



SFU

BOARD OF GOVERNORS

S.07-81

MEMO

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**ATTENTION Senate**

FROM Alison Watt, Director, University Secretariat

RE Proposed policy: Clinical Professors

DATE May 30, 2007

FOR INFORMATION

The Senate Committee on Agenda and Rules has determined that the proposed policy  
A 12.13 Clinical Professors should be forwarded to Senate for information.

Attachment



SIMON FRASER UNIVERSITY  
THINKING OF THE WORLD



MEMO

Vice President, Legal Affairs

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ATTENTION	Michael Stevenson
FROM	Judith Osborne
RE	Clinical Professors Policy
DATE	March 27, 2007

With the establishment of the Faculty of Health Sciences we have a need for a new category of faculty appointments: clinical professors. Employing the services of health care professionals will add a very important dimension to our health sciences programs.

A draft policy setting out the terms and conditions for clinical appointments at SFU is attached. This draft has the approval of the Vice President, Academic, of the Dean of Health Sciences and of the Faculty Association. Because this proposal calls for clinical faculty to be members of the Faculty Association, we will need to sign a letter of agreement with SFUFA to the effect that should the Association unionize at some point in the future, clinical professors will be excluded from the bargaining unit.

I recommend that this policy be forwarded to the Board of Governors for approval.

I concur and so recommend.

Michael Stevenson,  
President and Vice-Chancellor

March 28, 2007

Date



SIMON  
FRASER  
UNIVERSITY  
Policies and Procedures

Date:  
**DRAFT 0.8**  
March 2007

Number: A 12.13

Revision Date:

Revision Number:

**SUBJECT: CLINICAL PROFESSORS**

**PURPOSE:**

This Policy provides a category of academic appointment to be used for practitioners and researchers in health sciences and health-related disciplines. Similar to tenure-track appointments in many respects, the continuation of these appointments is contingent upon funding being available for the appointment. Providing a vital link between the University and the field of clinical practice, these appointments supplement, but do not replace, regular tenure track appointments.

**1. POLICY:**

- 1.1 Partnerships between Simon Fraser University and other public sector or private sector health-related agencies may create opportunities for highly-qualified practitioners or researchers from those agencies to be associated with a department or program on a long-term basis subject to the continued availability of salary support.
- 1.2 To facilitate such arrangements, a new category of academic appointment is created, that of Clinical Professor.

**2. TERMS AND CONDITIONS OF APPOINTMENT**

- 2.1 A Clinical Professor will be appointed at the rank of Assistant Professor, Associate Professor or Professor based on an assessment of professional and academic achievement and experience.

2.2 The term of appointment will be up to five years. Where funding is to be available beyond the fifth year, in the fourth year of appointment the incumbent will be given a contract review under the procedures specified in Policy A 11.03. If the review is positive, the appointment will be renewed for a further term not to exceed five years, as determined by the availability of funding. There can be more than one renewal.

2.3 If a contract is not renewed, the appointment will end. Such termination of appointment is not considered dismissal.

2.4 Appointments as Clinical Professor will take place as Category B appointments as set out in Policy A 10.01 except that these positions need not be advertised.

2.5 The salary for these appointments will not normally be less than the appropriate salary on the tenure-track Faculty Salary Scale except where the individual maintains a substantial clinical practice in which case the remuneration may be a nominal amount. This recognizes that these appointments have a value within the professional community.

2.6 The duties to be performed by a clinical professor will be set out in the letter of appointment.

2.7 Clinical faculty will be subject to biennial performance reviews in the same manner as tenure-track faculty and will be eligible to progress through the ranks.

2.8 Clinical faculty will not be eligible for enhanced early retirement.

### **3. REQUIREMENTS**

3.1 A clinical appointment may be made by the Vice President, Academic only where the Dean can demonstrate that other categories of academic appointment (tenure-track, limited term, visiting or adjunct) will not allow the Department to meet its needs and achieve its purposes.

3.2 An appointment as a Clinical Professor does not carry with it the prospect or promise of conversion to a regular tenure-track appointment. A person holding an appointment as Clinical Professor may apply for a vacant CFL

position for which he/she is qualified and be considered in the same manner as other qualified applicants.

- 3.3 Where an appointment is supported by external funds, the recommendation for appointment as Clinical Professor must include a copy of the funding agreement. Funding arrangements may include the stipulation that funds must be paid to the University prior to the start of the appointment.
- 3.4 Where external funding for a clinical appointment comes to an end, any additional costs associated with winding down research projects associated with the appointment are the responsibility of the Department. Long-term commitments (e.g., the supervision of doctoral students) should be taken into account when a Clinical Professor is recommended.
- 3.5 The total complement of Clinical Professors shall not normally exceed 5% of the University's total CFL complement or constitute more than 20% of any individual academic unit. The Vice-President, Academic shall include in the annual Faculty Renewal report the number of Clinical Professors.
- 3.6 This policy does not apply to NSERC Industrial Chairs and like appointments.
- 3.7 All appointees shall either become members of the Simon Fraser University Faculty Association or may opt to pay the equivalent dues to an agreed upon third-party recipient as set out in section 4.2 of the SFUFA Framework Agreement.