

COUNCIL ON ACADEMIC AFFAIRS

**200 Bricker Hall
January 23, 2013
3:00 - 5:00 PM**

MINUTES

Attendance

Faculty:

- ✓ Dr. Heather Allen (Chemistry)
- ✓ Dr. Mollie Blackburn (School of Teaching and Learning)
- ✓ Dr. Lisa Florman (History of Art)
- Dr. Ken Goings (African American and African Studies)
- Dr. Ashok Krishnamurthy (Engineering)
- ✓ Dr. Eric MacGilvray (Political Science)
- Dr. James Rathman (Engineering)
- ✓ Dr. Fernando Unzueta (Spanish and Portuguese)
- ✓ Dr. Kay Wolf (Health and Rehabilitation Sciences)
- Dr. Henry Zerby (Animal Sciences)

Students:

- ✓ Niraj Antani (USG, Political Science)
- ✓ Emily Chorey (Inter-Professional Council, Veterinary Medicine)
- ✓ Courtney Kasuboski (USG, Industrial and Systems Engineering)
- Sarah Lang (CGS, Education and Human Ecology)
- Ann Morrison (Optometry)
- Akshay Paropkari (Engineering)

Administrator:

- ✓ Dr. W. Randy Smith (Academic Affairs), Vice Chair

Guests:

- Mr. Michael Gable (University Registrar)
- Ms. Marnie Jason (Undergraduate Student Government)
- Ms. Sarah Odum (College of Education and Human Ecology)
- Ms. Melissa Soave (Office of Academic Affairs)
- Dr. Bernadette Vankeerbergen (Arts and Sciences)
- Dr. Susan Williams (Academic Affairs)

The meeting came to order at 3:00 PM.

APPROVAL OF THE JANUARY 9, 2013, MEETING MINUTES

MacGilvray moved approval of the minutes of the meeting of January 9, 2013. The motion was seconded by Blackburn and carried with all in favor.

REPORT FROM THE CO-CHAIR – PROFESSOR KAY N. WOLF

Wolf attended the Cabinet Meeting. Provost Dr. Alutto was invited to discuss about the Discovery Themes project progress, funding, policies and timing.

Wolf presented the updated charge to the Subcommittee B in the review of the minors across University. Besides the original charges, in their review, the Subcommittee B is asked to:

- take into consideration the prerequisites required for minors;
- inclusion of students across campus within minor; and
- create recommendations for future.

REPORT FROM THE VICE-CHAIR – PROFESSOR W. RANDY SMITH

In their next meeting the Board of Trustees will review few of the graduate proposals forwarded by the Senate after the November 2012 meeting.

On March 8, 2013 a campus conference will be held at the Ohio Union dedicated to student learning outcomes and assessment. All academic units are requested to send at least one delegate. Everyone is welcomed to attend. This conference follows the discussions carried within the units regarding assessment, and plans to address some of the overarching issues at university level.

A proposal was received from the College of Nursing regarding the GEC requirements. It was identified that the issue was around Math requirements. The College of Nursing is working closely with the Department of Mathematics to correct the issues, and finalize the proposal.

Smith will attend the Association of American Colleges and Universities this week in Atlanta, GA. Ms. Sarah Lang, member of the council, will be awarded the Patricia Cross Future Leaders Award. This national award is given every year to only seven graduate students who showed exemplary promise as future leaders of higher education.

UPDATE ON CLINICAL TRACK FACULTY IN NON-HEALTH SCIENCE COLLEGES

Smith provided an overview of the status of clinical faculty within the University. About more than a decade ago, there were discussions at University level, whether regular clinical track faculty should be present in the colleges outside of health sciences. Many of the health sciences colleges had clinical track faculty. After numerous Faculty Council and Senate meetings it was decided that clinical faculty can be hired in non-health sciences colleges. At that time, it was decided that this Council will create guidelines for the conduct of this type of faculty. An elaborate process of crafting these guidelines took place. As a result, CAA is the group that approves proposal from colleges to include/hire clinical faculty, and also will be the group who will review annually the status of their overall activities within the college. The status of clinical track faculty will not be a business personnel manner, rather an academic overview on how they influence and help students' academic progress. Currently there are five colleges that presented proposals to this Council requesting addition of clinical track faculty to their organizations.

In 2004, College of Law made the first request. Being the first non-health science college requesting use of clinical track faculty, the College of Law received a high level of scrutiny. In 2005, College of Engineering and Fisher College of Business made similar requests. In 2008, the Social and Behavioral Science division from the current College of Arts and Sciences requested the use of clinical track faculty in the Speech and Hearing Department and in the Psychology Department. Last year, the College of Education and Human Ecology made their request to CAA for the use of clinical track faculty. In this case, it is too early for the College of Education and Human Ecology to provide an update on the status of clinical track faculty. In their proposals, the colleges needed to provide:

- Explanation of the need for clinical track faculty;
- What did clinical mean for the unit? Could a clinic be envisioned in the field of those specific departments?
- Who will be served by the clinic?
- How the clinical training will influence students' academic progress.
- Syllabus for every course taught by clinical track faculty will be presented to CAA.

The regular track faculty within each college needed to approve addition of the clinical track faculty, before the proposals were presented to CAA. Within this classification, the clinical track faculty has the same delimitations like regular track faculty: associate, assistant, professor. The Department of Political Science is in the process of reviewing the need and impact of clinical track faculty.

- **Moritz College of Law (Guest: Professor Steve Huefner)**

The College of Law has been pleased to be able to have clinical track faculty. A legal clinic has been in existence within the college for more than a decade. The clinic was structured

in such a way, that tenured track faculty were team teaching with staff attorneys. Real legal services were provided to real clients. Students had opportunities to have life experiences in both of the criminal and civil cases. Over the years, it become increasingly important for the staff attorneys to be full members of the academic community, to have more permanency in their positions, and to be involved in governance issues within the college.

Currently the College of Law has 8.5 clinical track faculty members. The .5 appointment is for one person who is a full time employee of the college and serves dual role of clinical faculty and also provides advising services, BAR preparations, and other professional opportunities for students in their final year. The Legal Analysis and Writing course is one of the courses for which clinical faculty is used in teaching. 3.5 of the clinical faculty teach this course in various academic terms. The rest of the clinical faculty are teaching other courses with an emphasis on practical experiences, in regular classrooms settings and also within the clinics: Civil Litigation, Clinical Prosecution, Criminal Defense, and Juvenile Clinic. The courses in these clinical settings are not all following the same patters. They are part of the academic experience required to gain academic credit. All or almost all of them are 4 credits. Students participate in some classroom experience sessions as well as representing clients or being involved in learning experiences outside of the College of Law. There is an increasing demand from students for real life practical experiences in many more courses in the recent years comparable to a decade ago, when the clinics were just forming. Combining classroom experience with practical ones are requirements of the accreditation body.

The College of Law accepted clinical track faculty to participate in all governance decisions except being involved in the tenure and promotion process of the regular tenured track faculty. Over the years, some adjustments needed to be made to this rule. Clinical track faculty were invited to participate in the discussions of the appointment and promotion of regular track faculty. This is a result of the fact that many of the courses are team taught by clinical and regular track faculty. Clinical track faculty participate in committees, can also chair them, participate in all type of events organized by the college. They are not expected to publish. There are no future plans to change anything regarding clinical track faculty within the College of Law.

National trends are to increase exposure and real life preparation for law students. Currently the college does not see any needs to make changes to its academic plans and/or offerings done by clinical track faculty. Other national institutions may use visitor faculty, fellowships, or various tenured faculty teaching the life experience courses and many institutions are using the same patterns like OSU. There is quality and value added to the academic experience by using clinical track faculty within the College of Law.

- **College of Engineering (Guest: Associate Dean Jennifer Cowley)**

There are 14 clinical track faculty in the College of Engineering. One of the last units, Civil Environmental and Geodetic Engineering (CEGE) just finished the adoption of clinical track faculty. In the case for this unit, there were concerns about reduction in the number of

regular track faculty in case the clinical track would be adopted. After the accreditation process completed last fall, there was the need of adopting more professional engineers within this unit. In theory, tenured track faculty should be achieving professional engineering licensures while they are advancing through their tenured track process. This is virtually impossible given the requirements and expectations for research and publications for tenured track faculty. The fastest way to correct this deficit at college level would be to hire more professional engineers as clinical faculty. Seven of the nine academic units within the College of Engineering hired already clinical track faculty. CEGE unit just approved the adoption of the clinical track faculty and another unit is evaluating the need for them.

Over the next 5 years there are expectations that about 15 – 20% of the faculty within the college will be on clinical track. This depends on the individual needs of each unit. High enrollment growth, especially in the undergraduate programs within the last few years will motivate units to fulfill the gaps with highly qualified professional engineers hired as clinical faculty. They are typically teaching capstone experiences, which are required for every engineering student to graduate. The capstone experience courses are industry sponsored partnerships. These are great partnerships, because the clinical track faculty already have a strong industry relationship and can guide students through the yearlong designed courses. Some of the clinical track faculty might have partial appointments within other research centers. Two of them serve as undergraduate advisors and have leadership roles in those particular units. One of them oversees a whole lab system.

Overall, all of them have substantially increased the value of academic offerings. There are 2 promotions going through the process this year; one of them from assistant to associate professor, and one from associate to full clinical professor.

The AP&T standards for promotion of the clinical track faculty within the college and at unit level needed to be adjusted. The expectations from clinical track faculty were similar to the ones for regular track faculty. For example, few of the expectations were for them to do research and to excel in teaching at national and international level. The rule has been changed to reflect the need from clinical track faculty to excel in teaching at OSU, and other achievements are welcomed, but are not necessarily expected. Also clarity was added to the outreach and engagement role in which clinical faculty within the college are expected to perform. The college standards have been revised. Biomedical Engineering unit was not able to hire additional clinical track faculty because of the 20% cap. This limitation has been removed from unit to college level.

Last spring a focus group was held and all clinical track faculty were invited to attend. Feedback was expected from the faculty to find out if there were any areas, rules, policies that needed to be adjusted for their needs. Because the number of clinical track faculty is relatively small, in most cases one per unit, they did not feel like they belong and a unity across the college was sought. Few socialization events were held and the individual Deans met with clinical track faculty on various occasions. There is a high degree of variability on teaching load across the departments. Discussions are conducted to normalize this issue.

Many units include clinical track faculty in all governance entities but not in the process of appointing regular track faculty. Perception of various chairs across the college about clinical track faculty was different from unit to unit. This is in part because in previous years there was the need for funds requests for a 3 years span to fund those positions. The perception was that those were not permanent faculty positions, and they were treated more like contracts. The rules have been changed, and now there are expectations for the clinical track faculty to continue on an ongoing basis. This rule changed the perception on how the chairs across the college view the clinical track faculty positions.

The accreditation process has not changed much over the past decade, but the number of professional engineers has been decreasing constantly between the regular track faculty due to the high requirements for teaching, research and publication.

There are plans for the focus groups to continue on yearly basis and to include regular and research track faculty.

- **Fisher College of Business (Guest: Sr. Association Dean Steve Mangum and Professor Anil Makhija)**

The Fisher College of Business currently has 9 clinical track faculty, representing about 10% of the overall faculty. Those 9 clinical faculty work in 4 out of 5 academic departments existing in the college. Accounting does not have any clinical faculty but it does have few of non-tenured track faculty. All of them are PhD qualified and come from well known institutions with strong academic background: USC, University of Michigan, University of Iowa, Harvard, Bowling Green, and OSU. 3 of them, in addition to PhD qualifications, they also have executive level experience in major corporations. These faculty are primarily engaged into classroom teaching assignments specific to their expertise. Their specific teaching assignments are largely determined by the department's chair and by senior faculty. They can teach any academic levels but PhD. They are fully participating in the college's governance with the exception of the tenured track promotion process. The goal within the college is for students to see no difference between the clinical or regular tenured track faculty in teaching deliveries.

Since the adoption of the clinical track faculty within the college there have been only 2 issues:

- There were concerns that the numeric cap set up at 20% at the department level would become a binding constraint. This level has been changed to reflect the overall ratio at college level and not at department level.
- The other constraint was in deciding what type of courses can clinical track faculty teach. This issue has also been clarified.

For future, additional growth is expected for the clinical track faculty. The timing of that growth will be determined by enrollment trends in the existing programs. In the College of Business the rationale for hiring clinical track faculty is tied to the need for professional skills,

and client type life experiences. Annual salaries for clinical track faculty are comparable to the ones of regular track faculty and there are no research expectations from them.

The notion of the clinic within the College of Business is not conceptually formed. Existing businesses and named known firms will not allow students to go in and experience on their activities. Therefore, the courses taught by clinical track faculty are case based courses. In those case-based courses clinical track faculty can provide significantly different academic outcomes comparable to regular track faculty, who might not have up to date real life experience and practice in those particular fields of business.

- **College of Arts and Science (Guest: Divisional Dean Giff Weary, Social and Behavioral Sciences)**

Within the College of Arts and Sciences there are 3 units with approved clinical track faculty. The first 2 were Psychology and Speech and Hearing Science. Both have in-house clinics serving real patients. The third unit requesting approval for clinical track faculty was the School of Communication, in particular the Journalism unit. This unit has practical opportunities due to the existence of the Lantern. There is the need for clinical faculty with real life experience and lately with online journalism.

There are 3 assistant clinical professors in the School of Communication. Clinical faculty teach multimedia, online journalism, and photo journalism. There are no clinical faculty in Psychology. The plans are to hire them when staff overturns. There is one clinical track faculty in Speech and Hearing Science. This unit has many clinical staff, and the same like for Psychology new clinical faculty will be hired when staff overturns. Clinical staff delivers courses under clinical supervision dealing with patients who have hearing impairments, or speech pathology disabilities. They typically teach 6 courses a year and engage in service assignments.

Beside other governing opportunities within the college, clinical track faculty can have advising roles, serve on committees, provide clinical supervision to graduate students, and clinical screening of patients.

The clinical track faculty within these units have tremendous potential and expertise and will be involved in outreach and engagement projects. In all of these units, the 10% cap for clinical track faculty will be reached in the near future, as new hires are taking place. The use of clinical track faculty and their proportions within the college follow the path of other national institutions.

Overall, at university level, there are less than 40 clinical track faculty.

Smith announced that this was the last meeting attend by Dean Steve Mangum. He will be leaving the University and start his new role as the Dean for College of Business at the

University of Tennessee. Smith thanked him for the tremendous work and great responsiveness related to council matters, especially during the semester conversion process.

The Meeting Adjourned at 4:35 PM.

Respectfully submitted,

W. Randy Smith

Liana Crisan-Vandeborne