

**Baylor Law School
Tenure Policy
External Reviewers**

I. Selection of External Reviewers for Tenure Evaluation Regarding Scholarship

The Tenure Procedures at Baylor University provide that the Law School shall establish its own policies and procedures related to the selection of external reviewers of tenure candidate with the exception that the University requires that at least two of the reviewers must be full professor academics. The Dean is to secure at least three external reviews of the tenure candidate's work.

Consistent with the Law School's Mission Statement that our professors have a duty to serve not only the academy but also the judiciary and the practitioner, the Dean shall select a third external reviewer who is an outstanding jurist or an outstanding practitioner within the field of the applicant's expertise. At the option of the Dean, in consultation with the candidate and the P & T Committee, it may be deemed prudent to select a fourth external reviewer from jurists or outstanding practitioners based on the area of scholarly work of the tenure applicant.

Reviews shall be written from a disinterested and objective perspective judging the quality of such scholarship as it relates to contributing to the theoretical development and/or the practical interpretation and application of the law in our legal system including lawyering skills and ethical issues. External reviewers shall critique the tenure candidate's scholarship solely according to the stated expectations of the University and Law School and he/she shall not be asked to nor be allowed to render an opinion as to the candidate's fitness for tenure.

The external reviewers shall be selected by the Dean with direct and meaningful input from the members of the Promotion & Tenure Committee and the candidate. The candidate shall be allowed to submit the names of anyone he or she believes would be competent to render an opinion as to his or her scholarship. The candidate, however, shall not be involved in the final decision, be told the identity of the reviewers who are chosen or be allowed to read the original reviews. A concerted effort shall be made not to secure the services of an outside reviewer with a demonstrated bias against (1) the mission and expectations of Baylor Law School, (2) the candidate or (3) the candidate's chosen methodology, school of thought or substantive conclusions which are otherwise recognized within the candidate's discipline. The candidate's input and that of the Promotion & Tenure Committee should be sought by the Dean as to whether such issues exist.

The academic external reviewer shall be a full professor and tenured. The jurist and/or practitioner external reviewers shall have actively practiced law and/or served within the judiciary with distinction and be recognized as top professionals within their field of expertise. External reviewers with personal or professional attachments to the candidate that would adversely affect their ability to make sound assessments of the candidate's scholarship shall not be selected. Specifically, any potential external reviewer shall be disqualified if he or she is a former teacher of the candidate, a collaborator with the candidate on scholarship, a person who has practiced law with the candidate, a former colleague from a previous law school or a judge or justice for whom the candidate has been a law clerk.

External reviewers shall be provided with (1) the Law School's Tenure Policy Statement as it relates to scholarship, (2) the candidate's vitae and (3) a dossier of the candidate's scholarly articles. A cover letter shall set forth what expectations the Law School has of the reviewer of the candidate's scholarly work consistent with the provisions set forth in the University Tenure Procedures.