



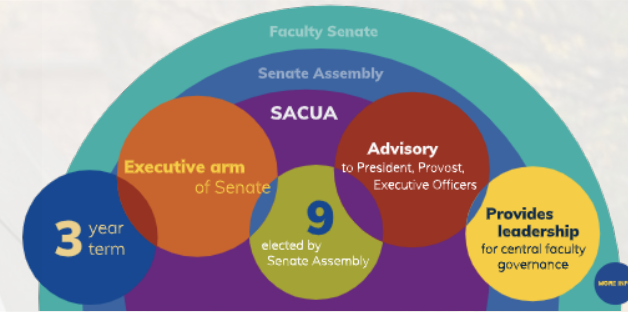
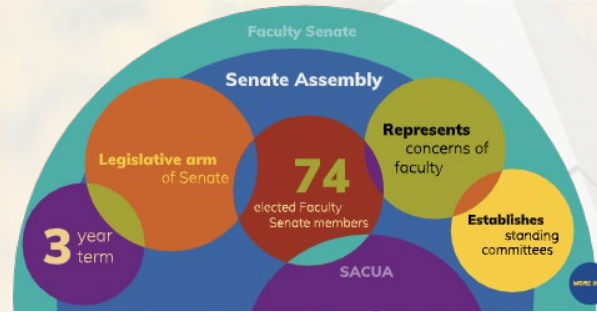
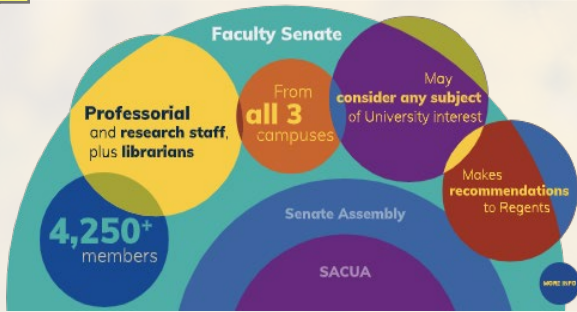
Clinical Faculty Working Group Update

January 31, 2022



Clinical Faculty at UM

- 18 University of Michigan schools and colleges (all campuses) appoint clinical faculty
- Clinical faculty now comprise ~30% of total faculty; >200% growth since 2005
- Clinical faculty contribute across all University missions; however, there is substantial variation across schools and colleges in their role definition, workloads, appointments and promotions and many other aspects of faculty life



Faculty Senate

All tenure track professorial faculty, research faculty, librarians, executive officers of the University, and the dean of each school or college are members of the Faculty Senate.
[Click here](#) for more information.

****Clinical Faculty are currently not members of the Faculty Senate***

Senate Assembly

Senate Assembly consists of 74 elected faculty members from the Ann Arbor, Dearborn, and Flint campuses, each serving a three-year term to represent the interests and concerns of faculty throughout the University of Michigan system. Elections are held at the school or college level.
[Click here](#) for more information.

Senate Advisory Committee on University Affairs (SACUA)

SACUA is the executive arm of the University (Faculty) Senate and the Senate Assembly. SACUA has nine members elected by the Senate Assembly for three-year terms. SACUA advises and consults with the president, provost, and other executive officers.
[Click here](#) for more information.



Clinical Faculty Working Group

Created by SACUA in Fall 2021, with a two-part charge:

- 1) Understand how clinical faculty roles are defined and differentiated from tenure track faculty in issues such as workload, appointment, re-appointment, promotion, and other aspects of faculty life
- 2) Develop recommendations to potentially include clinical track faculty in the voting membership of the Faculty Senate



CFWG Membership

Howard Bromberg, Law School (*co-chair*)

Phil Rodgers, Medical School (*co-chair*)

Christine Anderson, School of Nursing

Jayapali Rajiv Bapuraj, Medical School

Terry Bravender, Medical School

Maria Coolican, School of Education

Donald Freeman, School of Education
(*SACUA liaison*)

Sarah Vordenberg, School of Pharmacy

Catherine Walker, School of Music,
Theater and Dance

MaryJo Banasik, Director, Faculty and
Operational Support Activities

Elizabeth Devlin, Faculty Governance
Coordinator

Working Group Process

- Strong support from SACUA Chair, SACUA Liaison, Senate Faculty Office, Provost's Office, other campus leaders
- Assembled and analyzed numerous documents and data from UM schools and colleges, and other institutions
- Actively engaged the 24-member Clinical Faculty Reference Group, which has strongly informed work to date
- Drafted Interim Report containing our Preliminary Findings, and Recommendations for including clinical faculty in CFG

Preliminary Findings

- Clinical faculty roles and definitions are varied and lack clarity, including their relationship to tenure-line faculty
- Appointment, Re-appointment and promotion criteria lack consistency and clarity
- Workloads in at least some units can be substantially inequitable, without apparent recourse
- Strong consensus among Working Group and Reference Group that clinical faculty need representation in CFG

Guiding Principles

- Representation
- Diversity, Equity and Inclusion (DEI)
- Balance among UM schools, colleges and campuses

Faculty Senate Representation

- ***Recommendation 1:*** Clinical faculty members at all ranks (Clinical Assistant Professor, Clinical Associate Professor and Clinical Professor) shall be incorporated into full voting membership of the University of Michigan Faculty Senate, with all the associated rights, privileges, and responsibilities

Guided by our principles of Representation and DEI

Senate Assembly Membership (1)

- ***Recommendation 2:*** Clinical faculty at ranks of Clinical Associate Professor and Full Professor shall be included in Senate Assembly apportionment calculations.

Guided by our principles of Representation and Balance

Senate Assembly Membership (2)

- ***Recommendation 3:*** The number of seats in the Senate Assembly shall be increased in proportion to the number of clinical faculty included in Assembly apportionment, to maintain the current ratio of Assembly seats to Senate members.

Guided by our principles of Balance and DEI

- ***Recommendation 4:*** All faculty senate members shall be eligible for election to the Senate Assembly

Guided by our principles of Representation and DEI

SACUA Membership

- ***Recommendation 5:*** Members of the Senate Assembly, including clinical faculty members, shall be eligible for election to the Senate Advisory Committee on University Affairs (SACUA) as currently constituted.

Guided by our principles of Representation and Balance



Timeline

- **January 2022:** CFWG will submit preliminary findings and recommendations to SACUA and the Senate Rules Committee
- **Winter Term 2022** (Jan – April): SACUA and Senate Rules Committee will consider recommendations, and may bring forth motions to the Senate Assembly to create Clinical Faculty representation in the Faculty Senate



Questions and Feedback