**COLLEGE OF HEALTH SOLUTIONS**

**CRITERIA FOR APPOINTMENT AND PROMOTION OF CLINICAL FACULTY IN THE DEPARTMENT OF SPEECH AND HEARING SCIENCE**

Approved by the Faculty Assembly of the Department 11/1/2017

Reviewed by the Dean 11/3/17

Approved by the Provost \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

APPOINTMENT AND PROMOTION CRITERIA FOR CLINICAL FACULTY

Department of Speech and Hearing Science

Promotion is not only conferred on the basis of demonstrated productivity, but also on the expectation that the candidate has the drive and commitment to make regular and creative contributions which impact on her/his discipline and also enhance the reputation of the Department of Speech and Hearing Science at ASU. Promotion is also based on the College’s and Department’s availability of funding, and the needs of the institution.

All SHS Clinical faculty will be expected to participate in teaching and student evaluation, professional growth, and administrative and professional service activities.

A. Teaching and Student Evaluation

Excellent teaching and student relations are recognized as distinct values and should be used as evidence for appointment and promotion.

Evidence of the individual's contributions in the area of teaching and student relations should include but is not limited to:

1. Contributions in curriculum development, course content, and the interface between academic and clinical instruction.

2. Evaluation of the quality and teaching effectiveness in the classroom and/or clinical setting: student evaluations, client evaluations, Clinic Director evaluations, and other evaluations consistent with those used for academic faculty in the SHS department.

B. Professional Growth

The clinical faculty member, as a teacher-scholar, is expected to engage in professional growth activities which contribute to the maintenance of current clinical practice, to an increase in breadth and depth of knowledge, and to high-quality instruction. Programmatic research and associated activities such as the acquisition of external funding, publication of manuscripts, and presentation of papers at professional meetings are not required of clinical faculty, although some may engage in those activities as a form of professional growth.

Evidence of the individual's activity in the area of professional growth could include but is not limited to:

1. Attendance at continuing education/professional development activities.

2. Presentation of workshops at local, state, and national level.

3. Papers or presentations at state and national conventions.

4. Publications in peer-reviewed journals, monographs, chapters in books, or other publications such as clinical materials.

C. Administrative and Professional Service

Administrative and professional service is a necessary function of a faculty member's obligation to the Department and University. Effective participation in activities appropriate to the formation of educational policy and administrative support to the educational program and the profession it serves is a normal extension of the role of a teacher-scholar and provides an opportunity for the faculty member to model and exemplify professional qualities.

Evidence of the individual's contributions in the area of administrative and professional service should include but is not limited to:

1. Contributions in administrative service of the SHS department.

2. Clinical and educational contributions to the local community.

Appointment Criteria

Clinical Assistant Professor: Consideration for appointment to the rank of clinical assistant professor shall require:

1. A master's or doctoral degree in Audiology or Speech-Language Pathology from an accredited college or university.

2. Current certification of clinical competence in Audiology or Speech-Language Pathology from the American Speech Language Hearing Association.

3. Satisfactory work experience.

4. Evidence of capability and effectiveness as a teacher.

5. Evidence of capability to perform University and professional service.

6. Evidence of potential for future professional growth.

7. Three letters of recommendation.

Clinical Associate Professor: The requirements for consideration for appointment to the rank of clinical associate professor include those listed above for appointment to the rank of clinical assistant professor, plus:

1. Evidence of sustained, excellent contributions to the field of Audiology or Speech-Language Pathology.

2. Evidence of sustained, professional growth for at least a three-year (but more likely at least a five-year) period since the attainment of the certificate of clinical competency.

Clinical Full Professor: To be appointed at this level, the faculty member's work should be that of a mature professional and should have had an identifiable influence on the discipline that has been recognized at, regional, or na­tional levels. The requirements for consideration for appointment to the rank of clinical full professor include those listed above for appointment to the ranks of clinical assistant and clinical associate professor, plus:

1. Evidence of sustained, excellent clinical contributions to the field of Audiology or Speech-Language Pathology at the national level. These activities could include but are not limited to:

a. Workshop presentations at a regional or national level.

b. Papers or presentations at regional or national meetings.

c. Publications in peer-reviewed journals, monographs, chapters in books, or other publications such as clinical materials.

1. Evidence of sustained, professional growth since the attainment of the certificate of clinical competency. These activities could include, but are not limited to:
   1. Endorsement or certificates from specialty recognition areas in the discipline
   2. Acquisition of additional clinical credentials (e.g. certificate of recognition or competence in an area within the scope of clinical practice
   3. Additional training in the supervisory process
2. Evidence of leadership roles in the profession at state, regional, and national levels. These activities could include, but are not limited to:
   1. Serving as an officer of a local, state, regional, or national organization
   2. Serving as a chair or outside consultant on a committee within a local, state, regional, or national organization
   3. Participation in local, state, regional, or national committees for the purpose of developing standards, guidelines, or competencies for an area of practice
   4. Serving as a chair or committee member on a state, regional, or national convention program committee

Promotion Criteria

Clinical Associate Professor: Promotion from clinical assistant to clinical associate professor may occur following at least five years (or, for faculty at less than full-time, the equivalent of five years at 1.0 FTE) of teaching and supervisory experience at a program accredited by the Council on Academic Accreditation (CAA), where the individual consistently exceeds satisfactory performance. To be promoted, faculty must be fully qualified in all aspects of the job and have demonstrated an ability to achieve results and make contributions significantly above what would be expected of most faculty performing similar work. Results and job-related behaviors must consistently exceed satisfactory standards in:

1. Classroom and clinical teaching.

2. Professional growth and scholarly activities.

3. Administrative and professional service.

Clinical Full Professor: Promotion from clinical associate to clinical full professor may occur with a substantial and sustained record of excellent performance in teaching and supervisory experience since the previous promotion. To be promoted from clinical associate to clinical full professor, faculty must be fully qualified in all aspects of the job and have demonstrated a sustained ability to achieve results and make contributions significantly above what would be expected of most faculty performing similar work. Results and job-related behaviors must consistently exceed satisfactory standards in:

1. Classroom and clinical teaching.

2. Professional growth and scholarly activities.

3. Administrative and professional service.

In addition, the faculty member must have made excellent contributions of a scholarly nature to the field of Audiology or Speech-Language Pathology at the national level. These activities could include but are not limited to:

1. Workshop presentations at a national level.

2. Papers or presentations at national conventions.

3. Publications in peer-reviewed journals, monographs, chapters in books, or other publications such as clinical materials.

Finally, the faculty member must have demonstrated evidence of leadership roles in the profession at state, regional, and national levels.