

Clinical ranked faculty lines

Marieb College of Health & Human Services has identified the need to have clinical ranked faculty lines in addition to our current Instructor, Assistant / Associate, and Full Professor faculty positions.

Current situation:

1. Instructor ranked faculty, who are assigned a 100% teaching workload, are required to perform scholarship and service equal to faculty in ranked lines, as a result of professional accreditation requirements by external accreditation agencies. Faculty in instructor lines are not given the 25% workload allowance for scholarship and service that ranked faculty receive.
2. Instructor ranked faculty who achieve an academic doctoral degree have no promotion pathway towards ranked appointment via our current promotion policies.
3. FGCU does not have clinical ranked faculty lines, which are commonly used within the SUS to appoint faculty with clinical doctoral degrees or faculty with a primarily clinical workload in clinical ranked lines rather than traditional ranked faculty lines. Clinical faculty lines are currently in use at UF, UCF, USF, UNF, FIU, FSU, FAU, primarily in the medical and health professions.

Clinical ranked faculty lines are distinguished from academic ranked faculty lines primarily by credentials: (clinical) doctoral degrees vs academic doctoral degrees. UF uses the clinical ranked faculty lines to distinguish between faculty who focus on teaching and / or clinical practice vs faculty who focus on research. Emory describes their clinical assistant professor faculty line as "Assistant Professor in the Clinical Track, not necessarily in medicine."

In Spring 2015, the Senate had charged the Instructor/Faculty Ranks Ad Hoc committee to identify current practices and issues with our instructor/faculty ranks. Based on the feedback received from faculty from the various academic units, one of the recommendations that was brought forward was:

That the institution adds clinical ranked faculty lines to the current rank system, consistent with most other SUS institutions. This would allow faculty with clinical terminal degrees and faculty with primarily clinical responsibilities to be appointed in ranked lines, allowing for workload assignments for scholarship and service as required by outside accreditation requirements.

The task force recognized that these recommendations require a collaborative effort between the faculty Senate, administration, and UFF, leading to changes in institutional policies, CBA, FPED, and other documents. The committee however felt strongly that the actions listed in their report are needed to address the significant issues that were identified in this document.

The senators of Marieb College of Health & Human Services would like to bring this to the attention of our administration again. We recognize that these recommendations require a collaborative effort between the faculty Senate, administration, and UFF, leading to changes in institutional policies, CBA, FPED, and other documents.

