

## Memorandum

To: University Senate

From: Jennifer Higginbotham, Co-Chair, Council on Academic Affairs

Subject: Proposal to Amend the Cap on Clinical Faculty in the College of Veterinary Medicine

Date: March 26, 2019

A PROPOSAL FROM THE COUNCIL ON ACADEMIC AFFAIRS TO AMEND THE CAP ON CLINICAL FACULTY FROM 40% TO 65%; COLLEGE OF VETERINARY MEDICINE (CVM)

Whereas the College of Veterinary Medicine's staffing of faculty positions as of September 2019 was 60 clinical and 67 tenure-track faculty, revealing that the percentage of clinical faculty was already above the cap at 47%

Whereas due to organizational restructuring, the tenure-track faculty from CVM's Department of Veterinary Preventive Medicine in the Food Animal Health Research Program at the Wooster campus have moved out of CVM and into the College of Food, Agriculture, and Environmental Science with their TIU as Animal Sciences, thus shifting further CVM's ratio of clinical to tenure-track faculty

Whereas without adequate clinical faculty, the college would not be able to meet teaching demands resulting from the growth of the college's enrollments, which increased from 140 students to 164 students five years ago

Whereas without adequate clinical faculty, the college would not be able to handle the growth in the number of patients served by CVM, since the restructuring of the Veterinary Medical Center, including a \$35 million renovation completed in 2015, has taken their case loads from 31,468 in 2014 to approximately 44,876 in 2019

Whereas the Clinical Faculty in CVM are hired on fixed-term contracts of 3 or 5 years that are typically renewed and are based on permanent salary lines

Whereas both tenure and clinical faculty are required by their accrediting body, the American Veterinary Medical Association (AVMA), which is mandating that veterinary schools increase their clinical skills training

Whereas representatives of the College of Veterinary Medicine have indicated that they are not using clinical appointments to replace tenure-track faculty, who remain central to their mission

Whereas the proposal was developed by the chairs of CVM's three departments, the Departments of Veterinary Biosciences, Veterinary Clinical Sciences, and Veterinary Preventive Medicine and discussed and approved by CVM's Dean's Council on March 21, 2019 and the Faculty Council on April 12, 2019, followed by presentation to the whole faculty on August 21, 2019

Whereas the proposal was reviewed and approved by the Council on Academic Affairs on February 19, 2020

Therefore be it resolved that the University Senate approve the proposal to amend the clinical faculty cap in the College of Veterinary Medicine from 40% to 65% and the respectfully request approval by the Board of Trustees.