APPENDIX I

SCHOOL OF SOCIAL WORK

CLINICIAN EDUCATOR PROPOSAL*

April 1, 1987

Introduction

As a graduate professional school with a major commitment to education and research in the health care sector, the School of Social Work seeks to establish a Clinician Educator series in order to expand opportunities for research and education in health care settings. It is proposed that no more than 20% of the Social Work standing faculty of 17 be designated as Clinician Educators (up to 3). Clinician Educators would add specialized knowledge and skill to the School's curriculum through such elective courses as chemical dependencies, psychopathology, family therapy, companionship therapies, and related health and mental health topics. It is clear that the School's masters and doctoral program would also be enriched by the research competencies of Clinician Educators linked to clinical settings with research populations. Consistent with the Handbook for Faculty and Administrators, Clinician Educators would be expected to generate sufficient income through service provision and teaching to support full-time appointments. Initially, salaries will appear in the department budgets of one or more units in the health care facility. It is expected that new research and program funds will be generated by Clinician Educators over time to complement the service component and thereby "buy off" service funding with research grant funding. It is also expected that a small portion of their support (10%-20%) will come from teaching courses in the School of Social Work. The primary location for Social Work Clinician Educators will

*Reviewed and unanimously approved by the Standing Faculty on Dec. 5, 1986
be health care settings affiliated with the University of Pennsylvania. The policies governing these new faculty positions would follow the "Guidelines for Appointments and Promotions of Clinician Educators in the Health Schools of the University of Pennsylvania" (January 8, 1985) with respect to title, conditions of employment, salaries and benefits, professional activity, rights and privileges, limitations on size of the clinician educator faculty, timing of appointments and shifts of faculty category, terminations, review and scope.

PROPOSED CLINICIAN EDUCATOR TRACK

The Faculty of the School of Social Work proposes the establishment of a Clinician Educator track:

a. There shall be established a category of full-time Clinician Educators, who are members of the Standing Faculty of the University on a nontenured Clinician Educator track, to take effect on September, 1987 or as soon thereafter as is administratively practical.

b. These persons will be members of the Standing Faculty of the University.

c. Their appointment will be made on recommendations of the members of the Standing Faculty of the School of Social Work. To take effect an appointment or promotion must be reviewed and approved by the Personnel Committee of the School of Social Work utilizing general criteria defined and agreed to by the voting faculty of the School (e.g., practice experience with doctoral level research and teaching capacities). It must be reviewed and approved in normal course by the Dean and Provost's Staff Conference.

d. Termination of employment for persons who have chosen and entered into work on the nontenure track will be made only because of (1) failure
to secure promotion to Associate Professor by the end of the probationary period which shall not exceed ten years; (2) attainment of any required retirement age; (3) insufficient funds from clinical income to pay the agreed upon portion of his/her salary; or (4) for "just cause" as customarily determined within the University. (See "j" below.) See Appendix A for Termination Procedure and Internal Appeal Mechanism.

e. To assure conformity with nomenclature approved for University appointees in the Clinician Educator track with a professorial rank, the appointee will hold the modified title of Assistant Professor/Clinician Educator, Associate Professor/Clinician Educator, or Professor/Clinician Educator at the School of Social Work. That is, a clear and correct modifier must be attached to the professorial title. Whatever title is chosen is to be written in full whenever used in documents, in listings of University personnel and in correspondence.

f. There will be an initial three-year appointment for all full-time social work faculty who are first appointed to the nontenured Clinician Educator track. A faculty member initially appointed to the Clinician Educator track may change to the seven-year traditional tenure track at the completion of the third year of his/her appointment as a Clinician Educator if they emerge successfully from national competition for an available tenure track position in the School. Persons from outside the School faculty with appropriate experience and credentials for initial appointment to senior ranks in the Clinician Educator series will ordinarily become part of the Standing Faculty Clinician Educator group (without tenure).

g. All Clinician Educators will have a written contract with the School of Social Work that contains a clear statement of:
the conditions of employment; including use of facilities and access to patients.

- the circumstances under which the contract can be terminated.

- the responsibility of the School of Social Work or other budgetary unit for payment of income and all specified benefits; and the rights of persons to due process by mechanisms available to all University faculty in the event of grievances of alleged failure to protect the individual rights accorded a faculty member.

- the restrictions that all client services will be in facilities under the auspices of or approved by the School of Social Work.

Clinician Educators will be reviewed yearly regarding the generation of an agreed upon level of service and research funds. If by April 1st of the first academic year of employment a Clinician Educator has not generated the agreed upon level of funds, a period of observation of one year is required. Written notice of the initiation of a period of observation and potential termination at the end of that year must be provided by the Department Director in collaboration with the Dean to the Clinician Educator by April 1st. This notice must include a statement of the amount of funds that the Clinician Educator will be obliged to generate during the subsequent observation year. If by April 1st of the first year of observation the Department Director and Dean find that the Clinician Educator has not generated the appropriate level of funds, the Department Director and the Dean must give written notice to the Clinician Educator if termination of her or his appointment is desired at the end of the academic year.

h. Inasmuch as benefits are not restricted to tenured employees of the University, appointees will be entitled to full University faculty benefits. Leaves are not an unconditional benefit, whether for scholarly
or other purposes and will be granted only when determined on an individual basis to be in the interest both of the individual and of the School of Social Work.

1. A faculty member on this track will be required to devote his/her full professional time to activities on behalf of the health care organization's service and research mission, as well as the education mission of the School of Social Work. All practice earnings will be returned to and managed by the health care organization and the School of Social Work. Salaries will conform to the School of Social Work policies in collaboration with recommendations from the health care organization. The faculty member will be subject to University policy on conflict of interest except that he/she will not be permitted to devote any time to employment in extramural professional practice.

j. Except for restriction on outside employment (Section "i"), persons in this category will share all rights and privileges of other School of Social Work faculty except voting on matters of tenure and on compensation of tenured faculty. Should grievances arise which are not resolved administratively, appointees may seek adjudication through the established mechanisms of the Grievance Commission and the School Committee on Academic Freedom and Responsibility as appropriate to the circumstances.

k. At no time shall the voting strength of faculty members on the new Clinician Educator track exceed 20% of the voting strength of the Standing Faculty of the School of Social Work as a whole. In the event that all standing tenured and tenure-track faculty are not present for voting purposes (including vacancies), the total Clinician Educator vote will only be allowed to constitute up to 20% of the votes cast.
I. If approved, these recommendations will apply to all persons appointed beginning with the 1987-88 academic year and to full-time nontenured members of the Standing Faculty of the School of Social Work who voluntarily choose to be placed on the new track within six months of their notification of its availability. Written notification of this option shall be given at an early date following its approval to all eligible faculty members and is to include a statement limiting the period of any individual's probationary service to a maximum of ten years from the date of appointment at the assistant professor level.

m. In order to initiate a clinician educator position in the School of Social Work, a plan must be developed for the transfer of salary funds to the School which results in one payroll check. The incumbent must also comply with the relevant personnel policies of the health care organization.

n. The School of Social Work is committed to a full review of this Clinician Educator track within five years after implementation but in any case not later than 1/1/92.

Nothing in these recommendations is intended to change the status of or to increase or decrease the rights and obligations of other persons presently on the standing faculty of the School of Social Work.