Clinical Faculty Comments 49 total recommendations

Category: Faculty Rights of NTT Faculty 9 recommendations

• It was ridiculous to me that I could not vote on a colleague within my focus area of my department because I was not tenure track.
• Non-tenure track faculty are unable to serve on certain committees and unable to vote. Allow non-tenure track representation on all university-wide committees.
• Equal voting
• Department heads need greater clarity about rules/issues surrounding the positions. Departmental colleagues need similar clarity
• Provide all faculty with clearer roles and responsibilities of clinical faculty and other non-tenure track positions.
• Parity issues need to be addressed head on within each department.
• Change the criteria for us to receive graduate faculty status so that we can better support graduate students.
• Use distance learning technology to offer University Committee roles and professional development opportunities to clinical track faculty on distance campuses. For the College of Pharmacy that means Augusta, Albany, and Savannah.
• I believe that non-tenure track faculty and their life experiences offer much to an individual department but frequently if ever not asked to participate in committee work, decision making, etc. that defaults to tenured faculty as if their decision making and experiences are inherently more significant than non-tenured faculty. It is somewhat incestuous and I think most departments would benefit by including non-tenure track faculty in decision making not just for things that have direct impact on their position but a much more global impact (departmental, college, etc.). It is interesting that those opinions are not sought after or listened to simply by designation.

Category: Professional Development/Orientation about this Career Track 9 recs.

• Need clarity and specificity when hired
• Inform ‘early-on’ differences and expectations vs. tenure track.
• Provide clear understanding of what your rank means and the expectations for promotion upon hire.
• Ensure that your role and responsibilities are clear.
• Provide list of resources for development and mentors
• A handbook (or website) for non-tenure track faculty, which would include links to resources, funding opportunities, promotion guidelines, opportunities to interact with other non-tenure faculty
• Offering orientation sessions for non-tenure-track faculty at different points during the year. I attended new faculty orientation right after my start date and it provided a lot of great information. However, it was hard to remember that information after I settled in and needed to recall it.
• Continue to offer CTL teaching seminars and workshops.
• The Center for Teaching and Learning has been a great resource for me for learning to teach - maybe they could put together a special seminar or series for non-tenure track faculty

Category: Equal Access to University Recognition/Awards  8 recommendations

• Make teaching award/fellowships available to non-tenure track faculty
• Very little recognition is available for non-tenure track faculty, particularly teaching awards, which is unfortunate since many non-tenure track faculty spend a majority of their time teaching.
• Include clinical faculty in pool for opportunities available for tenure track.
• Access to and education about awards
• NTT faculty should be eligible for more teaching awards since teaching is essentially what we are hired to do.
• Several faculty awards are only available to tenure track. Clinical track faculty play a significant role in the College of Pharmacy and other units within UGA.
• I am comfortable as a non-tenure track faculty but it is obvious that the tenure/tenure track faculty have more opportunities from a college and university standpoint. Making many of the opportunities available to non-tenure faculty, teaching training, fellowship options, etc. should not be delineated by the tenure or not designation.
• Make some benefits/awards available to non-tenure track faculty only. There are many things that seem to be available to tenure track only, but rarely is there preference given to non-tenure track faculty. This presents a dichotomy that can be interpreted as "second class citizen" by non-tenure track faculty.

Category: General Climate and Feeling Valued  7 recommendations

• We must have clear guidelines and respect across campus for the contributions that non-tenure track faculty make. We are not faculty who "couldn't handle the heat" of a tenure line. We are not lesser.
• Create environment of appreciation, value, and respect for the non-tenure track hires. (Feel like our department has done that well)--include in faculty meetings, acknowledge accomplishments, just include them with tenure track faculty.
• Change the culture between tenure track and non-tenure track university wide.
• It should be made clear that a clinical track faculty is appreciated and valued equal to a tenured track faculty.
• Overall, we are well accepted and integrated in our College. However, university wide there is a clear delineation between tenure track and non-tenure track faculty.
• Inform campus 'stake-holders' & media that there are more than 2 faculty categories (tenure-track & temporary instructor).
• Support us! If you want us here, you need to value us very clearly and often. We work very hard and love our work, but it feels like we are second class citizens. Even some of the questions on this survey about why I chose this kind of position were a bit insulting.

Category: Increased Institutional Support  5 recommendations

• I recommend financial opportunities to be included in conference attendance and for maintenance of clinical licenses.
• More money for travel for professional development (we are required to present research in order to be eligible for travel funds)
• Support to do research within our duties
• Time off clinics to work on research and other responsibilities
• Funds available for small projects

Category: Mentoring and Networking  5 recommendations

• More community and more recognition. There is no vehicle for celebrating what we do.
• Mentoring and resources to support building a dossier toward promotion/ third year review.
• Foster relationships between non-tenure track faculty in different colleges/departments.
• Provide time (informal, serving together on committees, etc.) for non-tenure track faculty to be around each other.
• Ensure mentor relationship is established.

Category: Improved Career Options  4 recommendations

• In my opinion, all faculty should have the protection of tenure, particularly since they often mirror the work of tenure-track faculty. Tenure is primarily intended to protect academic freedom in teaching and research and to provide due process to faculty if needed.
• Stable job
• Allow clinical faculty to be tenured.
• NTT faculty should be able to negotiate their contracted load from year to year to include research if this is of interest to them.

Category: Promotion Guidelines/Guidance  2 recommendations

• In my college the process has worked very well. I would make sure that the process of promotion is well organized and recognized.
• Ensure you and your committee identify and focus on items that are most pertinent to advancing UGA and your promotion