

# Professional/Clinical Criteria

Faculty hired for a non-tenure-track professional or clinical position that is at least a 75% appointment may receive promotion in the same way as academic faculty members, with one modification: the Professional/ Clinical Criteria are used to replace either the Service or the Scholarly Activity Criteria. That is, professional or clinical faculty members are evaluated over three categories: Teaching, Professional/Clinical, and either Service or Scholarly Activities.

## Desired characteristics of effective professional/clinical faculty:

1. **Articulates a Christian Foundation of Professional/Clinical Practice.** An effective professional or clinical practitioner should develop a Biblically-informed philosophy of professional service that serves and advances the discipline.
2. **Active in Professional/Clinical Practice.** The practitioner maintains and develops expertise and evidence-based practices in the discipline through active practice.
3. **Active in Professional/Clinical Organizations.** The practitioner maintains membership in appropriate organizations, regularly participates in conferences, and contributes to the wider community of practice.
4. **Participates in Continuing Education Relevant to the Profession.** The practitioner regularly participates in professional learning activities in the discipline, including obtaining or maintaining specialty certifications when appropriate.

## Rating Scale:

	<b>Evidence of Good</b>	<b>Evidence of Very Good</b>	<b>Evidence of Excellent</b>
<b>Definition</b>	The practitioner displays the desired characteristics in varying stages of development, some being more developed than others. As a result of professional development activities, the practitioner shows evidence of further developing repute in the field.	The practitioner displays the desired characteristics at a mature level by having successfully achieved expected certifications and being active in the professional discipline. The practitioner continues to refine and develop skills that are recognized by peers in the discipline.	The practitioner displays the desired characteristics at an exemplary level, and is regarded as a leader, mentor or model in professional/clinical practices.
<b>Scoring</b>	<b>Good</b> in all four of the professional/clinical criteria.	<b>Very Good</b> in three of the professional/clinical criteria and <b>Good</b> in the remaining criteria.	<b>Excellent</b> in two of the professional/clinical criteria and <b>Very Good</b> in the other two criteria.

**Rubric:**

	<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
<b>Christian Foundation of Professional/Clinical Practice</b>	Articulates a philosophy of professional/clinical practice that integrates a Christian worldview with the university/department mission. Implements a personal philosophy of professional service and identifies areas for continued growth.	Models Christian principles such as integrity, compassion, and service in professional/clinical practice. Documents alignment between professional practice and a Biblically-informed philosophy of service.	Demonstrates a mature and evolving Christian philosophy of professional/clinical practice informed by experience and reflection. Recognized as a leader or mentor in integrating faith with professional/clinical practice.
<b>Active in Professional/Clinical Practice</b>	Maintains active engagement in professional/clinical practice using current standards and best practices. Demonstrates ongoing development of skills and expertise in the discipline.	Engages consistently in professional/clinical practice with evidence of advanced competence and refinement of skills. Implements improvements, innovations, or program development that enhance practice and outcomes.	Serves in leadership roles within professional/clinical organizations at the regional, national, or international level. Recognized as a leader in the profession through invited presentations, committee leadership, or significant professional contributions.
<b>Active in Professional/Clinical Organizations</b>	Maintains membership in appropriate professional/clinical organizations. Participates in professional meetings, conferences, or related activities.	Actively participates in professional organizations through regular conference attendance, presentations, or committee involvement. Contributes to the profession through service, collaboration, or dissemination of practice-based knowledge.	Serves in leadership roles within professional/clinical organizations at the regional, national, or international level. Recognized as a leader in the profession through invited presentations, committee leadership, or significant professional contributions.
<b>Participates in Professional Development</b>	Engages in continuing education activities to maintain competence in the discipline. Maintains required licensure, certification, or credentialing (as applicable).	Participates regularly in continuing education that advances expertise, including pursuit or maintenance of specialty certifications. Applies new knowledge and skills to improve professional/clinical practice.	Demonstrates sustained commitment to advanced professional development, including specialized certifications or advanced training. Recognized leader in continuing education efforts for others.

**Documentation Samples for the Professional/Clinical Portfolio**

Applicants will produce a narrative articulating how they fulfill each criterion and each narrative should be supported with a variety of documentation. The determination of which samples to include will vary based upon the level to which the faculty is applying and the focus of their application.