ARTICLE XVI
RESEARCH FACULTY, CLINICAL NURSING FACULTY, RESEARCH ASSOCIATE,
CLINICAL LAW FACULTY and TECHNICAL ASSOCIATE

(To replace XVI(A)(1) (paragraph 2) in the 2017-2020 CBA)

A. Research Faculty

1. Definition

Research faculty may serve as principal or co-principal investigators on grants and
contracts administered by the University. Research faculty may serve on
departmental, college/school and university committees but may not participate in
personnel decisions. Research faculty may also serve on graduate student
supervisory committees but may not serve as sole chair of graduate student
committees. Research faculty are eligible to serve as the primary supervisor on
graduate theses and dissertation with the approval of the student’s program
Graduate Program Director and Department Chairperson.
B. CLINICAL NURSING FACULTY

The official personnel file concerning recommendations for reappointment, leaves of absence, and other pertinent personnel actions shall be maintained by the Dean of the College.

1. Definitions

a) Clinical nursing faculty are non-tenure eligible, fixed-term faculty members who are qualified by training, experience, or education to direct or participate in specialized university functions, including teaching, student internships, clinical training, or other practice components of degree programs, scholarship, and service. Responsibilities of clinical nursing faculty may encompass any area of professional practice and/or technical expertise. These are academic year appointments with the opportunity for multiple year and consecutive appointments. Appointments to this track may be at the level of Clinical Nursing Assistant Professor, Clinical Nursing Associate Professor, or Clinical Nursing Professor depending on qualifications and experience.

b) Clinical nursing faculty are expected to provide learning experiences and supervision for students in clinical/professional programs and in their specialized practice areas as well as service that meets the goals of their department/University. Clinical nursing faculty are also expected to sustain a high level of Clinical/Professional Excellence.

c) “Clinical/Professional Excellence” is defined as expertise that reflects currency in evidence-based and/or theory-based practice and is validated by the professional community, as determined by the college Department and College.

d) Eligibility for inclusion in the bargaining unit:

- Full-time teaching faculty shall be members of the bargaining unit effective at the beginning of their first semester of teaching.

- Part-time teaching faculty shall be members of the bargaining unit effective at the beginning of their third (3rd) consecutive semester of teaching.

- Once an individual achieves eligibility for inclusion in the bargaining unit, this eligibility shall be in effect for all subsequent contracts issued to the individual.

e) Except for Article V(D) (College Academic Councils), and Articles VII(I) (Tenure) and (K) (Promotion), all provisions of this Agreement and the benefits thereof shall apply fully to clinical faculty.
f) Clinical faculty of any rank participate in the process of electing a Department Chairperson.

g) Clinical faculty with the rank of Associate Clinical Professor or Clinical Professor may serve as voting members of the Department Faculty Evaluation Committee in matters of relating to personnel actions regarding clinical faculty in the Department, excepting any matters relating to personnel actions regarding tenured and tenure-track faculty.

h) Clinical faculty are expected to be an integral part of the academic unit and to actively participate in departmental and college activities within the guidelines of the University.

i) Clinical nursing faculty participate as voting members in college and department matters relating to the academic programs in which they are involved, excepting matters relating to reappointment, tenure, or promotion of tenured and tenure-track faculty.

j) Clinical nursing faculty may serve on college and department committees, and as the Director of programs that are predominately related to clinical teaching, in accordance with College procedures, and on selected University committees, based on applicable committee membership policies.

k) Clinical faculty shall be eligible to apply for such Professional Development Funds as are available to support instructional related activities such as, but not limited to, attendance at relevant teaching conference or workshops and to conduct research on teaching and pedagogy in the individual’s discipline.

l) Clinical faculty shall be eligible to receive stipends and/or course releases to undertake activities related to course and curriculum development.

m) Clinical nursing faculty are eligible for the same benefits as Full-Time Lecturers. They are not eligible for tenure or sabbatical leaves.

2. Terms of Appointment Clinical Faculty – Terms and Conditions

a) General Criteria
   A request for an appointment to a clinical faculty position (including reappointment, with or without promotion) must be initiated by an academic unit following procedures in place for all faculty appointments, including those in colleges, schools, departments, centers, and institutes. The package shall include the credentials of the candidate and a letter of recommendation from the unit head(s) justifying the request for the title.
a) The following guidelines apply to the appointment, evaluation, responsibilities and reappointment of clinical nursing faculty.

b) Requirements

Minimum qualifications for the ranks of Clinical Nursing Assistant Professor, Clinical Nursing Associate Professor, and Clinical Nursing Professor in the College of Nursing are:

- MS in Nursing for Clinical Nursing Assistant Professor and Clinical Nursing Associate Professor
- Earned Doctoral degree for Clinical Nursing Professor

b) Clinical Faculty Ranks

The minimum qualifications for the ranks of Clinical Instructor, Assistant Clinical Professor, Associate Clinical Professor, and Clinical Professor are:

- Clinical Instructor
  This is an entry-level rank which requires completion of the Masters degree or academic/professional certification in a disciplinary area related to position responsibilities. The Provost may approve exceptions to this requirement at the request of the College Dean.

- Assistant Clinical Professor
  This is an entry-level rank which requires an earned terminal degree or academic/professional certification or equivalent experience in a disciplinary area related to the position responsibilities, or equivalent experience.

- Associate Clinical Professor
  Initial appointment to this rank is discouraged. This rank requires an earned terminal degree or academic/professional certification or equivalent experience in a disciplinary area related to the position responsibilities, or equivalent experience.

- Clinical Professor
  Initial appointment to this rank is discouraged. This rank requires an earned terminal degree in a disciplinary area related to the position responsibilities.

The initial appointment letter issued by the Dean will include a description of duties and responsibilities, including teaching load, which may vary depending on service or other responsibilities related to the position.
c) Minimum requirements to be met for appointment of or promotion to Clinical Nursing Associate Professor include: an exemplary level of accomplishment as measured against the contribution of others in his or her field; professional conduct conducive to a collegial work environment and standards of professional integrity that will advance the interests of UMass Dartmouth; an area of specialization compatible with university priorities; and evidence indicating a commitment to maintaining the level of competence in teaching and scholarship expected of a faculty member.

d) Minimum requirements to be met for appointment of or promotion to Clinical Nursing Professor include: continuing accomplishments and evidence of national and international recognition in scholarship; and evidence of valuable professional service.

c) Limitations

(1) Clinical faculty are not eligible for sabbatical leave or for consideration for the award of tenure.

(2) No appointment (including reappointment, with or without promotion) shall be for a term of more than five (5) years.

(3) Best efforts shall be made to ensure that the number of individuals in the Instructor, Teaching Professor, Clinical Professor or Research Professor tracks shall not exceed one-half (50%) of the total number of full-time faculty in the department or program where these positions are located.

(4) For those departments or programs where the number of individuals in the Instructor, Teaching Professor, Clinical Professor or Research Professor tracks exceeds one-half (50%) of the total number of full-time faculty any future hires shall be for tenure-track faculty until this guideline is achieved.

(5) Clinical faculty must maintain or attain licensure and/or certification, as appropriate.

a) Clinical nursing faculty positions are non-tenure track, non-tenure accruing, and no form of tenure, implied or otherwise, is associated with these positions.

b) Clinical nursing faculty appointments are academic year appointments. No appointment (including reappointment, with or without promotion) shall be for a term of
more than three years c) Like other faculty members at UMass Dartmouth, clinical
nursing faculty shall be evaluated annually. The clinical nursing faculty evaluation should
focus on performance in the categories of Teaching Effectiveness and Advising,
Scholarship and Professional Activities, and at least one of the service categories
(University Service and Public Service).

d) Clinical nursing faculty are not eligible for sabbatical leave.

e) A clinical nursing faculty member is expected to be an integral part of the academic
unit and to actively participate in departmental and college activities within the guidelines
of the University.

f) Clinical nursing faculty must maintain or attain licensure and/or certification, as
appropriate.

g) Clinical nursing faculty will ordinarily be expected to assume the equivalent of a
twenty-four course unit teaching load primarily in their area of clinical/professional
expertise, a majority of which will be in clinical/professional practice courses in
clinical/professional programs. Clinical nursing faculty will also have advising
responsibilities as determined by the college/department.

(1) Clinical nursing faculty will have annual workload agreements which are approved by the
department Chairperson and Dean.

3. Teaching Assignments

a) The maximum assignment per academic year for clinical faculty shall be eighteen
(18) teaching units. The teaching assignments shall be primarily in their area of
clinical/professional expertise. Clinical faculty may also have advising
responsibilities as determined by the College and Department.

b) For clinical faculty with clinical practices separate from their University
responsibilities, and where these external activities require a commitment of more
than one (1) day per week during the academic year, they may request a reduced
teaching assignment, and a commensurate reduction in any service responsibilities,
with a pro-rata salary from the University. A reduced teaching assignment would
require the approval of the Department Chairperson, Dean of the College and the
No clinical faculty shall have a teaching assignment of fewer than twelve (12) teaching units. A clinical faculty with a reduced teaching assignment shall have all the benefits available to a full-time faculty member in all respects other than salary compensation.

c) Teaching, scholarship, practice, and service expectations for clinical nursing faculty should incorporate activities that use and build on their Clinical/Professional Excellence. Scholarship and Professional Activities and Service Activities should be closely related to the clinical areas of expertise and responsibilities.

4. Ratings for Contract Renewal and Promotion Recommendations

a) General

(1) All clinical faculty shall be evaluated annually by the Department Faculty Evaluation Committee and Department Chair. Clinical faculty will be evaluated in the categories of Teaching Effectiveness and Advising, Scholarship and Professional Activities, and any other of the service categories (University Service and Public Service) as defined in Article VII(A) and as specified in the individual’s employment contract.

(2) Clinical faculty are eligible for salary increases, Merit-I, and Merit-II based on their annual evaluations. The process for awarding salary increases and Merit shall follow the same process as for tenure-track faculty

b) Ratings for Personnel Recommendations

The following ratings are to be used in evaluating clinical faculty for all personnel recommendations:

Ratings for Annual Evaluation

The following ratings for the annual evaluation of teaching faculty are established:

- Highly Recommended
  - Excellent in Teaching Effectiveness and Advising, an Excellent or a Very Good in any other category and no Unsatisfactory ratings.

- Recommended
Very Good in Teaching Effectiveness and Advising and no Unsatisfactory ratings.

• Not Recommended
  Failure to meet the standards under the “Recommended” rating.

c) Ratings for Promotion Recommendations

The following ratings for the evaluation of teaching faculty for promotion recommendations are established:

• Recommended
  An Excellent in Teaching Effectiveness and Advising, an Excellent or a Very Good in any other category appropriate to their appointment and rank, and no Unsatisfactory ratings.

• Not Recommended
  Failure to meet the standards under the “Recommended” rating.

5. Process of Appointment, Reappointment, and Promotion

a) A request for an appointment to a clinical nursing faculty position (including reappointment, with or without promotion) must be initiated by an academic unit following procedures in place for all faculty appointments, including those in colleges, schools, departments, centers, and institutes. The package must include a position authorization form showing that the appointment is not tenure accruing, as well as the credentials of the candidate and a letter of recommendation from the unit head(s) justifying the request for the title.

b) The promotion procedures for the department and college must be followed if the case is for a promotion.

d) Ratings for Personnel Recommendations
The following ratings are to be used in evaluating clinical nursing faculty for all personnel recommendations:

Ratings for Annual Evaluation

All clinical nursing faculty will be evaluated in the categories of Teaching Effectiveness and Advising, Scholarship and Professional Activities, and at least one of the service categories (University Service and Public Service). The following ratings for the annual evaluation of clinical nursing faculty are established:

• Highly Recommended

Excellent in either Teaching Effectiveness and Advising or Scholarship and Professional Activities and a Very Good in any other category and no Unsatisfactory ratings.

• Recommended

Excellent or Very Good in either Teaching Effectiveness and Advising or Scholarship and Professional Activities and no Unsatisfactory ratings.

• Not Recommended

Failure to meet the standards under the "Recommended" rating.

Ratings for Promotion Recommendations

All clinical nursing faculty will be evaluated in the categories of Teaching Effectiveness and Advising, Scholarship and Professional Activities, and at least one of the service categories (University Service and Public Service). The following ratings for the evaluation of faculty are established for promotion recommendations:
• **Recommended**

An Excellent in either Teaching Effectiveness and Advising or Scholarship and Professional Activities and a Very Good in the other of the two categories and no unsatisfactory ratings.

• **Not Recommended**

Failure to meet the standards under the “Recommended” rating.

5. **Appointment, Reappointment, and Promotion**

a) Initial Appointments

(1) Generally, initial appointments are made at the rank of Clinical Instructor or Assistant Clinical Professor and shall be for a term of two (2) years. When an appointment is made on an emergency basis (ie. without following the full search and screen process) the term shall be non-renewable for one (1) year.

(2) The search process for clinical nursing faculty shall follow the University hiring procedures for full-time tenure-track faculty positions.

(3) Offers of appointment for clinical nursing faculty shall follow the University and College procedures for full-time tenure-track faculty positions.

b) Annual Evaluation and Reappointment

(1) Each department with clinical nursing faculty will establish performance criteria for clinical nursing faculty. The criteria must be approved by the College Dean and the Provost.

(2) Clinical faculty appointments are renewable in the sole reasonable discretion of the University.

i. Reappointment shall be based on the clinical faculty member’s performance measured against the standards established pursuant to Article VII(A), as appropriate to their specific work assignments, as well as institutional needs including academic, enrollment, teaching priorities, requirements of the academic unit, and the strategic direction of the College/Department.
ii. In addition, clinical faculty must include evidence of Clinical/Professional Excellence in the area(s) in which they are engaging in clinical/professional teaching and/or supervision.

(3) Renewals of appointments at the ranks of Associate Clinical Professor and Clinical Professor should be for a period of up to five (5) years.

(4) Generally, the first reappointment shall be for a term of two (2) years, subsequent reappointments shall be for a term of three (3) to five (5) years and, unless otherwise specified, shall be renewable indefinitely. The minimum period for reappointment at any rank shall be two (2) years.

(5) Any renewal shall also specify the Assistant Clinical Professor’s, Associate Clinical Professor’s or Clinical Professor’s duties and responsibilities. Changes in the duties and responsibilities may be negotiated between the individual and the Department, subject to approval by the Dean.

(6) No non-tenure-track faculty appointment, reappointment or promotion carries a guarantee of future reappointments or promotions. All appointments and reappointments are contingent upon maintaining the appropriate visa status and work authorization.

(3) Clinical nursing faculty will be evaluated annually for reappointment and merit using approved department clinical nursing faculty performance criteria. In addition, clinical nursing faculty must include evidence of Clinical/Professional Excellence in the area(s) in which they are engaging in clinical/professional teaching and/or supervision.

(7) The process and procedures for annual review, merit, and reappointment evaluations for annual review and merit shall follow/align with the department, college and university timeline and procedures used for all tenure-track faculty.

The Department Faculty Evaluation Committee will conduct annual reviews, and make recommendations on reappointment, merit, and promotion as appropriate. The evaluation process will be based on established clinical nursing faculty performance criteria.

b. The official file concerning recommendations for reappointment, merit, and promotion shall be maintained by the Provost’s office.

(5) Evaluation procedures for merit shall be the same as the evaluation procedures for tenured/tenure track. Clinical nursing faculty in their first year of appointment may be considered for merit increases in accordance with full-time faculty allowances.
Recommendations for reappointment for clinical nursing faculty in their first-year of appointment will be based on satisfactory annual performance evaluation as outlined in section 4a.

(7) Reappointment for clinical nursing faculty is contingent upon:

a. Departmental need, which may be influenced by the number of students in the program and area of specialty, and by the strategic direction of the College/department.

b. Satisfactory performance in Teaching Effectiveness and Advising, Scholarship and Professional Activities, and at least one of the service categories (University Service and Public Service).

c. Evidence of on-going Clinical/Professional Excellence as reflected in the faculty member’s teaching, scholarship, and/or service.

(8) Notice of non-renewal of appointment shall follow university policy

(9) Clinical nursing faculty may be appointed for one-year contracts only

(8) Notice of Non-Reappointment

Non-reappointment of a faculty member in the Clinical Professor ranks may be based on several factors in the sole at the reasonable discretion of the University, including but not limited to insufficient funding or lack of need; unsatisfactory performance; or for cause. The University will make reasonable efforts to provide faculty members with written notice of the University's intent not to renew within the following guidelines: three months’ notice for one-year and two-year appointments, and six months’ notice for appointments of three years or more.

(9) Recall

Whenever during the term of this Agreement, it shall be necessary to fill a position that is vacant in the bargaining unit due to non-reappointment pursuant to Article XVI(B)(8) except for unsatisfactory performance or for cause, the most senior member, in terms of University service, shall be reappointed provided that the individual is academically qualified to teach in the position. Any such member so reappointed shall retain all the rights and privileges accrued during previous employment.

(10) Dismissal

Dismissal of a faculty member in the Clinical Professor ranks before the end of an appointment period may occur for cause. Incompetence in the faculty member's professional capacity; neglect of duty; repeated and/or willful disregard of the rules of the University or of academic freedom; physical or mental incapacity; or any other
conduct of a character seriously prejudicial to a faculty member's teaching or research
or to the welfare of the University, its faculty, staff or students may each constitute
cause for dismissal.

(11) Upon request by the clinical nursing faculty member, clinical nursing faculty at
the rank of Clinical Nursing Assistant Professor Assistant Clinical Professor and
higher may shall be considered for a three-year, five (5) year contract as follows:

i. After three consecutive positive annual reviews ratings of
      Recommended or Highly Recommended by both the appropriate
department committee Departmental Faculty Evaluation Committee
and department chairperson the Department Chairperson, the clinical
nursing faculty member may be considered for a three-year, five (5)
year contract.

ii. The clinical nursing faculty member must request shall request a
review for consideration of a three-year, five (5) year contract. This
request shall be made to the Department Chairperson who shall inform
the chair of Departmental Faculty Evaluation Committee. This review
shall follow the same timeline and procedure as used for a Year 5/6
pre-tenure review for tenure-track faculty according to established
time table in order to ensure adequate notification and time for all
levels of review [dates to be determined, may align with tenure-track
review timelines].

iii. The clinical nursing faculty member submits shall submit a summative
portfolio dossier reflecting their accomplishments in Teaching
Effectiveness and Advising, Scholarship and Professional Activities,
and at least one of the service categories (University Service and
Public Service) to the chair of the Departmental Faculty Evaluation
Committee.

iv. The Departmental Faculty Evaluation Committee and the department
chairperson may recommend reappointment with a three-year contract.
A three-year contract requires a positive recommendation of both the
Departmental Faculty Evaluation Committee and the Department
Chairperson. The Department Faculty Evaluation Committee shall
forward the summative dossier together with the committee’s
recommendation on reappointment with a five (5) year contract to the
Department Chairperson.

iv. The Department Chairperson shall forward the summative dossier
together with their recommendation on reappointment with a five (5)
year contract to the College Dean. If the recommendation differs from
that made at a previous level, then a written justification shall be
provided.

v. The Dean of the College shall forward their recommendation on
reappointment with a five (5) year contract to the Provost. If the
recommendation differs from that made at any previous level, then a
written justification shall be provided.

vi. Reappointment with a five (5) year contract requires a positive
recommendation from each of the Department Faculty Evaluation
Committee, the Departmental Chairperson and the Dean of the
College.

vii. All reappointments of clinical nursing faculty, including three-year,
five (5) year contracts, are made by the Provost Dean

e. The Dean of the College also must support a recommendation of a three-year
contract prior to the request being forwarded to the Provost.

f. Three-year contracts are granted upon approval of the Provost.

g. To request review for subsequent three-year contracts (after the initial three-
year contract), the clinical nursing faculty member must submit a summative
portfolio according to the established timelines, following the format of materials
to submit for a comprehensive six-year review for tenured faculty as set forth in
federation contract. A three-year contract requires a positive recommendation of
the Departmental Faculty Evaluation Committee, the Department Chairperson,
and the Dean.

h. All reappointments of clinical nursing faculty, including three-year contracts,
are made by the Provost.

(11) A clinical nursing faculty member’s employment may be terminated (as
distinguished from non-renewal of the appointment), as provided in his/her
contract or appointment letter.

c) Promotion

On or before September 1st of each academic year the Vice Chancellor for Human
Resources shall inform each Department Chairperson of those individuals in their
Denial of promotion does not preclude reappointment at the current rank, nor does it preclude reconsideration for promotion at a later date.

(1) After four (4) consecutive annual ratings of Recommended or Highly Recommended by both the Departmental Faculty Evaluation Committee and the Department Chairperson, clinical faculty with the initial rank of Clinical Instructor shall automatically be promoted to the rank of Assistant Clinical Professor.  

(2) Clinical nursing faculty at all ranks (except Clinical Nursing Professor) are eligible for review for promotion. Clinical faculty with the rank of Assistant Clinical Professor or Associate Clinical Professor are eligible for review for promotion.  

(2) The minimum number of years in rank is six years full-time University teaching for Associate Clinical Nursing Professor and a minimum of ten years for Clinical Nursing Professor. Review will normally occur no earlier than the sixth-year in a clinical faculty position.  

(3) While length of service alone is not cause for promotion, the following shall be considered the typical time to be spent in rank:  

i. Clinical Instructor; a minimum of four (4) years full-time University teaching.  

ii. Assistant Clinical Professor; a minimum of six (6) years full-time University teaching. Years as an Instructor shall count toward years in rank.  

iii. Associate Clinical Professor; a minimum of six (6) years full-time University teaching.  

iv. Review will normally occur no earlier than the sixth (6th) year in a clinical faculty position.  

(4) Candidates eligible for promotion shall be responsible for assembling all pertinent materials in a summative Promotion dossier reflecting their accomplishments in each of the categories of evaluation as defined in Article VII(A) and as specified in their employment contract.
This promotion dossier shall include an updated CV, a summary of teaching assignments, scholarship and professional activities and service activities appropriate to the individual’s employment contract, annual Faculty Activity Reports, annual review documentation, and a personal statement. At the discretion of the candidate, in consultation with the Department, additional material such as, but not limited to, representative course materials, evidence of student success, reports from annual teaching observations by peers, evidence of scholarly work and other evidence of professional development may be included as a part of this dossier.

The candidate shall be responsible for delivering this dossier to the Department Faculty Evaluation Committee no later than November 15th.

(5) The candidate and Department Chairperson, with the approval of the College Dean, shall identify a reviewer external to the department or program to evaluate the candidate’s Scholarship and Professional Activities relevant to the candidate’s clinical activities. Using a standard form, the Department Chairperson shall solicit this evaluation letter.

(6) Evaluation The evaluation procedures for promotion are shall be the same as those used for the evaluation of tenure-track faculty for tenure track except that the review is conducted by the Departmental Faculty Evaluation Committee using the review criteria agreed to for clinical faculty criteria, and no reference to tenure shall apply.

i. Clinical faculty shall be evaluated in the areas of Teaching Effectiveness and Advising, Scholarship and Professional Activities and Service Activities appropriate to their specific work assignments and clinical activities.

ii. Minimum requirements to be met for appointment of or promotion to Clinical Nursing Associate Professor include: an exemplary level of accomplishment as measured against the contribution of others in his or her field; professional conduct conducive to a collegial work environment and standards of professional integrity that will advance the interests of UMass Dartmouth; an area of specialization compatible with university priorities; and evidence indicating a commitment to maintaining the level of competence in teaching and scholarship expected of a clinical faculty member.

iii. Minimum requirements to be met for appointment of or promotion to Clinical Nursing Professor include: continuing accomplishments and evidence of national and international
(7) The Departmental Faculty Evaluation Committee and the Department Chairperson both make recommendations regarding the promotion. If the department level recommendation is favorable, the Dean makes a recommendation regarding the promotion. If either or both the Department’s and the Dean’s recommendation are favorable, the portfolio is forwarded to the Provost. If the Provost’s recommendation is favorable, the Chancellor makes the decision regarding the promotion upon the recommendation of the Provost.

(8) For each personnel recommendation, the following schedule shall be followed:

i. For purposes of promotion, teaching faculty shall be evaluated by the Department Faculty Evaluation Committee and the Department Chairperson. The Department Faculty Evaluation Committee shall judge the candidate for promotion on the basis of Teaching Effectiveness and Advising and any of the other three (3) categories described in Article VII(A) appropriate to the candidate’s specific work assignments and shall classify the candidate using the ratings of Article VII(E). The Committee’s recommendations shall be substantiated in writing by referring to the relevant categories of Article VII(A) and ratings of Article VII(E). The Department Chairperson shall review the candidate’s summative portfolio and the recommendations of the Department Faculty Evaluation Committee. The Department Chairperson shall evaluate the candidate in terms of the categories of Article VII(A) and shall make a recommendation according to the ratings of Article VII(E) and shall substantiate this recommendation in writing. If the recommendation differs from that of the previous level, the Department Chairperson shall provide a written reasonable justification for this. The candidate shall have the right to read the recommendations of the Department Faculty Evaluation Committee and the recommendation of the Department Chairperson, and may add to the file any statement, evidence, or documentation which the candidate believes to present a more valid view. The candidate shall have the right to grieve the recommendation of the Department Faculty Evaluation Committee or the recommendation of the Department Chairperson, according to the grievance procedures of Article XVII. Whether or not the candidate grieves, the candidate shall have the right to add to the file any additional material within seven (7) days of receipt of the recommendation of the Department Chairperson for transmittal to the Dean of the College and shall sign, within this seven (7) day period, a statement indicating that the recommendations have been read. Failure to sign will not prevent
forwarding of the documentation to the Dean of the College. At the end of this seven (7) day period, the Department Chairperson shall forward to the Dean of the College by December 30th the candidate’s complete file including the summative portfolio, the recommendation of the Department Faculty Evaluation Committee, the recommendation of the Department Chairperson and any additional material submitted by the candidate. Copies of the Department’s recommendations shall be sent to the President of the Faculty Federation for informational purposes.

ii. The College Dean shall review the complete file, shall evaluate the candidate according to the categories of Article VII(A), and shall make a recommendation in terms of Article VII(E). A copy of the recommendation with written substantiation shall be given to the candidate, the candidate’s Department Chairperson, and the President of the Faculty Federation. If the recommendation differs from that of the previous level(s), the Dean shall provide a written reasonable justification for this. The candidate shall have the right to submit additional materials within seven (7) days from receipt of the recommendation to the College Dean. The candidate, whether submitting additional materials or not, shall sign, within this seven (7) day period, a statement indicating receipt of this recommendation and awareness of the opportunity to submit additional materials within this seven (7) day period and return it to the College Dean. Failure of the candidate to sign a statement of receipt of the recommendation when the recommendation has been received will not prevent the documentation from being forwarded to the next level. At the end of this seven (7) day period, the College Dean shall transmit to the Provost the complete file including the summative portfolio, the recommendation of the Department Faculty Evaluation Committee, the recommendation of the Department Chairperson, the Dean’s own recommendation, and any additional materials submitted by the candidate by February 20th.

iii. The Provost shall review the complete file, shall evaluate the candidate according to the categories of Article VII(A) and shall make a recommendation in terms of the ratings of Article VII(E). A copy of the recommendation with written substantiation shall be given to the candidate, the candidate’s Department Chairperson and the President of the Faculty Federation prior to being sent to the Chancellor. If the recommendation differs from that of the previous level(s), the Provost shall provide a written reasonable justification for this. The candidate shall have the right to submit additional materials within seven (7) days from receipt of the recommendation of the Provost. The candidate shall sign, within this seven (7) day period, a statement indicating that the recommendation has been read and that the option
of submitting additional materials was available. Failure to sign shall not prevent forwarding the file to the next level. At the end of this seven (7) day period, the Provost shall transmit to the Chancellor the complete file, including the summative portfolio, the recommendation of the Department Faculty Evaluation Committee, the recommendation of the Department Chairperson, the recommendation of the College Dean, the recommendation of the Provost, and any additional materials submitted by the candidate.

iv. The Chancellor shall make a decision on promotion for each candidate by May 15th. The Chancellor’s decision shall be conveyed in writing to the candidate and a copy shall be sent to the candidate’s Department Chairperson.

g) Appeals

(1) Clinical nursing faculty with a three-year contract have the right to appeal department and/or college recommendations regarding promotion, or merit.

(2) Clinical nursing faculty on a one-year contract have the right to appeal a merit recommendation when this is accompanied by a recommendation for reappointment.

(3) Clinical nursing faculty will follow the same procedures for appeal as set forth in the Federation Contract, with the following exception: The Departmental Faculty Evaluation Committee decisions and clinical nursing evaluation criteria will serve as the basis for decisions on promotion and merit.

h) Grievance

Clinical Nursing Faculty, as members of the bargaining unit, shall have all the benefits of the grievance procedure as outlined in this agreement.
B. Research Faculty

2. Definition

Research faculty may serve as principal or co-principal investigators on grants and contracts administered by the University. Research faculty may serve on departmental, college/school and university committees but may not participate in personnel decisions. Research faculty may also serve on graduate student supervisory committees but may not serve as sole chair of graduate student committees. Research faculty are eligible to serve as the primary supervisor on graduate theses and dissertation with the approval of the student’s program Graduate Program Director and Department Chairperson.