

Faculty Policy on Clinical Faculty

In order to provide faculty status and identity for persons whose primary responsibilities are with the Clinical Program, Faculty positions are established to be designated

- i.) Professor of Clinical Legal Instruction
- ii.) Associate Professor of Clinical Legal Instruction
- iii.) Assistant Professor of Clinical Legal Instruction

In order to provide a form of security of position for the Clinical Instruction Faculty, these Clinical Professors shall be given long-term contracts of three (3) years, which shall be renewable for additional three (3)-year terms, following an initial probationary contract period of one (1) academic year. Hereafter, Clinical Professors will be referred to in this statement of Faculty Policy on Clinical Faculty as *contract-track faculty*.

Initial Appointment

Candidates for initial appointment to the contract-track faculty as Assistant Professor of Clinical Legal Instruction, Associate Professor of Clinical Legal Instruction, or Professor of Clinical Legal Instruction shall be evaluated by the Faculty Appointments Committee following procedures the Faculty Appointments Committee usually employs for appointments to the tenure-track faculty and the factors for contract-faculty evaluation set forth herein. The Committee shall decide which candidates shall be presented to the Faculty. Initial appointments shall be made by the Dean upon a two-thirds vote of the voting Faculty.

Contract Renewal

Contract-track faculty will have a probationary period of one academic year from the date of beginning of the appointment. Thereafter a contract-track faculty member shall be

considered normally during the fourth semester of service from the date of the beginning of his or her most recent contract, for renewal of his or her contract. After an individual contract-track faculty member completes two three-year contracts, the faculty member will have a permanent contract and can be dismissed only for adequate cause, bona fide financial exigency, or demonstrable need to terminate or materially modify the entire clinical program. The Faculty, after receiving a recommendation from the Faculty Development Committee concerning contract renewal, may renew the contract, if the Faculty determines that the contract-track faculty member demonstrates a level of teaching and writing ability that provides clear and convincing promise that the candidate will eventually meet all the standards for promotion to the rank of Professor of Clinical Instruction.

Evaluations

Contract-track faculty will be expected to demonstrate excellence in advocacy, in clinical scholarship, and in instruction.

For purposes of evaluations, promotion, and continuous appointment, a person appointed to a position as a contract-track faculty member shall be evaluated by the Faculty Development Committee on the basis of the following factors.

- a) The quality of advocacy and lawyering skills;
- b) The quality of supervision exercised over students in clinical programs;
- c) The quality of classroom instruction associated with the clinical program;
- d) The quality in the exercise of administrative responsibilities associated with instruction in the clinical program including the

management of cases assignment of students, and application and administration of outside grants for the clinic.

- e) The extent and quality of creative efforts associated with the clinical program including the authorship of substantive teaching material and manuals; and clinical scholarship including case-related material such as briefs, memoranda, studies, statutes, regulations and reports; articles, manuals and books; and clinical teaching materials and other writing related to the clinical methodology. Because of the greater time demands of clinical teaching, the quantity of clinical scholarship may be less than the quantity of traditional scholarship expected of the tenure-track faculty. Although traditional academic scholarship is not required, any such scholarship should be considered positively in evaluation of contract-tract faculty's clinical scholarship.
- f) Professionally significant service to the community including speaking to community groups;
- g) Service to The University of Alabama, the School of Law, and to the Bar; and
- h) Such other factors that directly affect the person's performance as a faculty member and as a member of the School of Law and the University communities.

Promotion

Promotion to the rank of Associate Professor of Clinical Instruction, or Professor of Clinical Instruction, shall be made after a report by the Law School's Faculty Development Committee to the Law Faculty holding that rank or higher rank, and a majority vote of the

participating Law Faculty. Normally, consideration for promotion from Assistant to Associate Professor of Clinical Instruction occurs during the first three-year contract period and consideration for promotion from Associate to Professor of Clinical Instruction occurs during the second three-year period.

Faculty Status

A person holding a position as a contract-track faculty member shall have the rights and responsibilities of a member of the Faculty of the School of Law and shall be entitled to participate in Faculty Governance as follows:

- a) Serve on all faculty committees, except the Faculty Appointments Committee and the Faculty Development Committee,
- b) Attend and participate in all faculty meetings, and
- c) Vote on all faculty-meeting matters subject to the following restrictions:
 - i.) A contract-track faculty person shall not vote on any motion, resolution, or other action involving the hiring, promotion, or tenure of tenure-track faculty, or procedures applying to such actions.
 - ii.) A contract-track faculty person may vote on the appointment of contract-track faculty, and on the promotion of contract-track faculty of equal or lower rank.
 - iii.) Initial responsibility for determining when and how these restrictions apply shall rest with the Dean. Any remaining dispute about the interpretation of these restrictions shall be resolved by majority vote of the tenured and tenure-track faculty.