

II.B.3. Associated Faculty

Members of the Associated Faculty play varied and important roles in the teaching, research, and professional programs of the University. However, they do not acquire tenure. Permissible ranks in the Associated Faculty are those used in the Standing Faculty preceded by one of the descriptive modifiers “Research,” “Clinical,” “Adjunct,” “Visiting,” “Visiting Executive,” “Practice” or “Wistar Institute.” Artists-in Residence are also members of the Associated Faculty.

1. Research Faculty

(Source: Standing Resolution of the Trustees, June 4, 1977 and Handbook for Faculty and Administration, 1977; revised, Office of the Provost, Almanac, September 13, 1983; revised, Standing Resolution of the Trustees, June 17, 2005)

The purpose of Research Faculty appointments is to increase the quality and appointment of scholars to the faculty on a non-tenure basis in order to collaborate with the research efforts of other faculty and/or carry out independent research. Salaries over the period of the appointment are mainly derived from research grants or other external funds. Compensation for the limited teaching effort permissible to the Research Faculty is derived from sources other than research grants.

An individual on the research track should not be supported for an extended period of time from funds derived from the unrestricted budget.

Members of the Research Faculty do not acquire tenure. The Research Faculty will be appointed in the Associated Faculty on a full-time basis only. Part-time appointments in the Research Faculty are not offered.

The Research Faculty is composed of individuals who hold a terminal degree and who choose to concentrate on research. Appointees are not part of the teaching faculty, although invitations to present guest lectures may be accepted. Members of the Research Faculty may not take responsibility for courses or seminars in their home departments or in other departments of the University, nor may they supervise theses or doctoral dissertations unless prior approval of the Provost is obtained for each such activity. However, if the individual wishes to participate in the training of students in an area of expertise in which he or she is uniquely qualified, the department chair may permit a limited teaching assignment in a course or seminar for which a faculty member with a tenure-significant appointment holds responsibility. Over the term of an appointment, course and seminar teaching by a member of the Research Faculty may not exceed ten percent of the expected course and seminar teaching load of a member of the Standing Faculty in the school and in any one year no more than ten percent of the course and seminar teaching in a department may be done by research faculty. Supervision of theses or doctoral dissertations or other laboratory supervision is regarded as part of the research enterprise and the proportion of effort devoted to such supervision is not included in this limitation, although, as noted above, such supervision is first subject to approval by the Provost. Under no circumstances may a member of the Research Faculty be continuously engaged over an extended period in the same activities as faculty members

having tenure or serving in a probationary period for tenure. Appointments to the Research Faculty should not be made to displace or make unnecessary the appointment of individuals in the tenure-significant ranks.

Permissible ranks are: Research Professor, Research Associate Professor, and Research Assistant Professor. These titles are to be written in full whenever used on documents, in listings of University personnel, and in correspondence. All appointments are for the term specified, or for the duration of the external financial support, whichever is shorter. Research Professors and Research Associate Professors may be appointed for terms of up to five years and may serve without limit of time through successive reappointments. Research Assistant Professors may be appointed for terms up to four years, but in no case may a person hold that rank for more than ten years.

Initial appointments may be made as Research Assistant Professor. An individual appointed initially as Assistant Professor in the Standing Faculty may request review for transfer to the research faculty prior to reappointment. Time served in the tenure probationary appointment shall be counted as part of the ten-year maximum period for Research Assistant Professors. In the ninth year of the single-track or combined-track appointment, Research Assistant Professors are subject to a mandatory review for promotion to Research Associate Professor. Failure to obtain promotion requires termination of the faculty appointment at the end of the tenth year assuming external funding is available for the terminal year appointment.

Members of the Research Faculty do not normally move to positions on the Standing Faculty, and they may do so only in conjunction with a national search. If a Research Assistant Professor moves to an untenured position on the Standing Faculty, time served in the rank of Research Assistant Professor shall be counted as part of the seven year tenure probationary period for appointment as Assistant Professor in the Standing Faculty. If the move occurs within a school, the tenure probationary period may not be extended. If the move involves a change of schools, a maximum of two additional years in the tenure probationary period may be granted with the Provost's approval. Under no circumstances shall appointment to the Associated Faculty be used as a device to extend the tenure probationary period.

Because appointments to the Research Faculty are contingent upon external funding and may be terminated when the funding ceases, indefinite continuity of appointment at any rank should not be assumed. For that reason, all initial appointments and reappointments shall specify the sources of funding. The dependence of research appointments on grant funding reflects the University's policy to limit guaranteed long-term appointments to faculty who contribute in significant measure to the educational and research mission of the University. Research Faculty appointments are for enhancement of research programs, particularly in those areas where unique expertise is required.

Promotion to the Associate Professor rank in the research track requires collaborative or independent research of high quality with a distinctive, original, and expert intellectual contribution that is recognized by external reviewers. Promotion to professorial rank requires independent research of high quality, which may be in addition to collaborative research.

While imposition of a firm limit on the relative size of the Research Faculty may be harmful in

its application to a particular program, the number of Research Faculty in a school may not exceed twenty percent of the combined Standing Faculty and Standing Faculty-Clinician-Educator in the school, or five positions, whichever is larger.

The faculty of a school may grant the Research Faculty voting rights in the school's faculty. Voting rights in the appointees' home departments are at the discretion of the respective departments. Members of the Research Faculty may not vote on matters related to Standing Faculty appointments and promotions, or on matters concerning the teaching mission of the school. Members of the Research Faculty may serve on promotions committees as nonvoting members. Members of the Research Faculty may not serve on committees concerned with teaching (i.e., curriculum, student advising, academic standards, etc.). Individuals in the research track enjoy all the rights and privileges of academic freedom and responsibility and have access to the grievance procedures of the University.

As noted above, failure to secure promotion to Research Associate Professor by the end of the nine-year probationary period shall result in a one-year terminal reappointment provided external funding is available.

Although continued funding may be available, reappointment may be denied for the following reasons: 1) lack of suitable facilities; 2) inconsistency with the research priorities of the department or school; or 3) failure to maintain excellence in the quality of research and productivity. In such instances, the individual should be given a one-year advance notice in writing that, at the conclusion of the term appointment, he/she will not be recommended for reappointment or promotion. However, in most cases of programmatic change, appointment shall normally be maintained to the expiration date of current grant support if a research track faculty member has independent funding. An appointment can be terminated prior to the expiration of its term only if the source of external funding for the research faculty member has ended. In that event, the individual should be notified immediately of the cessation of funding. An attempt may be made to carry the individual on other funding sources, either to the conclusion of the term appointment or for a reasonable period in which the individual may attempt to secure other employment. When there is reason to believe that the individual may be eligible for transfer of employment to another University research group, efforts should be made to effect such placement.

Research Faculty are subject to termination for "just cause" as customarily determined within the University.

At the time a research faculty position is offered to a candidate, the relevant dean shall inform the candidate in writing of the conditions and limitations on such appointments.

(See page 25 - Standing Resolution of the Trustees, June 17, 2005)

2. Academic Clinician – Health Schools

(Source: Standing Resolution of the Trustees, February 20, 2004; revised, Standing Resolution of the Trustees, January 22, 2015)

The Perelman School of Medicine, the School of Dental Medicine, and the School of Veterinary Medicine have found it desirable to make long-term faculty appointments to individuals whose responsibilities are in clinical practice and patient/animal care and in the instructional programs of the University. These faculty members are called “Academic Clinicians.” Such a group is essential for assuring program stability and continuing excellence of clinical practice and patient/animal care.

1. Appointments

Appointments of Academic Clinicians are untenured appointments to the Associated Faculty. Hence, procedures governing appointments to the Associated Faculty shall be followed. This track is available to faculty at the clinical facilities of each school.

2. Title

To assure conformity with approved nomenclature, appointees in the Academic Clinician track shall hold modified titles as Assistant Professor of Clinical (department). This title is to be written in full whenever used in documents, in listings of University personnel, or in correspondence.

3. Conditions of Employment

As is the case with other faculty categories, all Academic Clinicians shall receive a clear statement of their conditions of employment. This includes a statement of expectations with respect to clinical practice and patient/animal care functions; participation in educational programs; administrative duties of the institution; performance evaluations; use of appropriate facilities and access to patients/animals. Additionally they must be informed about the responsibilities of the school or other budgetary unit for payment of salary and specified benefits; the right of persons to due process by mechanisms available to all University faculty in the event of grievances or alleged failure to protect the individual rights accorded a faculty member; and the circumstances under which the appointment may be terminated. This statement shall be part of the document governing the appointment.

4. Salary and Benefits

Academic Clinician salaries shall conform to school policies. Academic Clinicians shall receive the same benefits as other full-time members of the faculty, but they are not entitled to scholarly leaves of absence or income allowance for early retirement.

5. Professional Activity

Academic Clinicians are expected to devote their effort primarily to clinical practice/animal care and/or teaching. The minimum expected teaching requirement will be defined by each school. Excellence in clinical practice/animal care and innovation in delivery of care, quality improvement initiatives, and regional patient referral base are desirable. Excellence in teaching, including curriculum development, innovative teaching materials and methods, and mentoring of junior faculty, is also expected. Research and scholarship are not discouraged but may not detract from

teaching and clinical care required by a department or school. Service to the community, such as serving on academic and hospital committees, is encouraged and expected at senior ranks. Academic Clinicians may not vote on promotions of standing faculty. Academic Clinicians are subject to University and school specific policies on conflict of interest and extramural activities (see *Conflict of Interest Policy for Faculty Members*). The one-in-seven day rule shall apply except that the Academic Clinician shall not be permitted to devote any time to employment in extramural clinical practice or patient/animal care. All clinical practice or patient/animal care patient-derived income of Academic Clinicians must be returned to and managed by the school.

6. Rights and Privileges

Academic Clinicians share in all of the rights and privileges of other full-time members of the Associated Faculty. They may be permitted, by their schools, to vote in their school's Faculty Senate or other governing bodies. As associated faculty, they may not vote on matters pertaining to tenure and clinician-educator faculty promotions or on matters relevant to research. They may hold administrative positions related to clinical care and be eligible for leadership positions in hospital or clinical service related committees. They may serve on advisory committees related to teaching and clinical issues as well as personnel committees as appropriate. They are not members of the University Senate. Should grievances arise that are not resolved administratively, appointees may seek adjudication through the established mechanisms of the School and the University.

7. Limitations on Size of the Academic Clinician Faculty

The size of each school's Academic Clinician track shall be congruent with each school's clinical and teaching missions. Each school will set a cap for its Academic Clinician track as a percentage of the Standing Faculty that aligns with its missions. The caps will be reviewed every five years effective July 1, 2015. The review process will begin in the schools, and it will require input from the Provost's office and approval of the University Faculty Senate if changes are sought. It is expected that each school will not exceed its cap and that the Provost's Office will enforce the caps. Schools are required to maintain a record of percentages of Academic Clinician, Clinician-Educator and Tenure Track faculty, which will be reported regularly to the Vice Provost for Faculty. In each school there are restrictions on the size of the Academic Clinician faculty as follows:

School of Dental Medicine: The number of Academic Clinicians in the faculty may not exceed forty percent of the number of Standing Faculty in the school.

Perelman School of Medicine: The number of Academic Clinicians in the faculty may not exceed seventy percent of the number of Standing Faculty in the school.

School of Veterinary Medicine: The number of Academic Clinicians in the faculty may not exceed forty percent of the number of Standing Faculty in the school.

8. Timing of Appointments and Shifts of Faculty Category

Timing of Appointments

Ranks in the Academic Clinician track shall be at the Assistant Professor, Associate Professor,

and Professor level.

Appointment at the Assistant Professor level shall generally be for three years. Persons may serve as Academic Clinicians at the Assistant Professor rank without limit of time through successive three-year appointments. A decision not to renew the appointment may be made for such reasons as (1) failure to maintain excellence in quality of clinical practice or teaching; (2) inadequate opportunity to teach (3) inadequate clinical productivity; (4) change in the clinical priorities of the department or school; or (5) loss of a sufficient funding source. After a decision to terminate, an Academic Clinician shall have a terminal year of employment.

Assistant Professors in the Academic Clinician category shall be eligible for promotion to Associate Professor after six years; outstanding performance could be recognized by earlier promotion. There will be no “up or out” decision at the end of this 6-year period. Faculty who are not promoted to Associate Professor may continue to serve at the rank of Assistant Professor and may apply for promotion in any subsequent year.

Promotion to Associate and Full Professor on the Academic Clinician track shall require excellence in teaching and/or clinical practice, as defined by the school. Promotion to Full Professor rank typically shall occur no less than five years after promotion to the Associate Professor level, but could be earlier in outstanding cases. Community service, including participation on school committees and administrative accomplishments shall be considered supporting credentials for promotion. Local recognition in one’s primary roles and responsibilities will be expected for promotion to Associate or Full Professor. After promotion to or appointment at Associate or Full Professor rank a faculty member in the Academic Clinician track generally shall be offered successive re- appointments with the frequency determined by the schools. The process and timing for reappointment will be established by each school. The decision on reappointment shall normally be made before the end of the year prior to the final year of the term. Reasons for non-renewal of appointment shall be the same as those enumerated above for the Assistant Professor rank. The year following a decision of non-renewal shall be a terminal year.

Shifts of Faculty Category

After an appropriate national search, conversions from the Academic Clinician track to the Clinician-Educator track are permitted with support from departmental and school committees governing faculty actions. The probationary period for promotion on the Clinician-Educator track commences at the time of transfer into the Clinician-Educator track rather than at the time of the original appointment to the Academic Clinician track. Faculty who hold senior rank (Associate or Full Professor) on the Academic Clinician track would generally lack sufficient research accomplishment to justify appointment at these ranks on the clinician-educator track.

Assistant Professors in the Clinician Educator track can change categories no later than the end of the fifth year after their initial appointment providing an appropriate position exists to transfer into and the candidates’ dossier has been reviewed and approved by the schools committee responsible for faculty actions. Actions required to approve timely category changes, must be completed by the end of the Assistant Professor’s second three-year reappointment. No Assistant Professor may make a change of category after their second reappointment. The time accrued in

the initial category will apply to the promotion criteria for the Academic Clinician track. Assistant Professors in the tenure track may theoretically change to the academic clinician track, but it is unlikely that a scientist could have accumulated the required clinical credentials.

Standing Faculty who are the rank of Associate and Full Professor may transfer into the academic clinician track at any time with departmental support. Such transfers into the Academic Clinician track shall usually be at the same rank, but appointment at a different rank may be justified by clinical and teaching evaluations. A faculty member must meet the same requirements for appointment at senior ranks as for promotion to these ranks. Track change and rank must be approved by departmental and school committees governing faculty actions.

2a. Academic Clinician—Part-time – Perelman School of Medicine

(Source: Faculty Senate Executive Committee, May 9, 2012)

Purpose

Appointments in the Academic Clinician track, including full-time and part-time, are for individuals whose primary responsibilities are in patient care and in the instructional programs of the University and not in research activities. Academic Clinicians are essential for assuring program stability and continuing excellence of patient care.

Appointment

Appointments will be regular part-time; i.e., they will be designated as a percentage full-time position, i.e., less than 50% time. Details of the schedule will be incorporated into the offer letter and academic plan and will be subject to renewal on an annual basis. The number of faculty in this track may not exceed 20% of the total number of full-time Academic Clinicians.

Title

Appointees in the Academic Clinician—Part-time track will hold modified titles of the form *Assistant Professor of Clinical (department)*. This title is to be written in full whenever used in documents, in listings of University personnel, or in correspondence. For the purpose of official University appointment records, the designation of *part-time* will be added to the title and *Academic Clinicians, Part-time* will be tracked separately from full-time Academic Clinicians.

Conditions of Employment

As is the case with other faculty categories, all Academic Clinicians—Part-time receive a clear statement of their conditions of employment.

Salary and Benefits

Academic Clinicians—Part-time salaries shall conform to Perelman School of Medicine policies. They have limited access to participation in University benefits programs and are generally not eligible for University contributions to benefits programs.

Professional Activity

Academic Clinicians, whether full-time or part-time, shall be required to devote their full professional time to activities on behalf of the educational and patient care functions of Penn Medicine. Academic Clinicians will not be permitted to devote any time to employment in

extramural patient care. All patient-derived income of Academic Clinicians must be returned to and managed by the school.

They are expected to teach and will devote at least 10% of their adjusted effort to this activity. Excellence in teaching, including curriculum development, innovative teaching materials and methods, and mentoring of junior faculty, is also expected. Excellence in clinical practice, including innovation in delivery of care, quality improvement initiatives, and regional patient referral base is expected. They may participate in research, for example, by recruiting patients for research studies or publishing case reports or clinical experience; but research scholarship is not required and is not a criterion for promotion. The faculty member will be subject to University and UPHS policies on conflict of interest and extramural activities.

Rights and Privileges

Academic Clinicians—Part-time share in all of the rights and privileges of other full-time members of the Associated Faculty. They may vote in the Medical Faculty Senate. As Associated Faculty they may not vote on matters pertaining to tenure and CE faculty promotion nor on matters relevant to research.

Terms of Appointments

Ranks in the Academic Clinician—Part-time track will be at the Assistant Professor, Associate Professor, and Professor level. Appointment at the Assistant Professor will generally be for three years. Persons may serve as Academic Clinicians—Part-time at the Assistant Professor rank without limit of time through successive three-year appointments. A decision not to renew the appointment may be made for reasons including the following: 1) failure to maintain excellence in quality of clinical practice or teaching; 2) inadequate clinical productivity; 3) change in the clinical priorities of the Department or School. After a decision to terminate, an Academic Clinician—Part-time will have a terminal year of employment which may be the final year of the appointment if the terminal year notice is processed through the Provost before the end of the penultimate year of the current appointment period.

Faculty in the AC PT track may convert to full-time status if a full-time position is available and if the conversion is supported by their department.

Requirements for promotion will be the same as those for Academic Clinicians who are full-time.

Track changes

Faculty in the full-time Academic Clinician track or in the Clinician-Educator track may transfer into the Academic Clinician—Part-time track at any time with departmental support. Faculty members who transfer into the Academic Clinician—Part-time track are urged to consult with Human Resources concerning the impact on eligibility for participation in benefits programs.

Track Review

Perelman School of Medicine will work with the Office of the Provost to develop a plan to implement the Academic Clinician—Part-time track. The Academic Clinician—Part-time Track will be re-evaluated in year three and then re-evaluated every five years to ensure that it

continues to meet the institutional goals of Penn Medicine and the University of Pennsylvania. During the first 3 years, appointments in this track will be limited to conversions from other tracks.

3. Clinical Faculty

(Source: Standing Resolution of the Trustees, September 9, 1983; revised, June 16, 2000; revised, June 15, 2001)

Composed of persons who are members of the Faculties of the Schools of Medicine, Dental Medicine, Nursing or Veterinary Medicine, Clinical Faculty provide professional services and participate in educational programs on a full- or part-time basis. The professional careers of the Clinical Faculty are primarily independent of their University affiliations, with the exceptions noted below. Persons may serve in full- or part-time status in the Clinical Faculty without limit of time through successive reappointments. The University does not assure continuity of appointments for any person in the Clinical Faculty. Academic ranks in the Clinical Faculty are Clinical Professor, Clinical Associate Professor, and Clinical Assistant Professor; e.g., Clinical Professor of (specialty) in the Faculty of (school). These titles are to be written in full whenever used on documents, in listings of University personnel and in correspondence.

In the Schools of Medicine, Nursing, and Dental Medicine, the professional careers of the Clinical Faculty may be in University-owned clinical practices. In the School of Dental Medicine, the Clinical Faculty may not exceed twenty percent of the Standing Faculty.

(See page 18 - Standing Resolution of the Trustees, June 15, 2001)

4. Adjunct Faculty

This group is composed of faculty members whose primary careers are outside the University faculty, whether self-employed or with other institutions of higher education, business or non-profit organizations, or government agencies. Such persons may be appointed to part-time academic status in the University while continuing their principal associations or careers elsewhere.

Appointment to the Adjunct Faculty may also be used for academically qualified persons employed by the University for nonacademic or administrative duties. They may serve in the Adjunct Faculty without limit of time through successive reappointments. The University does not assure continuity of appointment for any person in the Adjunct Faculty. Academic ranks in the Adjunct Faculty are Adjunct Professor, Adjunct Associate Professor, and Adjunct Assistant Professor. These titles are to be written in full whenever used on documents, in listings of University personnel and in correspondence.

5. Visiting Faculty

The title of Visiting Faculty normally is confined to persons who are temporarily appointed by the University but who have continuing academic appointments in another institution of higher

education, or have continuing associations with business, non-profit organizations, or government agencies. A Visiting Faculty member is a full-time member of the University while on leave from the other institution, organization or agency with which he or she is affiliated. Full-time appointment as a Visiting Professor is limited to three consecutive years, although normally such appointments are for one year or less. Academic ranks in the Visiting Faculty are Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor.

6. Visiting Executive Professor

The title of Visiting Executive Professor is reserved for Full Professors in the Wharton School who have held very senior positions in business or government. and can be expected to impart real-world knowledge to students and serve as role models and advisors as well. Appointments are made for terms of up to five years, with no appointee serving beyond five years. No more than five appointments in this faculty category may be current at any one time.

7. Practice Faculty

(Source: See dates in third paragraph below for the various Standing Resolutions of the Trustees)

The rank of Practice Professor is confined to a small number of untenured full-time professorships in the schools of Annenberg School for Communication, Arts and Sciences, Design, Education, Engineering and Applied Science, Law, Nursing, Social Policy and Practice, and Wharton. This track permits the addition to the faculty of distinguished, highly experienced individuals who have achieved success in their fields and whose skills and knowledge are essential to the educational process at both the undergraduate and graduate levels. The primary activity of a practice professor is to teach. As appropriate, such faculty may also supervise independent studies and internships, serve on committees and attend school faculty meetings. Such faculty shall not vote on appointments or promotions. Eligibility to vote on matters other than appointments and promotions shall be determined by the Standing Faculty in the relevant school or department in which the practice faculty member is appointed.

All appointees to the practice faculty are members of the Associated Faculty of the University without tenure or tenure-probationary status, and are subject to all University and school policies. They are entitled to full University faculty benefits. Leaves of absence shall be granted in accordance with the University policy applicable to the Standing Faculty, with the exception of *scholarly* leaves of absence, which are not applicable.

For each of these schools, appropriate trustee action has been taken. The Practice Professor category was established in the Wharton School, September 9, 1983; revised, June, 20, 1997; in the Law School on January 18, 1985, revised October 30, 1992; in the Graduate School of Education on October 20, 1995, revised [November 16, 2016](#); in the School of Design, June 20, 1997, revised June 16, 2000; in the School of Engineering and Applied Science, May 17, 2001, revised [November 13, 2013](#) and [May 10, 2017](#); in the School of Nursing, June 17, 2005; in the School of Arts and Sciences, June 16, 2016; in the School of Social Policy and Practice on [January 18, 2017](#); and in the Annenberg School for Communication on [January 18, 2017](#).

Policies and procedures concerning practice professorships vary from school to school, and while

some of these differences are noted below, full descriptions should be obtained from the office of the dean in each of the schools having the practice professorship rank.

Annenberg School for Communication: The Practice Professor track is designed to permit the addition to the ASC faculty a distinguished, highly experienced practitioner whose expertise is critical to our teaching, research, and/or service missions, but which the standing faculty are not qualified to provide. Responsibilities can include teaching, mentoring, research, and/or service. Candidates must demonstrate significant professional accomplishment, substantive knowledge, excellence in teaching, and/or distinction in research-related activities, as appropriate to the assigned responsibilities.

Appointment as a Practice Professor can be at the Associate Professor or Full Professor level. Appointments at the Associate Professor level would be for an initial three year term, renewable for one three-year term. Appointment as or promotion to Full Professor would be made for an initial term of up to five years and would be renewable for successive five-year terms without limit. This appointment can be made on a full- or part-time basis, acknowledging that the individual in this role may be maintaining professional duties in his or her field. Appointment to this position, as well as reappointment, and promotion shall require the approval of the Dean and the Provost Staff Conference.

Consistent with University policy, a Practice Professor may, as appropriate, supervise independent studies and internships, serve on committees, and attend school faculty meetings. He or she shall not vote on appointments or promotions. Eligibility to vote on matters other than appointments and promotions shall be determined by the ASC Standing Faculty.

School of Arts and Sciences: Effective June 16, 2016, the School of Arts and Sciences adopted a Practice Professor faculty track in the Associated Faculty. This track permits the addition to the faculty of the school a small number of distinguished, highly experienced practitioners whose expertise is critical to SAS teaching and research activities but which the standing faculty are not qualified to provide. Examples of such situations include but are not limited to: the School's expanding suite of professional master's degrees, which are firmly rooted in the arts and sciences but have an added dimension of professional practice; and areas where individuals with advanced, highly-specialized technical expertise play a long-term role that complements the knowledge of standing faculty in group research efforts (such as in the natural sciences) and/or broad teaching efforts.

Candidates must demonstrate professional accomplishment, excellence in teaching, important contributions in curriculum development, and where appropriate, distinction in research-related activities. The ranks available in the SAS track are Associate Practice Professor and Full Practice Professor. Eligibility for appointment at the rank of Associate Professor of Practice would normally require prior service as a Lecturer in SAS; the initial term would be three years, renewable for one three-year term. Appointment as or promotion to Full Professor of Practice would be made for an initial term of five years and would be renewable for successive five-year terms without limit. These appointments would be made on a full- or part-time basis, acknowledging that the individuals in these roles will be maintaining their professional duties in their fields. The total number of Practice Faculty cannot exceed three percent of the SAS

standing faculty at any one time.

Appointments to the Practice Faculty would be made in a department, interdisciplinary program, or center. Appointments, reappointments, and promotions associated with interdisciplinary programs or centers must be made in a manner consistent with that of departments, i.e., by a permanent advisory or governing committee composed of standing faculty members. All Practice Professor and Associate Practice Professor appointments, reappointments, and promotions shall require the approval of the Dean and the Provost Staff Conference.

Consistent with University policy, Practice Faculty may supervise independent studies, serve on selected committees, and attend School faculty meetings. They may not vote on faculty appointments and promotions. Their eligibility to vote on other matters is at the discretion of the individual department, program, or center.

School of Design: In accordance with the Trustees resolution adopted in June 2000, this rank includes Associate Professors of Practice and Full Professors of Practice whose appointments may be made for terms of up to five years, renewable. The number of appointments is limited to no more than thirty percent of the number of standing faculty in the school, and may not exceed the number of standing faculty in any academic department.

Graduate School of Education: The Practice Faculty includes the ranks of Associate and Full Professors of Practice, with the initial term of appointment as Full Professor for no more than five years, renewable for terms of five years; and the initial term of appointment as Associate Professor for three years, renewable for a second three-year term. Associate Practice Professors may be promoted, but may serve no more than six years total as a full-time Associate Practice Professor. The number of practice faculty appointments shall be limited to ten at any given time, never to exceed thirty percent of the Standing Faculty.

School of Engineering and Applied Science: The Practice Faculty includes the ranks of Assistant Professor of Practice, Associate Professor of Practice, and Professor of Practice. The modified title "Professor of Practice" must be written in full in listings of University personnel, in electronic media, and in correspondence.

Practice Faculty are expected to have achieved success in their fields through extensive experience in the practice of their profession or through demonstrated educational qualifications and experience in academic settings. Members of the Practice Faculty may not serve as primary supervisors of theses or doctoral dissertations.

Appointment criteria include an expectation of excellent teaching, outstanding leadership in educational programs, and relevant experience in an area of targeted need. Reappointments shall be proposed by the Standing Faculty and recommended by the Faculty Personnel Committee, using a standard of continuing need, past performance, and an expectation of continued professional growth and recognition. The scope and limits of privileges and responsibilities, a career mentoring plan, and performance review criteria are specified in writing by the Department Chair at the time of each appointment and reappointment.

Assistant Professors of Practice are appointed to a three-year term, and may be reappointed once to a second three-year term. After six years, an Assistant Professor of Practice may not be further reappointed (except for a terminal one-year appointment at the discretion of the voting faculty and the Dean) unless promoted to Associate Professor of Practice. A person appointed as Assistant Professor of Practice after having first served three years as a Lecturer may serve in that rank for no more than three years and shall be ineligible for further reappointment without promotion to Associate Professor of Practice.

The initial term as Associate Professor of Practice or Professor of Practice shall be for not more than five years, with successive reappointments permitted for terms of up to five years each. Continued reappointments are expected provided that the individual maintains his or her professional competence, and that the academic need continues to exist.

Senior Lecturers may be considered for appointment to the Professor of Practice track at the appropriate rank based on experience qualifications and academic need.

The total number of Practice Faculty may not exceed ten percent of the Standing Faculty in the School.

Law School: Appointees in the Practice Faculty shall hold the title of Practice Professor, Practice Associate Professor or Practice Assistant Professor. The modified title must be written in full whenever used in documents, in listings of University personnel and in correspondence. The initial term as Practice Professor shall be for not more than five years, and that for Practice Associate Professor or Practice Assistant Professor for three years. Successive reappointments of Practice Professors for terms of five years are permitted until retirement.

Practice Associate Professor and Practice Assistant Professors may be reappointed once to a three-year term, but may not be further reappointed (except to a terminal one-year appointment) unless promoted to Practice Professor; a person appointed as Practice Assistant Professor or Practice Associate Professor after having served at least three years as a Lecturer shall be deemed appointed to a second such term, and shall be ineligible for further reappointment (except for a terminal year) without promotion to Practice Professor. The number of practice faculty members shall not exceed twenty percent of the number of standing faculty that the Law School may from time to time be authorized to fill.

School of Nursing: Academic ranks in the Practice Faculty are Practice Professor, Practice Associate Professor and Practice Assistant Professor. The initial term of appointment as Practice Professor shall be five years, with successive five year terms possible. Practice Associate Professors and Practice Assistant Professors shall be appointed to a five-year term as well, and may be reappointed once to another five-year term, but may not be further reappointed unless promoted to either the rank of Practice Professor or Practice Associate Professor.

Practice Professors are eligible for membership in the Faculty Senate of the School of Nursing, with voting rights on curriculum and instructional matters. The number of such faculty shall be limited to no more than twenty percent of the Standing Faculty.

School of Social Policy and Practice: The Practice Professor track will enable the School of Social Policy and Practice to add distinguished, highly experienced individuals who have achieved success in their fields and whose skills and knowledge are essential to the educational processes of the programs in the school. For this reason, it is increasingly essential that the school has the ability to bring in highly successful professionals from within these arenas as Practice Professors for time-limited appointments of three years. The cap for the Practice Professor track, as voted on by the standing faculty, is a maximum of three lines, with a recommended term of three years.

The appropriate program's governance committee members (in consultation with the Dean and the Associate Dean for Academic Affairs) will design an individualized evaluation mechanism based on the practice professor's background, expertise and performance in relation to the elements specified at the time of appointment. Evaluation will take place annually and at least 3 months in advance of the preparation for reappointment.

Wharton School: The Practice Faculty consists of full-time Practice Professors, Practice Associate Professors, and Practice Assistant Professors. The modified title must be written in full whenever used in documents, listings of University personnel, electronic media and in correspondence. The initial term of appointment as Practice Professor shall be for not more than five years, with successive reappointments for terms of up to five years possible until retirement. The initial term of appointment for Practice Associate Professor shall be for three years, with one additional reappointment of three years possible. Practice Associate Professors may not be further reappointed (except to a terminal one-year appointment) unless promoted to Practice Professor. The initial term of appointment for Practice Assistant Professor shall be for three years, with an additional three-year term possible, but may not be further reappointed (except to a terminal one-year appointment) unless promoted to Practice Associate Professor.

Persons who currently hold appointments in the Standing Faculty are not eligible to transfer their appointment to the Practice Faculty. A person who has previously held a Standing Faculty appointment at the University shall not be eligible for appointment to the Practice Faculty for three years after leaving the Standing Faculty.

The number of persons appointed in the Practice Faculty shall not exceed ten percent of the number of Standing Faculty that the Wharton School may at any given time be authorized to fill.

8. Wistar Institute Appointments

(Source: Standing Resolution of the Trustees, May 6, 1983; revised, September 9, 1983)

Appropriate members of the Wistar Institute's scientific staff may be appointed to the Associated Faculty of the University when proposed and approved through the customary University personnel procedures relevant to such appointments, including approval of the Provost's Staff Conference and the University's Board of Trustees. Such faculty shall hold University titles of appropriate rank prefixed by the modifier "Wistar Institute" and shall be eligible to teach University students. They also shall be eligible for membership in graduate groups and, if appointed to a group, may participate in graduate education, including the direction of doctoral dissertations.

(See page 7 - Standing Resolution of the Trustees, September 9, 1983)

9. Artist-in-Residence

(Source: [Standing Resolution of the Trustees, February 24, 2006](#))

The position of Artist-in-Residence in the Associated Faculty is intended to promote the presence of distinguished creative artists – writers, composers, performing artists, and filmmakers – in the School’s intellectual community. While these individuals may not necessarily possess traditional academic credentials, their record of artistic contribution, as evidenced through an established body of creative work, should be one of great originality and accomplishment that is widely recognized by peers in the field.

Artists-in-Residence may be appointed either to a department or to an interdisciplinary program. The latter category covers many of the programs that would be most likely to benefit from this position, such as Creative Writing, Cinema Studies, and Theatre Arts. Proposals for appointments to interdisciplinary programs must be made in a manner consistent with that of departments, i.e., by a permanent advisory or governing committee composed of standing faculty members.

These appointments may be made on a full- or part-time basis for a term of at least one semester and up to five years. Reappointments are permitted, provided that performance meets expectations, that the individual maintains the level of his/her creative work, and that the academic need for services exists. The individual is expected to have ongoing contact with students; formal responsibilities (such as teaching and performance) shall be specified by the department or program. All Artist-in-Residence appointments and reappointments shall require the approval of the SAS Personnel Committee and the Provost's Staff Conference.

The total number of Artists-in-Residence in the School of Arts and Sciences shall not exceed three percent of the SAS Standing Faculty at any one time.

(See page 49 - Standing Resolution of the Trustees, February 24, 2006)