**College of Liberal Arts & Sciences**

**Criteria for promotion of Assistant and Associate Clinical Professors**

**Department of Psychology**

Approved by the dean on December 31, 2015

Approved by the faculty assembly of the school on (will present to the faculty for approval once any provost changes are made)

**Criteria for Promotion of Clinical Track Faculty**

**Department of Psychology**

**Arizona State University**

**Clinical Track Faculty**

The clinical track designation is to be used for faculty who engage in teaching, professionally related community education/service, and university service. Development of an independent research program is not essential, and most scholarship activities are expected to contribute to professional issues or program development.

**Promotion for Clinical Professors**

*Assistant to Associate.* It is expected that Clinical Assistant Professors who seek promotion to Clinical Associate Professor will have a minimum of five years in rank at ASU. A case for promotion must be linked to excellence. The promotion case should demonstrate how the candidate has (a) significantly enhanced the instruction and the professional development of students, (b) contributed to program development, and provided service to ASU and its constituents, the community, and the professional discipline. Excellence might be evidenced by multiple examples from among the following accomplishments:

* 1. A record of excellent teaching as evidenced by such measures as the standard in-class departmental student evaluations, student responses to any other systematic measurement, peer review, or other indices.
  2. A record of substantial contribution to academic advising and mentoring.
  3. Excellent ratings by students of supervision of clinical/community experiences and of program-related projects.
  4. Contributions to program development.
  5. Involvement in the coordination of curricula in different courses.
  6. Demonstrated breadth and versatility of teaching in a range of courses.
  7. Involvement in professional development activities that reflect substantial awareness of the evolution of knowledge and curriculum in the discipline.
  8. Committee/task force memberships.
  9. Time and effort for local, state, regional, national, or international professional organizations.
  10. Recruitment of students.

*Associate to Professor*. It is expected that Clinical Associate Professors who seek promotion to Clinical Professor will have a minimum of seven years in rank at ASU. The case for promotion must be linked to excellence and will demonstrate the candidate’s *leadership* in the enhancement of the instruction of students and/or advancement of the goals of the department in a substantial way. Additionally, a candidate’s *exemplary service* to ASU and its constituents, the community, and professional discipline is a requirement for promotion to Clinical Professor. The requirements of leadership and exemplary service might be evidenced by multiple examples from among the following types of accomplishments over the period in rank:

* 1. A record of excellent teaching as evidenced by such measures as the standard in-class

departmental student evaluations, student responses to any other systematic

measurement, peer review, or other indices and also evidence of the broader support of

the University’s teaching mission.

* 1. Evidence of leadership in academic advising and mentoring of students.
  2. Leadership in supervision of students in clinical experiences and program-related projects.
  3. Leadership in program development.
  4. Significant leadership in the coordination of curricula in different courses.
  5. Sustained breadth and versatility of teaching in a range of courses.
  6. Facilitation of or leadership in professional development activities that reflect substantial awareness of the evolution of knowledge and curriculum in the discipline.
  7. Leadership roles in committee/task force memberships.
  8. Evidence of recognition by peers locally, regionally, or nationally.
  9. Exemplary, sustained contributions to a discipline.
  10. Consultantships.

**Procedure for Promotion of Clinical Track Faculty**

A three-person committee will be formed to evaluate the candidate’s credentials for promotion. Typically, the Director of the Clinical Training Program shall serve as the chair of the committee and the remainder of the committee shall consist of one tenured faculty member and one clinical faculty member holding the rank the candidate is seeking (or a higher rank). Should no clinical faculty member meet the service criteria, then this member can be replaced with another tenured faculty member. This committee should review the candidate’s materials. The Committee chair should ensure that all aspects of the case are thoroughly discussed at a face-to-face meeting. The chair of the committee should draft a letter summarizing the strengths and weaknesses of the case and should make a recommendation regarding promotion. This letter should be reviewed by the other committee members and all three committee members should affix their signature to the letter. The committee’s letter is forwarded to the department chair and becomes part of the official case file.