

EDUCATIONAL STUDIES – Clinical and Research Appointments

Listed below are the non-tenure track position titles and guidelines for use in the Department of Educational Studies.

POSITION TITLE: Clinical Professor (Ranks include Assistant, Associate, and Full Professor)

Qualifications:

Ph.D. in field as defined by the respective program area.

Roles and Responsibilities:

Candidates for appointment to the rank of Clinical Assistant Professor are expected to (a) have a professional work record appropriate to the program area; (b) demonstrate a current knowledge of the field from a practitioner perspective; and (c) demonstrate an ability to teach.

Candidates for appointment to the rank of Clinical Associate Professor are expected to (a) have a professional work record that is consistent and durable in the program area; (b) demonstrate a current knowledge of the field from a practitioner perspective; and (c) demonstrate an ability to teach.

Candidates for appointment to the rank of Clinical Full Professor are expected to: (a) have professional work record that is consistent and durable and shows leadership in the program area; (b) demonstrate a current knowledge of the field from a practitioner perspective; (c) demonstrate an ability to teach; and (d) have a demonstrated and recognized professional expertise that would be valuable to both department students and related agencies associated with the field.

POSITION TITLE: Research Faculty (Ranks include Assistant, Associate and Full Professor)

Qualifications:

Ph.D. in field as defined by the respective program area.

Roles and Responsibilities:

Appointments to the research faculty parallel the corresponding ranks of tenure-track faculty and may be at the rank of assistant professor, associate professor, or full professor. Faculty at the assistant professor level must have expertise in educational research and the potential for securing external funding or contributing to successful

grant or contract efforts. Faculty appointed at the associate level must have demonstrated expertise in the initiation, direction, and completion of research projects; a proven record of procuring externally funded research projects; and/or appropriate publications for the level of appointment. Faculty appointed at the full professor level must have a national reputation in the field.

ANNUAL PERFORMANCE REVIEW CRITERIA FOR CLINICAL FACULTY

Teaching (100 %)

Teaching is the central responsibility of clinical faculty. This may include teaching-related program service as approved by the program coordinator or supervisor. The Department of Educational Studies, like all other departments and colleges at the University, rewards excellence in the teaching of students in classes and individually. In addition, because Educational Studies is a professional department dedicated to the improvement of education, it also rewards as contributions to teaching the development of methods and materials that contribute to the knowledge base about teaching.

The Department defines Effectiveness in teaching as an average rating of between three and five on the departmental APR scale and favorable peer reviews. The Department defines Outstanding in teaching as an average rating of between six and seven on the departmental APR scale and highly positive peer reviews.

ANNUAL PERFORMANCE REVIEW CRITERIA FOR RESEARCH FACULTY

Scholarship (100%)

The principal duty of research faculty members is to conduct research in the faculty member's area expertise. This may include work on externally-funded projects and other scholarship-related activities as approved by the program coordinator or supervisor. The Department defines Effectiveness in scholarship as an average rating of between three and five on the departmental APR scale. The Department defines Outstanding in scholarship as an average rating of between six and seven on the departmental APR scale. Pursuant to determining either Effective or Outstanding performance the APR Committee may consider the following depending on the individual faculty member's area of expertise: (1) support roles in externally-funded projects; (2) role as principal or co-principal investigator on externally-funded projects; and (3) refereed publications and presentations.

CRITERIA FOR PROMOTION

Criteria for Promotion of Clinical Faculty

Promotion to Clinical Associate Professor will be recommended when the candidate (1) completes three full years as an assistant and (2) demonstrates a level of Effective performance in teaching. Promotion to Clinical

Professor will be recommended when the candidate (1) completes at least his or her fourth year as a Clinical Associate Professor at USC; and (2) demonstrates outstanding performance in teaching.

Criteria for Promotion of Research Faculty

Promotion to Research Associate Professor will be recommended when the candidate (1) completes at least his or her third year as a Research Assistant Professor; and (2) demonstrates a level of effective performance in scholarship. Promotion to Research Professor will be recommended when the candidate (1) completes at least his or her fourth year as a Research Associate Professor at USC; and (2) demonstrates outstanding performance in scholarship.

All clinical and research faculty candidates will follow the USC College of Educational guidelines for non-tenure track faculty appointment and reappointment

Approved by the Department Faculty on August 28, 2009.