

## **CLINICAL LAW FACULTY**

### **Standards for Appointment**

1. All clinical faculty (“Clinical Faculty”) are required to have a terminal degree of J.D., LL.B., or an equivalent degree in law.
2. A person who has held the terminal degree for less than four years at the time she or he commences teaching at this School may be appointed as an Assistant Clinical Professor.
3. A person who has previous clinical law teaching experience or law practice experience and who has held the terminal degree for at least four years at the time she or he commences teaching at this School may be appointed as an Associate Clinical Professor.
4. A person who has previous clinical law teaching experience of at least six years at the time that she or he commences teaching at this School may be appointed as a Clinical Professor.

### **Terms of Appointment and Eligibility for Reappointment**

#### **A. At-will Employment**

1. All Clinical Faculty are deemed to be employees-at-will whose appointment is subject to termination by either party at any time during its term.
2. No compensation, whether as a buy-out of the remaining term of the appointment, as liquidated damages, or as any other form of remuneration, shall be owed or paid to you upon or after termination of such appointment except for compensation that was earned prior to the date of termination.

#### **B. Assistant Clinical Professor**

1. Persons hired as Assistant Clinical Professors will receive an initial appointment term of one year. After her or his first year of service, upon successful evaluation, an Assistant Clinical Professor is eligible for reappointment to one or more terms not to exceed two years in length. However, any reappointment for such additional two year terms does not change the nature of the clinical faculty member’s at-will employment status which remains subject to termination by either party at any time during its term.
2. An Assistant Clinical Professor is eligible for promotion to the rank of Associate Clinical Professor only after having completed at least three years of service as an Assistant Clinical Professor. One or more years of credit towards the three year service period may be allowed on initial appointment for prior university teaching or other comparable experience of such faculty member. Should an Assistant Clinical Professor be promoted,

she or he will assume the rank of Associate Clinical Professor at the beginning of her or his fourth year of service.

**C. Associate Clinical Professor**

1. In most cases, a person initially hired as Associate Clinical Professors is eligible for appointment to a term not to exceed two years. During her or his second year of service, upon successful evaluation, an Associate Clinical Professor is eligible for reappointment to one or more terms not to exceed three years in length. Persons who are promoted into the position of Associate Clinical Professor will receive an appointment term of three years. However, any reappointment for such additional three year terms does not change the nature of the clinical faculty member's at-will employment status which remains subject to termination by either party at any time during its term.
2. An Associate Clinical Faculty member is eligible for promotion to Clinical Professor only after having completed at least six years of service as a Clinical Faculty member. One or more years of credit towards the six year service period may be allowed on initial appointment for prior university teaching or other comparable experience of such faculty member.

**D. Clinical Professor**

1. In most cases, a person hired as, or promoted to, Clinical Professor is eligible for appointment to a term not to exceed four years. Upon successful evaluation, a Clinical Professor is eligible for reappointment to one or more terms not to exceed four years in length. However, any reappointment for such additional four year terms does not change the nature of the clinical faculty member's at-will employment status which remains subject to termination by either party at any time during its term.

**Standard for Reappointment and Promotion**

1. To qualify for reappointment, a faculty member must be making satisfactory progress towards meeting or exceeding expectations based on the Evaluation of Clinical Faculty as defined below.
2. To be promoted to Associate Clinical Professor, a clinical faculty member should have a demonstrated success as a clinical teacher.
3. To be promoted to full Clinical Professor, a clinical faculty member must have a record that is, on the whole, excellent and that indicates substantial, significant and continued growth, development and accomplishment in the areas of teaching, clinical work and service.

## Evaluation of Clinical Faculty

The evaluation will be conducted by the clinical faculty member's Faculty Evaluation Committee, pursuant to Rules 1-7-3 (b) and 1-7-5 (c)<sup>1</sup>. The Faculty Evaluation Committee will be comprised of the Director of Clinical Education, a clinical faculty member of same or senior rank, and a faculty member who is appointed by the Director of Clinical Education. Recommendations for promotion are made by a simple majority vote of the committee. The Committee will generate a written evaluation of the clinical faculty member which also sets forth the Committee's recommendation to the Dean on whether to renew the clinical faculty member's appointment.

The Clinical Faculty Evaluation Committee will conduct its evaluation utilizing the below methods: (Methods are not listed in priority or order of importance.)

### 75%

1. Class observations by the Director of Clinical Programs or her or his designee and a peer clinical faculty member.
2. Interviews with students and former students (when feasible) about the quality of the experience with the clinical faculty member.  
The observations and student interviews shall focus on whether the clinical faculty member demonstrates:
  - a. Sufficient knowledge of the appropriate subject matter;
  - b. Sufficient knowledge of the practical application of the subject matter;
  - c. Strong oral communication skills;
  - d. Teaching techniques that demonstrate appropriate skills.
3. Review of the syllabus and course materials for soundness and effective pedagogy.
4. The results of Faculty Course Questionnaires (FCQ).
5. The ability to maintain an active and sufficient caseload within the clinic, reflective of the area of the law practiced and that provides service to the university and the public at-large with the goal of giving the students a meaningful experience.

### 25%

1. Interviews with other clinical faculty members and clinical staff. These interviews shall focus on whether the clinical faculty member:
  - a. Maintains a professional environment
  - b. Demonstrates commitment to their clinic
  - c. Appropriately and professionally utilizes and supports the clinical staff and faculty
2. Interviews with judges and practicing attorneys. These interviews shall focus on whether the clinical faculty member:

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<sup>1</sup> Rules are attached as an appendix.

- a. Teaches students adequate skills and professionalism
- b. Prepares students for practice in the clinic's area of law
3. Participation in Law School and/or University activities that demonstrate a commitment to the vision and mission of the school and its clinical programs.
4. Willingness to serve on law school committees and to provide service to the law school.
5. Willingness to provide service to the profession and professional associations, including community legal education and public service.
6. A faculty member in the first several years of employment must devote most of her or his time to developing as a clinical teacher, thus considerably less emphasis is given to service on initial reappointment, although some service involvement even in the first few years is expected. Considerably more will be expected in the way of institutional, professional, and public service for promotion to full professor. However, absence of extensive professional and public service will not be a bar to promotion where there is demonstrated excellence in teaching and clinical work.

Each criterion will be evaluated on the following scale:

Far Exceeds Expectations  
Exceeds Normal Expectations  
Meets Normal Expectations  
Below Expectations  
Unsatisfactory