

**TEMPLE UNIVERSITY BEASLEY SCHOOL OF LAW**

**STANDARDS FOR CONTRACT RENEWAL AND PROMOTION  
OF LEGAL RESEARCH AND WRITING FACULTY**

Adopted at the Faculty Meeting held on September 5, 2007

These Standards for the Legal Research and Writing Faculty apply to each full-time member of the Temple Law School Faculty appointed to a non-tenure track faculty position teaching Legal Research and Writing (“LRW faculty member”). The Dean, after consulting with the LRW Faculty and such other Faculty committees as may be appropriate, may issue additional policies and procedures regarding evaluation, promotion, and other related matters, consistent with these and other Faculty policies and procedures. These standards supersede and replace the Performance Standards and Procedures adopted on April 27, 1999 and amended on August 27, 2003.

**I. INITIAL APPOINTMENT**

Typically, an LRW faculty member’s initial appointment will be on a one year contract. However, when appropriate, the Dean may make the initial appointment for more than one year.

**II. STANDARDS FOR AWARDING A THREE YEAR CONTRACT**

- A. The primary criterion for the award of a three year contract is 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 on the basis of classroom performance through peer observation, but shall also include review of (i) student evaluations; (ii) any teaching materials developed by the LRW faculty member, including syllabi, assignments and class exercises, particularly if those materials have been used by others in the field; (iii) critiqued papers; and (iv) any writing or presentations on legal research and writing pedagogy. Examinations and any forms of non-classroom teaching, including supervision of guided research, will also be considered. The following standards shall be used:
1. The LRW faculty member must have demonstrated effective teaching as described above.
  2. The LRW faculty member must have demonstrated a clear commitment to continuing scholarly achievement by the authorship of at least one professional work. 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.

3. The LRW faculty member must demonstrate an ability and willingness to perform continuing appropriate service. All members of the LRW Faculty are expected to participate and cooperate in insuring a consistent, high quality of instruction across the LRW curriculum.
- B. Except in extraordinary cases, or when a shorter period has been agreed upon in the letter of appointment, an LRW Faculty Member generally will be eligible for a three year contract after three years of teaching at Temple.

### III. STANDARDS FOR AWARDING AN INITIAL FIVE YEAR CONTRACT

- A. The award of an initial five year contract is a recognition of past performance and an assessment that the LRW faculty member is capable of greater responsibilities and accomplishments throughout the period of his or her service as a member of the Law School Faculty. The decision to award an initial five year contract shall be based primarily on outstanding performance and continuing promise of outstanding performance as an LRW faculty member. With due consideration to the academic needs of Temple University Beasley School of Law, award of an initial five year contract shall be based on the determination that the LRW faculty member will contribute substantially to the institution, and that he or she has met the standards set forth below for teaching, scholarship, and service. Teaching shall be primary in this evaluation, but scholarship and service will also be important considerations. In accordance with the standards of the legal profession and legal education, personal and professional integrity are assumed.
1. The LRW faculty member must have demonstrated effective teaching as described in section II.A., above. The quality of the LRW faculty member's teaching must be consistent with the number of years that the individual has been a full-time teacher of LRW.
  2. The LRW faculty member must have demonstrated a clear commitment to continuing scholarly achievement by the authorship of a cumulative total of at least two professional works. All published works of scholarship by the LRW faculty member 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 LRW faculty member's scholarship must demonstrate analytical, independent and original thought and must contribute to the growth of a field by developing the author's unique

insights and ideas.

3. The LRW faculty member must have made significant contributions through service and must demonstrate an ability and willingness to perform continuing appropriate service . Professional and discipline-related service, including service contributions to the Law School, the University, higher education, the legal profession, the legal research and writing community and the legal community generally will all be considered. All members of the LRW Faculty are expected to participate and cooperate in insuring a consistent, high quality of instruction across the LRW curriculum.

- B. Except in extraordinary cases, or when a shorter period has been agreed upon in the letter of appointment, an LRW faculty member generally will be eligible for an initial five year contract upon the successful completion of a three year contract at Temple.

#### IV. STANDARDS FOR SUCCESSIVE FIVE YEAR CONTRACTS

A five year contract shall be renewed if the quality of the LRW faculty member's teaching and service, and the quality and quantity of his or her scholarship, has showed continued outstanding performance. Teaching shall remain primary in this evaluation. There is a presumption that five year contracts will be renewed. During the Spring semester of the fourth year of a five year contract, and at the latest by June 1 of that year, the LRW faculty member shall provide information requested by the Faculty Review Committee, and the Committee will decide, in consultation with the Dean, what type of review, if any, shall be conducted during the fifth year of the contract.

#### V. STANDARDS FOR PROMOTION TO ASSOCIATE PROFESSOR

- A. Promotion to Associate Professor is a recognition of past performance and an assessment that the individual seeking promotion is capable of greater responsibilities and accomplishments. It is based primarily on outstanding performance and continuing promise of outstanding performance as an LRW faculty member and reflects a determination that the LRW faculty member has and will continue to contribute substantially to the Law School and to the University. In accordance with the standards of the legal profession and legal education, personal and professional integrity are assumed.

In assessing whether the individual seeking promotion to Associate Professor has demonstrated outstanding performance and continuing promise of outstanding performance as an LRW faculty member, the individual's performance and contributions will be evaluated as a whole. Teaching shall be primary in this evaluation, but scholarship and service will also be important considerations. The

following standards shall be used:

1. The LRW faculty member must have demonstrated effective teaching as described in section II.A., above. The quality of the LRW faculty member's teaching must be consistent with the number of years that the individual has been a full-time teacher of LRW.
  2. The LRW faculty member must have demonstrated a clear commitment to continuing scholarly achievement by the authorship of a cumulative total of at least two professional works. All published works of scholarship by the LRW faculty member 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 LRW faculty member's scholarship must demonstrate analytical, independent and original thought and must contribute to the growth of a field by developing the author's unique insights and ideas.
  3. The LRW faculty member must have made significant contributions through service and must demonstrate an ability and willingness to perform continuing appropriate service. Professional and discipline-related service, including service contributions to the Law School, the University, higher education, the legal profession, the legal research and writing community and the legal community generally will all be considered. All members of the LRW Faculty are expected to participate and cooperate in insuring a consistent, high quality of instruction across the LRW curriculum.
- B. Except in extraordinary cases, or when a different period has been agreed upon in the letter of appointment, an LRW faculty member will not be promoted to Associate Professor before receiving a three year contract. Promotion to Associate Professor and the award of a three year contract may occur simultaneously.

## VI. STANDARDS FOR PROMOTION TO PROFESSOR OF LAW

- A. Professor of Law is the most senior rank Temple University confers on its faculty and is a recognition that the faculty member has made important contributions 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 of Law ordinarily does not occur until the LRW faculty member is already an Associate Professor.

Consideration for promotion to Professor of Law 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 LRW faculty member has and will continue to contribute substantially to the institution, and has met the standards set forth below for scholarship, teaching and service. Teaching shall be primary in this evaluation, but scholarship and service will also be important considerations. In accordance with the standards of the legal profession and legal education, personal and professional integrity are assumed.

1. The LRW faculty member must have demonstrated effective teaching as described in section II.A., above, and must have made important contributions in the area of teaching consistent with the number of years that the individual has been a full-time teacher of LRW.
2. The LRW faculty member must have produced significant scholarship in addition to that which was considered at the time the LRW faculty member was promoted to the rank of Associate Professor, and the LRW faculty member must have achieved professional recognition in a field through published original work which demonstrates analytical, independent and original thought . In determining whether the required level of professional recognition has been met, all works of scholarship by the LRW faculty member that have been published, or that have been completed (subject to editorial revision) and accepted for publication, will be considered.
3. The LRW faculty member ordinarily must have either shown effective leadership in a professional field or made major contributions to service in the Law School, the University, higher education, the legal research and writing community, the legal profession, or the general legal community. All members of the LRW Faculty are expected to participate and cooperate in insuring a consistent, high quality of instruction across the LRW curriculum.

## VII. TENURE

An LRW faculty member is on a non-tenure track appointment and, thus, is not routinely eligible for tenure. However, if there is a funded position available at the Law School for a tenured faculty member who teaches LRW, and if an LRW Faculty Member has been a full-time teacher of LRW at Temple or elsewhere for at least six years, he or she, in consultation with the Dean, may seek appointment as a tenured faculty member of the Law School Faculty, in that available slot. In those circumstances, the individual shall be evaluated for tenure under the standards for tenure set forth in the Temple University Beasley School of Law Standards for Tenure and Promotion. Those standards provide that teaching and scholarship shall be primary in the evaluation for tenure, and University

service, service to the profession, and discipline-based community service shall be secondary. With respect to scholarship, the individual's body of work must display the same quality as that of non-LRW tenure candidates, although an LRW candidate's scholarship may be produced over a longer period of time. If the individual is awarded tenure, he or she will no longer be subject to these LRW Faculty Standards or to the Statement of Policies and Procedures Governing the Legal Research and Writing Faculty.