



Faculty Handbook

B3.1: Clinician-Educator and Practitioner-Educator Faculty Titles

Approved By: **Academic Freedom and Tenure Committee**, UNM Faculty, and **Board of Regents**

Last Updated: **Draft 11/17/23** of **Interim policy** to create practitioner-educator title. Interim policy will be replaced with final policy when related Section B revisions are approved.

Responsible Faculty Committee: Academic Freedom and Tenure Committee

Office Responsible for Administration: Executive Vice President for Health Sciences

Legend: **Red** text is new wording, ~~strikeouts~~ show proposed deletions, language that is shown in black (not underlined) reflects clinician-educator language that is in current *Faculty Handbook* policies B2 and B3 and is language that is not proposed to change. **Green** -notes where this language is located in current policy. **Purple** highlights changes made to address campus comments.

Revisions to the Applicability, Policy Rationale, and Policy Statement sections of this document must be approved by the Academic Freedom and Tenure Committee, UNM faculty, and the Board of Regents.

APPLICABILITY

This Policy applies to UNM Health Sciences Center academic units.

POLICY RATIONALE

(B2, 2.3) These appointments are non-tenure-track faculty titles. The continuing nature of these appointments and the required notice for termination are determined by the individual contract.

POLICY STATEMENT

1. Clinician-Educator Faculty

(B2, 2.3) In the Health Sciences Center, faculty may be appointed to the position of clinician-educator. These appointments are for health professionals with ~~appropriate professional degrees~~ a MD degree, a Ph.D. degree, or an equivalent doctoral degree (see definition below) (B2, 2.3) who are primarily engaged in patient care and teaching and may have related scholarly responsibilities. While not eligible for tenure, clinician-educators may hold the rank of instructor, assistant professor, associate professor, or professor.

2. Practitioner-Educator Faculty

(B2, 2.3) In the Health Sciences Center faculty may be appointed to the position of practitioner-educator. These appointments are for healthcare professionals who: possess the terminal degree in their field of study

- 1) possess the graduate or equivalent degrees required for entry into practice, as designated by the appropriate credentialing bodies in their field,
- 2) do not possess an MD degree, a Ph.D. degree, or an equivalent doctoral degree, and
- 3) who are primarily engaged in patient care and teaching and may have related scholarly responsibilities.

While not eligible for tenure, practitioner-educators may hold the rank of instructor, assistant professor, associate professor, or professor.

3. Continuing Non-Tenure-Track Appointments

(B3, 3.4.1) Clinician-educator and practitioner-educator appointments are for a fixed term, subject to renewal at the discretion of the dean, following policies and procedures adopted by colleges in the Health Sciences Center.

Revisions to the remaining sections of this document may be amended with the approval of the Academic Freedom and Tenure Committee and UNM Faculty.

DEFINITIONS

Equivalent doctoral degree is defined as any relevant doctoral degree which includes but is not limited to Doctor of Dental Medicine (DMD), Doctor of Dental Surgery (DDS), Doctor of Nursing Practice (DNP), Doctor of Occupational Therapy (OTD), Doctor of Pharmacy (PharmD), Doctor of Physical Therapy (DPT), Doctor of Public Health (DrPH), Doctor of Social Work (DSW), and Doctor of Speech Language Pathology (SLPD); MD equivalent degrees include Bachelor of Medicine, Bachelor of Surgery (MBBS) and Doctor of Osteopathic Medicine (DO).

Healthcare Professionals is defined as those employed by or working at UNM (either inside or outside UNM Health and Health Sciences) while providing health care.

Patient Care is defined by a need for a patient care license. The patient care and teaching must occur at the behest of UNM.

WHO SHOULD READ THIS POLICY

- Board of Regents
- HSC professors and academic staff
- HSC academic deans and other executives, department chairs, directors, and managers

RELATED DOCUMENTS

CONTACTS

Direct any questions about this Policy to your chair or dean.

PROCEDURES AND GUIDELINES

[Colleges and schools will develop written procedures approved by their voting faculty pertaining to reclassification in accordance with this Policy, Faculty Handbook policies, and UNM hiring policies.](#)

HISTORY

New interim policy that is necessary to add the title of practitioner-educator for HSC faculty.

DRAFT HISTORY

[November 17, 2023 – revise for AF&T changes.](#)

[November 4, 2023 – revise to address campus comments.](#)

September 16, 2023 – revise for AF&T changes

June 8, 2023 –interim draft to address practitioner educators.