


Name of Policy: Clinical Faculty Recruitment		 <p>Effective date: January 10, 2020</p> <p>Original effective date: November 1, 2005</p>	
Policy Number: 3364-81-11-001-00			
Approving Officer: Dean, College of Medicine & Life Sciences			
Responsible Agent: Senior Associate Dean for Administration & Finance, Senior Associate Dean for Faculty Affairs and Development, Associate Dean for Diversity and Inclusion			
Scope: College of Medicine & Life Sciences Faculty			
<input type="checkbox"/>	New policy proposal	<input type="checkbox"/>	Minor/technical revision of existing policy
<input checked="" type="checkbox"/>	Major revision of existing policy	<input type="checkbox"/>	Reaffirmation of existing policy

(A) Policy statement

The University of Toledo College of Medicine and Life Sciences (COMLS) is committed to the recruitment and hiring of qualified clinical faculty and committed to diversity in recruitment and hiring through equal employment opportunity and affirmative action. All qualified applicants including women, underrepresented minorities, veterans, and individuals with disabilities are encouraged to apply for clinical faculty positions within COMLS.

(B) Purpose of policy

The purpose of this policy is to ensure that systematic, consistent recruitment and hiring practices are aligned with the University’s mission, institutional equal opportunities practices, non-discrimination policy (3364-50-02), applicable accreditation standards (e.g., LCME, ACGME, ARC-PA), and other relevant regulations.

(C) Scope

This policy applies to the recruitment and hiring of clinical faculty in the COMLS in both tenure eligible and non-tenure eligible tracks.

(D) Procedure

The procedure for hiring clinical faculty is delineated in the following document: University of Toledo COMLS Procedures for Clinical Faculty Recruitment and Hiring located on the Office of Faculty Affairs website.

<p>Approved by:</p> <p><u>/s/</u> Christopher Cooper, M.D., Executive Vice President for Clinical Affairs and Dean, College of Medicine & Life Sciences</p> <p><u>January 13, 2020</u> Date</p> <p><i>Review/Revision Completed by:</i> <i>Senior Associate Dean for Faculty Affairs and Development, Senior Associate Dean for Administration and Finance and Associate Dean for Diversity and Inclusion, SLT</i></p>	<p>Policies Superseded by This Policy: Formerly A-10-11-00001-1105, renumbered 12/8/11</p> <p>Initial effective date: 11/01/05</p> <p>Review/Revision Date:</p> <ul style="list-style-type: none">• 12/1/12• 1/10/2020 <p>Next review date: January 10, 2023 (three years from most recent revision/review date)</p>
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