

Department of Rehabilitation Sciences
Beaver College of Health Sciences
Appalachian State University
Guidelines for Reappointment and Promotion of Clinical Faculty

This document was approved by the academic faculty of the Department of Rehabilitation Sciences and the Dean of the Beaver College of Health Sciences on 4/26/22. Minor updates implemented 3/20/24 to reflect changes to the Faculty Handbook.

The Department of Rehabilitation Sciences aspires to be a community of scholars and practitioners educating students in models of best practice through the integration of diverse academic and clinical learning experiences, research, and service. Requirements for promotion of Clinical Faculty are guided by the *Appalachian State University (Appalachian) Faculty Handbook* and the *BCHS Guidelines for Promotion and Tenure*. The Department's criteria for promotion of Clinical Faculty are designed to meet or exceed the respective minimum criteria described in the *Appalachian Faculty Handbook*.

The *Appalachian Faculty Handbook* indicates that the primary responsibilities of clinical faculty are clinical education and service. However, the responsibilities of clinical faculty in the Department of Rehabilitation Sciences may include academic teaching, clinical teaching, research and scholarship, clinical service delivery, academic and professional service and/or administration. Further, the distribution of assigned effort across these areas may vary considerably across individuals.

The Department's guidelines are designed to accommodate individual differences in the manner that clinical faculty meet the requirements for promotion. Core competencies must be met by all clinical faculty seeking promotion; however, applicants may demonstrate advanced or outstanding performance in multiple ways. It is the role of the Appointment, Promotion and Tenure (APT) Committee to carefully evaluate the range of skills and accomplishments documented by the applicant and determine whether the minimum criteria for promotion have been met. In considering whether the faculty member has met the required criteria in a given area, the APT Committee should also consider the percentage of effort assigned to that area over the time period under review. The decision to promote clinical faculty to the next clinical rank is based upon the applicant's body of work across their entire academic career but with emphasis on their professional activities since appointment to their current rank at Appalachian.

The Department of Rehabilitation Sciences supports the following statements with respect to its philosophy and expectations for clinical faculty at all ranks:

Teaching. The Department is strongly committed to excellence in teaching, including academic teaching, clinical education, individual student mentoring and other forms of instruction. It expects all faculty to demonstrate effective teaching and a desire to promote and enhance the professional and personal development of students.

Scholarship. The Department embraces a broad view of scholarship that includes traditional, applied, and translational research, both within the discipline and across disciplines, community-engaged research, and the scholarship of teaching and learning.

Service. The Department values the role of the faculty member in providing service to the institution (department, college, and/or university) as well as their professional discipline. Service to the broader community outside of academia (local, regional, or national) that relates to the faculty member's professional expertise is also valued.

Clinical/professional practice. The Department is committed to excellence in clinical/professional practice, including adherence to the principles of evidence-based practice. Provision of clinical service to the community is a key component of our mission.

Professional conduct. The Department expects all faculty to maintain ethical and professional standards that are consistent with their roles as practitioners and educators in the disciplines of Athletic Training, Communication Sciences and Disorders, or Occupational Therapy. Additionally, faculty are expected to maintain professional credentials and to conduct themselves in a manner that contributes to a respectful, collaborative, and inclusive culture consistent with the Core Values of the Beaver College of Health Sciences.

FIXED CONTRACT RENEWALS

Clinical faculty undergo fixed contract renewals at the end of each contract term, typically every 3 years. Contract renewal is based on a review of the individual's performance over the period of the contract. A description of the materials to be submitted by the faculty member and the timeline for each step of the review is described in the *BCHS Procedures for Faculty Actions* manual.

PROMOTION

Faculty who hold the rank of Clinical Instructor may apply for promotion to the rank of Clinical Assistant Professor whenever they meet the requirements for promotion described in this document. Faculty who hold the rank of Clinical Assistant Professor or Clinical Associate Professor may apply for promotion to the next higher rank (Clinical Associate Professor or Clinical Professor, respectively) once they have served 5 years in their current rank and meet the criteria for promotion described in this document. Faculty are encouraged to confer with the Department Chair to determine their readiness to apply for promotion. The portfolio used for the review process and the timeline for each step of the review is described in the *BCHS Procedures for Faculty Actions* manual.

PROMOTION TO CLINICAL ASSISTANT PROFESSOR

Applicants for promotion to Clinical Assistant Professor must meet the following requirements:

- (a) an appropriate earned terminal degree (clinical/professional doctorate or research doctorate) in the field of practice from an accredited institution, and appropriate licensures and certifications;
- (b) demonstrated ability in clinical/professional practice;
- (c) evidence of effective teaching and a commitment to excellence in teaching;
- (d) evidence of contributions to research and scholarship; and
- (e) participation in academic/clinical/professional service.

Teaching

Faculty applying for promotion to Clinical Assistant Professor must meet the specified criteria in each of the Core Competency Areas described below in **Table 1**. They are not required to meet additional criteria for teaching but should report additional teaching activities accomplished to date in the portfolio/dossier (e.g., activities listed below the bar in Table 4 or in [Appendix A](#)).

Table 1. Teaching requirements for Clinical Assistant Professor

Note: Other activities are not required but may be reported. See activities below the black bar in Table 4 for examples of additional activities that may be reported.

Core Competency Areas	Criteria	Evidence
Teaching Performance	<ul style="list-style-type: none"> ● Demonstrates effective academic and/or clinical teaching that is current in the discipline and is informed by scholarship 	<ul style="list-style-type: none"> ● Narrative of teaching philosophy ● Student evaluations ● Peer evaluations ● Annual evaluations ● Anecdotal evidence
Course Development/ Revision	<ul style="list-style-type: none"> ● Demonstrates the ability to develop and/or modify courses to meet curricular needs of the program 	<ul style="list-style-type: none"> ● Syllabi ● Course materials such as exams, assignments, AsU Learn modules, etc.
Student Mentoring	<ul style="list-style-type: none"> ● Demonstrates evidence of student mentoring, such as: <ul style="list-style-type: none"> ● Directs or serves on thesis/project committee ● Mentors students on clinical activity, community engagement activity, or research project 	<ul style="list-style-type: none"> ● Copy of student products (e.g., written document, presentation, etc.) ● Other documentation of activity

Scholarship

Faculty applying for promotion to Clinical Assistant Professor must meet the specified criteria for the Core Competency Area described below in **Table 2**. They are not required to meet additional criteria for scholarship but should report additional scholarship activities accomplished to date in the portfolio/dossier (e.g., activities listed below the bar in Table 5 or in [Appendix B](#)).

Table 2. Scholarship requirements for Clinical Assistant Professor

Note: Other activities are not required but may be reported. See activities below the black bar in Table 5 for examples of additional activities that may be reported.

Core Competency Areas	Criteria	Evidence
Scholarship Activity	<ul style="list-style-type: none"> • Demonstrates participation and engagement in individual or collaborative research activities related to the field of expertise, including publications or presentations, consistent with assigned effort 	<ul style="list-style-type: none"> • Annotated CV, indicating role and work produced since appointment at Appalachian • Reprint or copy of published article • Documentation of presentations at the local, state or national level

Service

Faculty applying for promotion to Clinical Assistant Professor must meet the Core Competencies described in **Table 3**. They are not required to meet additional criteria for service but should report additional service activities accomplished to date in the portfolio/dossier (e.g., activities listed below the bar in Table 6 or in [Appendix C](#)). The service narrative should include evidence that the applicant meets the requirement of “demonstrated ability in clinical/professional practice.”

Table 3. Service requirements for Clinical Assistant Professor

Note: Other activities are not required but may be reported. See activities below the black bar in Table 6 for examples of additional activities that may be reported.

Core Competency Areas	Criteria	Evidence
Departmental Service	<ul style="list-style-type: none"> • Demonstrates engagement in departmental-level governance 	<ul style="list-style-type: none"> • Summary of service activities • Other documentation showing involvement
Clinical/Professional Service	<ul style="list-style-type: none"> • Engages in clinical and/or professional service, including provision of clinical services within the college 	<ul style="list-style-type: none"> • Summary of clinical activities • Other documentation of showing involvement

PROMOTION TO CLINICAL ASSOCIATE PROFESSOR

Applicants for promotion to Clinical Associate Professor must meet the following requirements:

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- (a) an appropriate earned terminal degree (clinical/professional doctorate or research doctorate) in the field of practice from an accredited institution, appropriate licensures and certifications, and at least 5 years of relevant professional experience;
- (b) recognized skill in clinical/professional practice;
- (c) recognized skill in teaching and a commitment to excellence in teaching;
- (d) recognized accomplishment in research and scholarship; and
- (e) recognized accomplishment in academic/clinical/professional service.

Teaching

Faculty applying for promotion to Clinical Associate Professor must meet the specified criteria in each of the Core Competency Areas described below in **Table 4**. In addition, they must meet the specified criteria for at least one Additional Competency Area (below the black bar in the table). Additional Competency Areas are listed alphabetically (see [Appendix A](#) for supplemental examples).

Table 4. Teaching requirements for Clinical Associate Professor

Core Competency Areas	Criteria	Evidence
Teaching Performance	<ul style="list-style-type: none"> ● Demonstrates a consistent record of effective academic and/or clinical teaching that is current in the discipline and is informed by scholarship 	<ul style="list-style-type: none"> ● Narrative of teaching philosophy ● Student evaluations ● Peer evaluations ● Annual evaluations ● Anecdotal evidence
Course Development/ Revision	<ul style="list-style-type: none"> ● Demonstrates the ability to develop and/or modify courses to meet curricular needs of the program 	<ul style="list-style-type: none"> ● Syllabi ● Course materials such as exams, assignments, AsULearn modules, etc.
Student Mentoring	<ul style="list-style-type: none"> ● Demonstrates evidence of student mentoring, such as: <ul style="list-style-type: none"> ● Directs or serves on thesis/project committee ● Mentors students on clinical activity, community engagement activity, or research project 	<ul style="list-style-type: none"> ● Copy of student products (e.g., written document, presentation, etc.)
Additional Competency Areas	Criteria	Evidence

Awards	<ul style="list-style-type: none"> ● Receives college or higher teaching award, or nomination ● Other institutional recognitions 	<ul style="list-style-type: none"> ● Letters or other documentation acknowledging the award or nomination
Credentialing	<ul style="list-style-type: none"> ● Obtains specialized credentialing in area of expertise, beyond professional certification required for position 	<ul style="list-style-type: none"> ● Copy of the credential (certificate or other document)
Faculty Instructional Development	<ul style="list-style-type: none"> ● Participates in faculty instructional development activities to enhance teaching effectiveness 	<ul style="list-style-type: none"> ● Continuing education certificates from workshops with rationale explaining how this benefitted the faculty member ● Correspondence and materials related to self-directed learning activities
Global/Service Learning	<ul style="list-style-type: none"> ● Promotes global/service learning through curricular or extracurricular activities 	<ul style="list-style-type: none"> ● Global/service learning proposal and description of the experience with outcome measures ● Student evaluations from the course
Instructional Mentoring	<ul style="list-style-type: none"> ● Provides instructional mentoring for other faculty, either individually or in groups. ● Participates in instructional workshops through presenting, organizing, directing 	<ul style="list-style-type: none"> ● Any documentation that is evidence of the faculty member's contributions ● Copy of agenda, program announcement, presentations delivered, etc.; documentation should indicate dates of events
Interdisciplinary Efforts	<ul style="list-style-type: none"> ● Works/interacts with colleagues on interdisciplinary / interprofessional initiatives 	<ul style="list-style-type: none"> ● Any documentation that is evidence of the faculty member's contributions to interdisciplinary efforts
Innovative Educational Strategy	<ul style="list-style-type: none"> ● Incorporates novel component in didactic or clinical course 	<ul style="list-style-type: none"> ● Copy of syllabus that incorporates novel course components
Other Activities	<ul style="list-style-type: none"> ● Provides description of activity 	<ul style="list-style-type: none"> ● Evidence of activity

Scholarship

Approved by the Department and Dean on 4/26/22

Faculty applying for promotion to Clinical Associate Professor must meet specified criteria in all of the Core Competency Areas described in **Table 5** and meet the criteria for at least one Additional Competency Area (listed below the black bar in the table). Additional Competency Areas are listed alphabetically (see [Appendix B](#) for supplemental examples).

Table 5. Scholarship requirements for Clinical Associate Professor

Core Competency Areas	Criteria	Evidence
Scholarship Activity	<ul style="list-style-type: none"> ● Demonstrates sustained participation and engagement in individual or collaborative research activities related to the field of expertise, consistent with assigned effort ● Shows evidence of an emerging program of cohesive research 	<ul style="list-style-type: none"> ● Narrative of research agenda ● Description of progress toward agenda and plans for future work ● Annotated CV, indicating role and work produced since appointment at Appalachian ● Publications ● Presentations
Additional Competency Areas	Criteria	Evidence
Awards	<ul style="list-style-type: none"> ● Receives award for scholarship or creative activity 	<ul style="list-style-type: none"> ● Award notification or copy of certificate ● Copy of award notification letter
Editorial / Reviewer Activities	<ul style="list-style-type: none"> ● Serves on editorial board ● Serves as reviewer for publication, grant or conference 	<ul style="list-style-type: none"> ● Copy of letter requesting or acknowledging service ● Reprint of publication showing name as member of board or reviewer
Grants	<ul style="list-style-type: none"> ● Submits external or internal grant proposal (minimum 1 submission in area of research focus) 	<ul style="list-style-type: none"> Reprint or copy of award notification letter Reprint or copy of grant submission ● Summary of completed grant activities
Other Publications	<ul style="list-style-type: none"> ● Writes books or book chapters ● Writes lab manuals ● Writes teaching cases ● Produces videos or other types of media 	<ul style="list-style-type: none"> ● Reprint ● Copy of publication ● Letter of notification of publishing

	<ul style="list-style-type: none"> • Writes invited articles 	
Other Presentations	<ul style="list-style-type: none"> • Gives non-peer reviewed presentation at a trade or professional association meeting 	<ul style="list-style-type: none"> • Notification of acceptance for presentation or copy of program showing presentation
Other Activities	<ul style="list-style-type: none"> • Presents activity 	<ul style="list-style-type: none"> • Evidence of activity

Service

Faculty applying for promotion to Clinical Associate Professor must demonstrate a record of service to the Department by meeting the Core Competency described in **Table 6**, and at least one Additional Competency area (below the black bar in the table). The Additional Competency Areas are listed alphabetically (see [Appendix C](#) for supplemental examples). The Service narrative should include evidence that the applicant meets the requirement of “recognized skill in clinical/professional practice.”

Table 6. Service requirements for Clinical Associate Professor

Core Competency Areas	Criteria	Evidence
Departmental Service	<ul style="list-style-type: none"> • Demonstrates engagement in departmental-level governance 	<ul style="list-style-type: none"> • Summary of service activities • Other documentation showing involvement
Clinical/Professional Service	<ul style="list-style-type: none"> • Engages in clinical and/ or professional service, including provision of clinical services within the college 	<ul style="list-style-type: none"> • Summary of clinical activities • Other documentation of showing involvement
Additional Competency Areas	Criteria	Evidence
Administrative Assignment	<ul style="list-style-type: none"> • Serves as Program Director • Other administrative assignment 	<ul style="list-style-type: none"> • Description of accomplishments and ongoing duties as Program Director • Description of other administrative accomplishments
Advanced Professional Service	<ul style="list-style-type: none"> • Participates on (or leads) a committee/board • Serves in an elected position 	<ul style="list-style-type: none"> • Correspondence verifying activity/service • Copy of program verifying activity/service

	<ul style="list-style-type: none"> • Serves as accreditation team member or chair • Serves on editorial board 	
Awards	<ul style="list-style-type: none"> • Receives service award, or nomination 	<ul style="list-style-type: none"> • Letter or other documentation acknowledging the nomination or receipt of award
Community Service	<ul style="list-style-type: none"> • Participates in community event • Other activities 	<ul style="list-style-type: none"> • Record of presentation or activity
Special Assignment	<ul style="list-style-type: none"> • Describe assignment 	<ul style="list-style-type: none"> • Evidence of assignment
Other Activities	<ul style="list-style-type: none"> • Describe activity 	<ul style="list-style-type: none"> • Evidence of activity

PROMOTION TO CLINICAL PROFESSOR

Applicants for promotion to Clinical Professor must meet the following requirements:

- (a) an appropriate earned terminal degree (clinical/professional doctorate or research doctorate) in the field of practice from an accredited institution, appropriate licensures and certifications, and at least 10 years of relevant professional experience;
- (b) exemplary skill and accomplishments in clinical/professional practice;
- (c) exemplary skill and accomplishment in teaching;
- (d) exemplary accomplishment in research and scholarship;
- (e) an exemplary record of service to the institution and profession.

This rank is reserved for faculty who demonstrate exemplary accomplishments in teaching, research/scholarship and service, and demonstrate a sustained record of accomplishment since the last promotion decision.

Teaching

Faculty applying for Promotion to Clinical Professor must meet the specified criteria for all of the Core Competency Areas described in **Table 7** and must also meet the criteria for at least two Additional Competency Areas (listed below the black bar in the table).

Table 7. Teaching requirements for Clinical Professor

Core Competency Areas	Criteria	Evidence
Teaching Performance	<ul style="list-style-type: none"> • Demonstrates a sustained record of exemplary academic and/or clinical teaching that is current in the 	<ul style="list-style-type: none"> • Narrative of teaching philosophy • Student evaluations • Peer evaluations

	discipline and is informed by scholarship	<ul style="list-style-type: none"> ● Annual evaluations ● Anecdotal evidence
Course Development/ Revision	<ul style="list-style-type: none"> ● Demonstrates the ability to develop and/or modify courses to meet curricular needs of the program 	<ul style="list-style-type: none"> ● Syllabi ● Course materials such as exams, assignments, AsULearn modules, etc.
Student Mentoring	<ul style="list-style-type: none"> ● Demonstrates a sustained record of student mentoring, with an emphasis on leading/chairing projects or theses 	<ul style="list-style-type: none"> ● Copy of completed student products (e.g., written document, presentation, etc.)
Additional Competency Areas	Criteria	Evidence
Awards	<ul style="list-style-type: none"> ● Receives college or higher teaching award, or nomination ● Other institutional recognitions 	<ul style="list-style-type: none"> ● Letters or other documentation acknowledging the award, nomination or other recognition
Faculty Instructional Development	<ul style="list-style-type: none"> ● Participates in faculty instructional development activities to enhance teaching effectiveness 	<ul style="list-style-type: none"> ● Continuing education certificates from workshops with rationale explaining how this benefitted the faculty member ● Correspondence and materials related to self-directed learning activities
Global/Service Learning	<ul style="list-style-type: none"> ● Promotes global/service learning through curricular or extracurricular activities. 	<ul style="list-style-type: none"> ● Global/service learning proposal and description of the experience with outcome measures ● Student evaluations from the course
Instructional Mentoring	<ul style="list-style-type: none"> ● Provides instructional mentoring for other faculty, either individually or in groups. ● Participates in instructional workshops through presenting, organizing, directing 	<ul style="list-style-type: none"> ● Any documentation that is evidence of the faculty member's contributions ● Copy of agenda, program announcement, presentations delivered, etc.; documentation should indicate dates of events

Interdisciplinary Efforts	<ul style="list-style-type: none"> • Works/interacts with colleagues on interdisciplinary / interprofessional initiatives 	<ul style="list-style-type: none"> • Any documentation that is evidence of the faculty member's contributions to interdisciplinary efforts
Innovative Educational Strategy	<ul style="list-style-type: none"> • Incorporates novel component in didactic or clinical course 	<ul style="list-style-type: none"> • Copy of syllabus that incorporates novel course components
Other Activities	<ul style="list-style-type: none"> • Provides description of activity 	<ul style="list-style-type: none"> • Evidence of activity

Scholarship

Faculty applying for promotion to Clinical Professor must meet the specified criteria for all of the Core Competency Areas described in **Table 8** and must also meet the criteria for at least two Additional Competency Areas (listed below the black bar in the table). Additional Competency Areas are listed alphabetically (see [Appendix B](#) for supplemental examples).

Table 8. Scholarship requirements for Clinical Professor

Core Competency Areas	Criteria	Evidence
Scholarship Activity	<ul style="list-style-type: none"> • Demonstrates sustained participation and engagement in individual or collaborative research activities related to the field of expertise, consistent with assigned effort • Shows evidence of an established program of cohesive research, including some senior author publications <p>* Senior author is defined as contributing substantially to the conception or design of the work and the acquisition, analysis or interpretation of data.</p>	<ul style="list-style-type: none"> • Narrative of research agenda • Description of progress toward agenda and plans for future work • Annotated CV, indicating role and work produced since appointment at Appalachian • Publications • Presentations
Additional Competency Areas	Criteria	Evidence
Awards	<ul style="list-style-type: none"> • Receives award for scholarship or creative activity 	<ul style="list-style-type: none"> • Award notification or copy of certificate

		<ul style="list-style-type: none"> ● Copy of award notification letter
Editorial / Reviewer Activities	<ul style="list-style-type: none"> ● Serves on editorial board ● Serves as reviewer for publication, grant or conference 	<ul style="list-style-type: none"> ● Copy of letter requesting or acknowledging service ● Reprint of publication showing name as member of board or reviewer
Grants	<ul style="list-style-type: none"> ● Submits external or internal grant proposals to support the programmatic research 	<ul style="list-style-type: none"> ● Reprint or copy of award notification letter ● Reprint or copy of grant submission ● Summary of completed grant activities
Other Publications	<ul style="list-style-type: none"> ● Writes books or book chapters ● Writes lab manuals ● Writes teaching cases ● Produces videos or other types of media ● Writes invited articles 	<ul style="list-style-type: none"> ● Reprint ● Copy of publication ● Letter of notification of publishing
Other Presentations	<ul style="list-style-type: none"> ● Gives non-peer reviewed presentation at a trade or professional association meeting 	<ul style="list-style-type: none"> ● Notification of acceptance for presentation or copy of program showing presentation
Other Activities	<ul style="list-style-type: none"> ● Presents activity 	<ul style="list-style-type: none"> ● Evidence of activity

Service

Faculty applying for Promotion to Clinical Professor must meet expectations in all Core Competency Areas described in **Table 9**, and at least one Additional Competency area (below the black bar in the table). The Additional Competency Areas are listed alphabetically (see [Appendix C](#) for supplemental examples). The Service narrative should include evidence that the applicant meets the requirement of “outstanding skill and accomplishments in clinical/professional practice.”

Table 9. Service requirements for Clinical Professor

Core Competency Areas	Criteria	Evidence
Departmental Service	<ul style="list-style-type: none"> ● Demonstrates a sustained record of service to the department, including participation on standing and ad-hoc committees 	<ul style="list-style-type: none"> ● Summary of service activities ● Other documentation showing involvement

	<ul style="list-style-type: none"> • Contributes to the leadership of the department by chairing committees, workgroups, etc. • Mentors junior faculty in teaching and/or scholarship activities 	
University/College Service	<ul style="list-style-type: none"> • Demonstrates a significant record of service at the University/College level 	<ul style="list-style-type: none"> • Summary of service activities • Other documentation showing involvement
Professional Service	<ul style="list-style-type: none"> • Participates on (or leads) a committee/board • Serves in an elected position • Serves as accreditation team member or chair • Serves on editorial board 	<ul style="list-style-type: none"> • Correspondence verifying activity/service • Copy of program verifying activity/service
Additional Competency Areas	Criteria	Evidence
Academic Advising	<ul style="list-style-type: none"> • Advises department-assigned students 	<ul style="list-style-type: none"> • Summary of advising
Awards	<ul style="list-style-type: none"> • Receives nomination for service award 	<ul style="list-style-type: none"> • Letter or other documentation acknowledging the nomination or receipt of award
Community Service	<ul style="list-style-type: none"> • Participates in community event • Other activities 	<ul style="list-style-type: none"> • Record of presentation or activity
Program Director	<ul style="list-style-type: none"> • Serves as Program Director 	<ul style="list-style-type: none"> • Description of accomplishments and ongoing duties as Program Director
Special Assignment	<ul style="list-style-type: none"> • Describes assignment 	<ul style="list-style-type: none"> • Evidence of assignment
Other Activities	<ul style="list-style-type: none"> • Describes activity 	<ul style="list-style-type: none"> • Evidence of activity

Appendix A

Other activities: Teaching

Classroom and Clinical Teaching

- Attends workshops to improve teaching
- Addresses the diverse learning needs of students
- Uses technology in teaching in innovative ways
- Revises courses and/or teaching strategies on basis of evaluations of peers and students
- Shares knowledge of instructional design or delivery methods with peers in presentations or articles

Curricular and Program Development

- Integrates diversity and multiculturalism into courses
- Obtains state or national funding for course and program development
- Initiates or participates in interdisciplinary curricular and program development

Special Teaching Activities

- Participates in independent studies
- Produces teaching materials used by others internally and externally
- Produces teaching materials or conducts workshops that address diversity and multiculturalism
- Lectures frequently in others' classes

Mentoring Students and Colleagues

- Provides information to students and colleagues about involvement in professional organizations
- Mentors students or colleagues from diverse backgrounds
- Assists students in applications for graduate school, scholarships, and/or employment
- Participates in collaborative endeavors between diverse groups of students or colleagues

Appendix B
Other Activities: Scholarship

Writing and Publishing

- Writes technical report of national scope
- Receives national/regional writing or production award

Presentations at Professional Meetings

- Presents as invited speaker at state, national or international professional conference

Mentoring

- Publishes collaborative projects in refereed national journals (co-authored)
- Participates in collaborative presentations at state, national or international level

Integration

- Integrates research into academic or clinical teaching in innovative ways

Appendix C

Other Activities: Service

Professional Service

- Serves on a local, regional, state, national or international committee
- Chairs a local, regional, state, national or international committee
- Demonstrates advocacy in addressing important issues relevant to the profession
- Demonstrates sustained involvement in work of practitioners in the field

University Service

- Attends college, departmental, or program meetings regularly
- Serves in student organizations and programs
- Serves as faculty sponsor for student professional organizations and programs
- Participates in recruitment and/or scholarship activities for prospective students
- Fulfills demanding department, program or university responsibilities

Community and School Service

- Maintains membership in community or educational organization
- Provides professional services to individuals and groups at local, state, national or international level
- Serves as consultant to civic, community, government organizations
- Serves as consultant to educational and clinical organizations
- Serves on advisory board
- Receives community service awards
- Provides leadership in clinical, community, or educational organizations