


<b>College</b>	College of Law
<b>Unit</b>	N/A
<b>Document</b>	Promotion and Tenure Standards for Tenure Track (including promotion from associate to full professor), Non-Librarian Continuing Status Track (including promotion to full), and Lecturer Track (including Lecturer, Senior Lecturer, and Principal Lecturer)

**Unit and college approval**

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	10/24/19
<b>Vice Provost for Academic Personnel</b>	<b>Date</b>

## I. Tenure, Continuing Status, and Promotion

These standards are effective for faculty candidates.

### A. Standards for Tenure and Promotion

#### Tenure

Tenure is awarded when an applicant has demonstrated excellent performance and the promise of continued excellence in teaching, research and scholarship, and service. Other than in exceptional circumstances, it is anticipated that candidates will apply for tenure in the fifth year of their appointment.

#### Guidelines for tenure applicants

- Excellence in teaching is demonstrated by, among other things, student and peer evaluations of classroom performance; syllabi; teaching materials; materials by which the students are evaluated; and developing new courses and innovative pedagogical methods.
- Excellence in research and scholarship is demonstrated through a record of regular and well-crafted contributions to the academic literature.
  - Ordinarily a candidate is expected to have a substantial body of quality scholarship, including works in press and all of the candidate's academic writings, except for student-written law journal notes. At least three substantial works must be written after appointment to a tenure-track position. Scholarship includes treatises, books (which may carry heavier weight than shorter works), chapters in books, and articles in law journals or the journals of other academic disciplines. Credit towards the three works also includes co-authored pieces, but the amount of credit for each co-authored piece will be considered on a case-by-case basis.
  - Because few law journals are peer reviewed, publication in peer reviewed journals is not expected. Because legal scholarship is rarely sponsored by grants, generation of grants is encouraged but not expected. Because there are few awards for legal scholarship, the lack of a scholarly award for a particular work of scholarship is no reflection on the work's quality.
  - In evaluating scholarship, the College places more weight on quality demonstrated by originality and depth of analysis than any other factor. Quality may be demonstrated by many kinds of evidence, including but not limited to, commentary from experts in relevant fields, invitations to attend or speak at conferences, citations to the candidate's work by other experts, honors and awards and assessments by others in the field.
- Excellence in service is demonstrated through the value of the applicant's service to the law school, the university, the community, and/or the legal profession. Service activities include, among other things, participating in the governance of the College; serving on

College or University committees; advising student organizations; supervising students' independent studies and journal notes; participating in faculty recruitment; serving in professional organizations related to law; serving in editorial roles; serving as a professional mentor; providing pro bono legal services; and conducting legal seminars and conferences.

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### Promotion

Promotion to Professor of Law is based on an overall record of excellence in the performance of one's professional responsibilities of teaching, research and scholarship, and service. Normally, an overall record of excellence requires national or international reputation for scholarly achievement. Candidates may apply for promotion at the same time as applying for tenure or later.

### Guidelines for promotion applicants

#### Teaching

- Ordinarily, promotion to full professor requires:
  - Evidence of sustained excellence in teaching, as demonstrated by peer and student evaluations and other evidence referenced above in the tenure context.

#### Research and Scholarship

- Ordinarily promotion to full professor requires:
  - At least six substantial works of quality scholarship, including works in press and all of the candidate's academic writings, except for student-written law journal notes. Scholarship counted towards the six works includes treatises, books (which may carry heavier weight than shorter works), chapters in books, and articles in law journals and or the journals of other academic disciplines. Credit towards the six works also includes co-authored pieces, but the amount of credit for each co-authored piece will be considered on a case-by-case basis;
  - Substantial speaking engagements;
  - Professional accolades or award; or
  - Election or appointment to positions of authority in major professional associations or in state, federal, or tribal government.
- Because few law journals are peer reviewed, publication in peer reviewed journals is not expected. Because legal scholarship is rarely sponsored by grants, generation of grants is encouraged but not expected. Because there are few awards for legal scholarship, the

lack of a scholarly award for a particular work of scholarship is no reflection on the work's quality.

- In evaluating scholarship, the College places more weight on quality demonstrated by originality and depth of analysis than any other factor. Quality may be demonstrated by many kinds of evidence, including but not limited to, commentary from experts in relevant fields, invitations to attend or speak at conferences, citations to the candidate's work by other experts, honors and awards and assessments by others in the field.

### Service

- Ordinarily promotion to full professor requires:
  - Service on College of Law committees
  - Service in a leadership capacity in national and international professional organizations

## B. Standards for Continuing Status and Promotion for Academic Professionals (Legal Writing and Clinical Faculty)

### Introduction

Academic Professionals on the continuing status track are evaluated based on their position effectiveness, professional contributions, and service. Legal scholarship is not a requirement of an application for continuing status or promotion, but scholarship may be considered in the candidate's favor.

### Continuing Status

Continuing Status is awarded when an applicant has demonstrated excellent performance and shows the promise of continued excellence in the three following areas: position effectiveness, professional contributions, and service. Other than in exceptional circumstances, it is anticipated that candidates will apply for continuing status in the fourth year of their appointment.

### Guidelines for Continuing Status Applicants

- Excellence in position effectiveness is demonstrated through:
  - Teaching ability as evidenced by, among other things, student and peer evaluations of teaching; syllabi; teaching materials; materials by which the students are evaluated; and the development of innovative pedagogical methods, and
  - Advancing the overall goals of the particular program (Clinical or Legal Writing) to which the applicant belongs.
- Excellence in professional contributions is demonstrated through:
  - Participating in national organizations,
  - Making scholarly presentations,
  - Engaging in scholarship, or
  - Any other means of advancing the applicant's field.
- Excellence in service is demonstrated through the value of the applicant's service to the law school, the university, the community, and/or the legal profession. Service activities include, among other things, participating in the governance of the College; serving on College or University committees; advising student organizations; supervising students' independent studies and journal notes; participating in faculty recruitment; serving in professional organizations related to law; serving in editorial roles; serving as a professional mentor; providing pro bono legal services if appropriate; and conducting legal seminars and conferences.
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## Promotion

Promotion to full Academic Professional is based on an overall record of excellence in the performance of the applicant's professional responsibilities and whether the applicant is considered an expert with substantial professional experience in a chosen field. Candidates may apply for promotion at the same time as applying for continuing status although candidates may apply at a later time.

### Guidelines for Promotion Applicants

- A overall record of excellence in performance of the applicant's professional responsibilities is demonstrated through:
  - Continued excellence in teaching as evidenced by, among other things, student and peer evaluations of teaching; syllabi; teaching materials; materials by which the students are evaluated; and the development of innovative pedagogical methods,
  - Continued evidence of advancing the overall goals of the particular program (Clinical or Legal Writing) to which the applicant belongs, and
  - Continued excellence in service as demonstrated through the value of the applicant's service to the law school, the university, the community, and/or the legal profession. Service activities may include, among other things, participating in the governance of the College; serving on College or University committees; advising student organizations; supervising students' independent studies and journal notes; participating in faculty recruitment; serving in professional organizations related to law; serving in editorial roles; serving as a professional mentor; providing pro bono legal services if appropriate; and conducting legal seminars and conferences.
- Expertise and experience are demonstrated through:
  - Holding leadership positions in professional organizations within the applicant's field,
  - Performing work that positively affects the applicant's field, such as organizing conferences or workshops or serving on editorial boards, or
  - Sharing knowledge and experience with others in the applicant's field, including by speaking at conferences, participating in workshops, or publishing.

## C. Standards for Promotion for Fixed-Term Faculty (Lecturers)

### Introduction

Lecturers are hired on a fixed-term basis, typically for a one-year term and are evaluated based on performance of their professional responsibilities, which typically requires excellence in teaching. A Lecturer may be promoted to Senior Lecturer and then to Principal Lecturer.

### Promotion

Promotion to Senior Lecturer is based on an overall record of excellence in the performance of the applicant's professional responsibilities. A senior lecturer generally holds a doctorate degree (or appropriate terminal degree) and has a minimum of five years of law school-level teaching experience or equivalent qualifications and experience.

Promotion to Principal Lecturer is based on a sustained overall record of excellence in the performance of the applicant's professional responsibilities since the promotion to Senior Lecturer. Promotion to Principal Lecturer requires both excellence in teaching and meaningful contributions to the College of Law, which can be demonstrated through supervising student papers, working with student groups, serving on College of Law or university committees, and service to the legal community through activities such as serving on state bar committees or pro bono activities. A principal lecturer generally holds a doctorate degree (or appropriate terminal degree) and has a minimum of seven years of law school-level teaching experience or equivalent qualifications and experience.

### Guidelines for Promotion Applicants

- Excellence in teaching is demonstrated by, among other things, student and peer evaluations of classroom performance; syllabi; teaching materials; materials by which the students are evaluated; supervising students' independent studies and journal notes; and developing new courses and innovative pedagogical methods.