

TEMPLE UNIVERSITY BEASLEY SCHOOL OF LAW

STANDARDS FOR TENURE AND PROMOTION

(Adopted by the Faculty of Law, December 6, 2006)

I. STANDARDS FOR TENURE

- A. The award of tenure is a recognition of past performance and an assessment that the faculty member is capable of greater responsibilities and accomplishments throughout the period of his/her service as a member of the University faculty. Consideration for tenure shall be based primarily on outstanding performance and continuing promise of outstanding performance as a faculty member. With due consideration to the academic needs of Temple University Beasley School of Law, tenure shall be based on the determination that the faculty member will contribute substantially to the institution, and that s/he has met the following standards for scholarship, teaching and service. Teaching/instruction and scholarship shall be primary in this evaluation. University service, service to the profession, and discipline-based community service shall be secondary. In accordance with the standards of the legal profession and legal education, personal and professional integrity are assumed.
1. The individual must have demonstrated a clear commitment to continuing scholarly achievement by the authorship of at least three professional works. All published works of scholarship by the individual will be considered. A work which has not yet been published may be considered as scholarly achievement only if it has been completed (subject to editorial revision) and has been accepted for publication. Work in progress will be considered as evidence of continuing scholarly commitment but not independently as scholarly achievement. Taken as a whole, the individual's scholarship must demonstrate analytical, independent and original thought and must contribute significantly to the growth of a field by developing the author's unique insights and ideas. The standard of outstanding performance in scholarship for tenure shall be informed by standards for tenure at other national law schools.
 2. The individual must have demonstrated effective teaching. Effective teaching involves mastery of the subject area, familiarity with current developments in the field, the ability to select, organize and convey material, and the capacity to inspire the intellect of one's students. Teaching shall be evaluated primarily on the basis of classroom performance through peer observation, and also review of student evaluations. Non-classroom aspects of teaching, including individual student counseling, preparation of course syllabuses and published or

unpublished course materials, examinations, participation in guided research, and other forms of non-classroom teaching will also be considered.

3. The individual also must have demonstrated significant contributions through service. Professional and discipline-related service contributions to the Law School, the University, higher education, the legal profession, and the community will all be considered.

B. Unless a shorter period has been agreed upon in the letter of appointment, a faculty member on the tenure track will have up to seven (7) years to earn tenure.

1. A faculty member on the tenure track will be reviewed for tenure no later than the sixth (6th) year of his/her tenure-track probationary period, unless a shorter period is stated otherwise in the appointment letter. If rejected for tenure at that time, the faculty member will receive a one-year terminal appointment which will end at the end of the seventh year.
2. A faculty member who is reviewed and rejected for tenure in the sixth (6th) year may choose to be reviewed again in the seventh (7th) year, but will waive the right to appeal a negative decision to the Faculty Senate Personnel Committee, except that s/he may appeal on the grounds that proper procedures had not been followed, or that the non-discrimination provisions of this Agreement had not been followed, through an expedited grievance and arbitration procedure. In no case shall a tenure-track faculty member who has not been granted tenure serve for more than seven (7) years.

II. STANDARDS FOR PROMOTION TO ASSOCIATE PROFESSOR

- A. Promotion to Associate Professor is a recognition of past performance and an assessment that the candidate for promotion is capable of greater responsibilities and accomplishments. It is based primarily on outstanding performance and continuing promise of outstanding performance as a faculty member and reflects a determination that the candidate has and will continue to contribute substantially to the Law School and to the University. The standard of outstanding performance will be informed by standards for promotion to the same rank at other national law schools. In accordance with the standards of the legal profession and legal education, personal and professional integrity are assumed.

In assessing whether the candidate for promotion to Associate Professor has demonstrated outstanding performance and continuing promise of outstanding performance as a faculty member, the candidate's performance and contributions will be evaluated as a whole. Teaching and scholarship shall be primary in this evaluation. The following standards will be used:

1. The candidate's scholarship should demonstrate analytical, independent, and original thought, and contributions to the growth of a field by developing the author's unique insights and ideas.

Scholarship shall be evaluated on the basis of the candidate's published works as a whole. Usually this body of work will include at least two professional works; however, a single work written and published after the candidate has become a member of our faculty may suffice if it makes an extraordinary contribution to a field. Except in unusual circumstances, at least one work shall have been written and published after the individual has become a member of our faculty.

2. The candidate's teaching should demonstrate evidence of effective teaching, as measured by the standards for the award of tenure: mastery of the subject area; familiarity with current developments in the field; the ability to select, organize, and convey material effectively; and the capacity to inspire the intellect of one's students.

Teaching shall be evaluated primarily on the basis of classroom performance through peer observation, and also review of student evaluations. Non-classroom aspects of teaching, including individual student counseling, preparation of course syllabuses and published or unpublished course materials, examinations, participation in guided research, and other forms of non-classroom teaching will also be considered

3. The candidate should demonstrate an ability and willingness to perform appropriate service. Professional and discipline-related service contributions to the Law School, the University, higher education, the legal profession, and the community will all be considered.
- B. Promotion to Associate Professor may be awarded in conjunction with a grant of tenure; however, it need not be. In the former case, evaluation of promotion to Associate Professor shall be made under these standards in conjunction with the standards for the award of tenure; in the latter case, promotion to Associate Professor will be based on the candidate's significant progress toward satisfying the standards for tenure.
 - C. Except in extraordinary cases, or when a shorter period has been agreed upon in the letter of appointment, individuals who joined the faculty as Assistant Professors with no previous full-time teaching experience will not be considered for promotion to Associate Professor before their third year of full-time teaching at the Beasley School of Law.

III. STANDARDS FOR PROMOTION TO FULL PROFESSOR

- A. Professor is the most senior rank Temple University confers on its faculty and is a recognition that the Faculty Member has made important contributions substantially beyond the minimum requirements for tenure in each of the areas of scholarship, teaching, and service, and is an assessment that the Faculty Member is capable of greater responsibilities and accomplishments. Promotion to Professor ordinarily does not occur until the candidate is already a tenured Associate Professor.

Consideration for promotion shall be based primarily on outstanding performance and continuing promise of outstanding performance as a faculty member. Promotion shall be based on the determination that the faculty member has and will continue to contribute substantially to the institution, and has met the following standards for scholarship, teaching and service. Teaching and scholarship shall be primary in this evaluation. University service, service to the profession, and discipline based service to the community shall be secondary. In accordance with the standards of the legal profession and legal education, personal and professional integrity are assumed.

1. To show important contributions in the area of scholarship, the individual must have achieved professional recognition in a field through published original work. In determining whether the required level of professional recognition has been met, all works of scholarship by the individual that have been published or accepted for publication will be considered. If promotion to Professor has not been achieved at the time of tenuring, the individual must show significant scholarship in addition to that considered during the tenure deliberations. The standard of outstanding performance in scholarship shall be informed by standards for promotion to the same rank at other national law schools.
2. To show important contributions in the area of teaching, the individual must have demonstrated continued, consistent effective teaching. Effective teaching, as defined in the standards for tenure, involves mastery of the subject area, familiarity with current developments in the field, the ability to select, organize and convey material and the capacity to inspire the intellect of one's students. Teaching shall be evaluated primarily on the basis of classroom performance through peer observation, and also review of student evaluations. Non-classroom aspects of teaching, including individual student counseling, preparation of course syllabuses and published or unpublished course materials, examinations, participation in guided research, and other forms of non-classroom teaching will also be considered.

3. To show important contributions in the area of service, the individual ordinarily must have either shown effective leadership in or made major contributions to service in the Law School, the University, higher education, the legal profession, or the community.

B. Except in extraordinary cases:

1. Individuals who joined the faculty as Assistant Professors with no previous full-time teaching experience will not be considered for promotion to Professor prior to their 6th year of full-time teaching at Temple; and
2. Unless a shorter time is agreed upon in the letter of appointment, ordinarily Individuals who joined the faculty as Associate Professors will not be considered for promotion to Professor prior to their 3rd year of full-time teaching at Temple.