

AALS New Law Teachers Workshop
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Veryl Victoria Miles*
The Catholic University of America
Columbus School of Law

Topic: Assessing Faculty Performance and Institutional Citizenship

I. Assessing Faculty Performance

A. Standard Criteria Considered in Faculty Performance Review:

- Scholarship
- Teaching
- Service
- Institutional Mission

B. Matters for early discernment about your institution's faculty performance review process:

1. Determine how the institution values different types of scholarship including law review/journal articles; book chapters; case books; co-author pieces; etc.
2. Determine whether the institution expects certain quantities in terms of the number of articles that must be published or accepted for publication at the various stages of contract renewal, promotion and tenure.
3. Determine the exact times when you will be going through the formal peer review process for contract renewal and tenure, as well as your eligibility for promotion. Also, inquire about the nature of the review process in terms of who participates in the process directly, as well as the voting groups who will act on any application for promotion, retention or tenure.
4. Determine whether there is a formal or informal mentoring program for untenured faculty.
5. Obtain, if available, any written criteria for retention, promotion and tenure, as well as become informed about "unwritten" requirements.

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C. General themes to consider throughout the tenure track process:

Query: Have you made a place for yourself at your institution?

Query: Are you promoting the institution through your work?

II. Institutional Citizenship

A. Internal Citizenship

1. Understand your institution in the following ways:

- Mission
- Purpose
- Goals

2. How can you contribute to the overall mission, purpose and goals of the institution?

3. What are the most productive ways to serve the institution as an untenured faculty member in terms of law school and university committee work, advisory duties to student organizations, and mentoring of students?

B. External Citizenship

1. Pursue Affiliations with Professional and Community Groups

- Presentation Opportunities
- Creating Bar and Bench Connections for the Law School
 1. Outside Speakers
 2. Adjunct Faculty
 3. Employment Opportunities for Students
- Professional Listservs
- Inns of Court

2. Identification of Individuals or Organizations that Foster Scholarship and Professional Development

- Works-in-Progress Programs and Conferences (exposes one to well-respected senior and junior faculty in areas of concentration)
- Presentation Opportunities (serving as panelists or presenters at scholarship conferences; speaking invitations at other law schools)
- Visitorship opportunities
- Development of career-long collegial support groups