

# Department of Nutrition

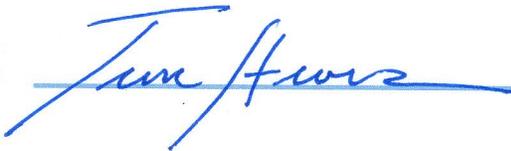
## Policy Document

**Title:** Promotion or Appointment Criteria  
for Clinical Track Faculty

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**Chair Signature:**

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**Department of Nutrition**  
**Criteria for Promotion or Appointment of Clinical Track Faculty**

The purpose of this document is to describe Nutrition-specific performance expectations within the context of the SPH APT Manual. This document does not preempt the APT manual but rather provides additional guidance that is specific to Nutrition faculty members. Clinical faculty appointments and/or promotions are based on demonstrated excellence in teaching or practice and do not have tenure by virtue of initial appointment or re-appointment to the clinical ranks. As with all other faculty appointments, performance expectations increase with rank.

**Expectations for Clinical Designations within the Department of Nutrition**

1. *Clinical Assistant Professor* -- Initial appointments at, or promotions to, the rank of clinical assistant professor should be made only to persons who have demonstrated excellence in their field and show promise for promotion to higher ranks. In addition to teaching skills, candidates must be able to play a major role in the preparation of any documentation necessary for program accreditation.<sup>i</sup> Candidates will assist in designing curriculum and ensure that all content is in accordance with applicable standards.
2. *Clinical Associate Professor* -- Candidates must have sustained, demonstrated excellence in practice and teaching as well as documented service. Clinical associate professors must be able to show how their collective work has led, or is likely to lead to, improvements in the public health field, and/or the clinical practice of nutrition. Candidates must also exhibit leadership at the state and local organizational levels with clear indications they have the potential to become national leaders in their discipline. Candidates will be primarily responsible for the preparation of documentation necessary for program accreditation. Clinical associate professors will play a major role in designing curriculum and ensuring content meets professional knowledge and performance requirements established by designated accrediting agencies.
3. *Clinical Professor* -- For those candidates who have truly outstanding credentials in practice, teaching and service. Clinical professors must be internationally recognized in their field and considered leaders by peers and institutions. They must have documented exceptional accomplishments in clinical practice (peer reviewed publications, assessment protocols, counseling methodologies etc.), contributions to public health (development of programs, publications, research), or teaching (text books, publications in pedagogy, awards) and sustained, major contributions to the profession and society at large through public service. Those considered for clinical professor designation must show clear evidence that their work has led to significant improvements in the public health and clinical practice of nutrition. Candidates will supervise the preparation of documentation necessary for accreditation and play a leading role in the design of curriculum that meets established knowledge and performance requirements.

**Performance Expectations for all Nutrition Clinical Faculty**

1. *Teaching* -- Teaching excellence is assessed through an evaluation of the currency and relevance of the content, the effectiveness and efficiency of delivery, and whether students are learning how to think critically and solve problems. Innovation, adoption of course

materials by others, contributions to teaching methodology, student feedback through the Carolina Evaluation System, peer feedback and teaching awards all can be supporting measures for teaching assessments. Clinical track faculty are expected to advise and mentor students as well as being capable of serving as Chair for program papers.

2. *Research* -- Research is not a requirement for the promotion within the clinical track, but any related endeavors will be recognized.
3. *Practice* -- At least one scholarly publication (journal article, textbook, other book, book chapter, technical report, etc.) or other scholarly work (software application, patent, website, blog, digital media, etc.) dealing with teaching, practice, or nutritionally related public health issues per year. Peer review is not a requirement for all scholarly materials; however, publication in peer reviewed venues is certainly encouraged and should be an objective. Clinical faculty should give at least one presentation annually at a local, state, national or international forum dealing with teaching, practice or public health in general.
4. *Service* -- Professional service (i.e. service to the academic or scholarly community), is expected of all faculty members. Service can occur within the School of Public Health, the University, institutions specific to a discipline, or at the local, state and national levels. Public service is also encouraged and may occur within local communities, governmental branches, or organizations at the local, state, national, and international levels. All clinical track faculty will serve as a member of one of the department's degree committees and enthusiastic participation within the department is expected of all faculty members.
5. *General* -- Other factors which are important for promotion include ethical and collegial behavior, intellectual integrity, good rapport with students and colleagues, moral probity, reliability, and contributions to the department, faculty, and students. Collegiality among faculty members and sharing of scientific thoughts and innovations is expected and valued.

Each faculty member or faculty candidate is evaluated individually and there is no one prescription for achievement and promotion. The Nutrition Department is intellectually diverse and faculty members have backgrounds in a variety of disciplines. Strong scholarship may have different hallmarks among faculty in different areas of expertise within the department. Differences within the discipline of nutrition are expected and candidates are evaluated accordingly.

The Department of Nutrition at UNC Chapel Hill is one of the leading Departments of Nutrition in the nation, and faculty members are expected to support and uphold this reputation.

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<sup>i</sup> Examples of accrediting organizations are the Council on Education for Public Health (CEPH) and/or the Accreditation Council for Education in Nutrition and Dietetics accreditation (ACEND)