Dean's Office upon the candidate's request. 4. Must receive a service rating in the Annual Faculty Review of at least 2 for at least each of the two years before applying for promotion to the next rank. This information will be confirmed and provided to the Department and School TAP committees by the Dean's Office upon the candidate's request.