

II. Faculty Appointments

A. Faculty Appointments Committee

1. The Faculty Appointments Committee shall be composed of at least six voting members of the faculty and the Dean or Dean's designee (typically the Associate Dean of Faculty) ex-officio. The Dean shall appoint the members of the committee and shall designate one member each year to serve as chair.
2. The Faculty Appointments Committee and the Dean shall regularly discuss opportunities for appointment and possible candidates for appointment, including candidates for visiting faculty.

B. Tenure-Stream Appointments

Tenure-stream appointments must satisfy the criteria in section III.D below, and any appointment must follow the voting procedures relevant to the proposed rank of the candidate as described in section III.

C. Renewable-Contract Faculty Appointments

For any renewable-contract faculty position, the Dean may charge either the Faculty Appointments Committee or a special committee created for that purpose to conduct a search and report its recommendations to the voting faculty.

D. Visiting Professors, Teaching Professors, Dean's Professors, and Adjunct Professors

The Dean may appoint persons as dean's professors, teaching professors (with contracts shorter than three years), visiting professors, or adjunct professors, as the needs of the institution may dictate from time to time. The appointment of "look see" visiting professors who are tenure stream professors at another institution, is normally by vote of the tenure-stream faculty, upon recommendation of the Faculty Appointments Committee.

E. Affirmative Action Consideration

All Law School searches must comply with state and federal nondiscrimination laws. To this end, the following rules and procedures shall be applicable:

1. All searches should follow [Emory Policy 4.6](#).
2. Communications, training programs and DEI practices must not include labor market assessments, hiring goals, or differentiated recruitment practices for women and/or underrepresented minorities.

3. Search committees should be composed without regard to race, sex or other protected class characteristics. Rather, they must include at least three peers who can provide various insights and diverse perspectives when assessing the candidate's scholarship and credentials.
4. Recruitment plans (submitted via the Faculty Recruitment webform on the [DECRC webpage](#)) should be reviewed by DECRC prior to launching a search to ensure affirmative action and legal obligations are being met. (Searches approved before May 16, 2025 do not need to submit a new recruitment plan but must follow the updated Policy 4.6.)
5. Search committees should work closely with Human Resources representatives throughout the search process.
6. Targeted outreach or advertising based on race, sex or gender is not permitted. However, outreach to individuals with disabilities or veterans may be conducted as part of an Affirmative Action Plan.
7. Diversity statements should not be required of any candidates. Candidates should not be asked about their commitment to diversity in hiring or admissions either in writing or verbally.

III. Promotion and Tenure of Tenure-Stream Faculty Members

Pursuant to the provisions of paragraph 2(a) of the Statement of Principles Governing Faculty Relationships, approved by the University Board of Trustees, it is the responsibility of the Dean to establish and to communicate to the Faculty the procedures for expressing Faculty opinion in matters of individual appointment, promotion, and termination. Article IV, Section 3 of the By-Laws of Emory University provide that a limited appointment “shall be made by the Dean of the academic unit primarily concerned and shall be reported annually to the Provost and Executive Vice President of Academic Affairs.” A continuous appointment “shall be made by the Board of Trustees or its Executive Committee upon the recommendation of the President who shall have conferred regarding such recommendation with the Dean of the academic unit primarily concerned and the appropriate academic Executive Vice President.” Additionally, “The deans shall establish and communicate to their faculty the procedures for expressing faculty opinion in matters of individual appointment, promotion and termination. The precise terms and conditions of each appointment shall be stated in writing, shall be in accordance with the principles approved and published by the Board of Trustees, and shall be in possession both of the University and the appointee before the appointment is final.”

The following procedures and criteria for appointment, promotion, and tenure, as revised, became effective May 1, 2012, and apply to all candidates who joined the faculty after that date.

Rules and regulations of the University intended for University-wide application are controlling if there is any conflict with Law School policy.

A. Faculty Review and Promotion Committee

The Faculty Review and Promotion Committee shall be composed of at least six members of the Executive Committee and the Dean or the Dean's designee (usually the Associate Dean of Faculty) ex officio. The Dean shall appoint the members of the committee and shall designate one member each year to serve as chair. The duties of the Faculty Review and Promotion Committee are described below.

B. Limited Appointment

A faculty member who is on "tenure-track" is a faculty member who is hired with the expectation that he/she will eventually be considered for continuous appointment. For example, the following are not tenure-track faculty: faculty in the legal writing program and clinical and renewable-contract faculty. This part applies only to tenure-track faculty.

1. Depending upon the prior experience of a candidate, initial appointment to the faculty of the Law School for a tenure-track faculty member shall be at the rank of assistant or associate professor of law upon the recommendation of the Faculty Appointments Committee, majority vote of the tenure-stream faculty, and recommendation of the Dean.
2. Except as otherwise agreed in a particular case, such a limited appointment shall be presumed to be for an initial term of three years.
3. Each candidate for a limited appointment on tenure track must satisfy the following minimum requirements:
 - (a) An undergraduate degree from an accredited institution or the equivalent thereof.
 - (b) A first professional degree in law from an American law school that is fully accredited by the American Bar Association and that is a member of the Association of American Law Schools; a first professional degree in law from an accredited law school in another country whose legal system and legal education are based on the common law, or the equivalent thereof in another discipline or under a different system of education; or a PhD in another field that directly advances the scholarly and teaching interests of the law school.
 - (c) A superior academic record.
 - (d) Evidence of aptitude for or demonstrated competence in professional scholarly writing.
 - (e) At least two supportive letters or reports from persons familiar with the work of the candidate.
4. The Faculty Appointments Committee is responsible for confirming that a candidate has met the requirements listed in subparagraph 3, and, in addition, the Faculty Appointments Committee shall evaluate each candidate with respect to each of the following:

- (a) the candidate's understanding of the role of a professor in a research university with respect to research, teaching, and service;
 - (b) the candidate's commitment to legal scholarship and to the education of law students;
 - (c) the candidate's commitment to objectivity in scholarship and teaching;
 - (d) the candidate's commitment to collegial enterprise;
 - (e) the candidate's commitment to service through the profession and related activities, and
 - (f) the candidate's ability to satisfy the particular institutional needs of Emory University.
5. Such appointment may be renewed thereafter upon recommendation of the Dean to the President of the University, subject to University regulations fixing the maximum aggregate term of any limited appointment, and subject to approval by the President. Unless otherwise recommended, such a renewal will be presumed to be for an additional three years and at the rank of associate professor without tenure. The review for renewal of an initial appointment and promotion usually will occur during the sixth semester of the initial limited appointment. In an appropriate case a limited appointment may be renewed for one year or more at the rank of assistant professor after the review described in this subparagraph.
 6. In determining whether to recommend the renewal of any limited appointment, the Faculty Review and Promotion Committee will perform a review of the candidate's scholarship, teaching, and service. Although contract renewal and promotion from assistant professor to associate professor without tenure does not require the approval of the Board of Trustees, the process for promotion will closely mirror that of the grant of tenure and promotion to full professor. The Faculty Review and Promotion Committee will compile the report, described in section III.E. After preparing a report, the Faculty Review Committee will vote whether to recommend the candidate for contract renewal and promotion to associate professor of law without tenure.
 7. The Faculty Review and Promotion Committee's report and recommendation will then be transmitted to the Executive Committee. At a first meeting, the Executive Committee will consider the candidate's qualifications and can seek additional clarification or information about the candidate from the Faculty Review and Promotion Committee. At a second meeting, the Executive Committee will consider the candidate's qualifications and then provide a recommendation to the Dean pursuant to a vote. In the case of exigent circumstances, the Dean may waive the "two meeting" rule to permit a consideration and vote at a single meeting. Typically, a recommendation of promotion requires a two-thirds vote of those present, excluding abstentions.
 8. The Dean shall give due consideration to the reports of the Faculty Review and

Promotion Committee. If the Dean's decision differs from that of the recommendation of the Executive Committee, the Dean will provide his/her reasoning in writing to the Executive Committee within two weeks of the Executive Committee's vote. If the Dean's recommendation is favorable, the Dean will transmit that information to the Provost, President, and Board of Trustees.

C. Continuous Appointment

1. When a Law School faculty member who previously has held a limited appointment is granted continuous (tenured) appointment, such appointment shall initially be at the rank of associate professor of law. In the case of a faculty member whose initial appointment is continuous, the appointment may be at the rank of associate professor of law or professor of law as specifically agreed at the time of appointment.
2. By University regulation, continuous appointment is made by the Board of Trustees or its Executive Committee upon recommendation of the President, and the President shall confer with the Dean of the Law School regarding any recommendation for the continuous appointment of a member of the Law School faculty. In conferring on any such recommendation, the Dean shall convey to the President the recommendation of the Executive Committee.
3. A faculty member on limited appointment at the rank of associate professor of law without tenure may seek to pursue continuous appointment after consulting with the Dean or the Dean's designate. The Faculty Review and Promotion Committee coordinates the preparation of the tenure file. The tenure file must comply with the requirements of the Grey Book and Emory University's promotion and tenure requirements as set forth by the Office of the Provost. After compiling the tenure file, the Faculty Review and Promotion Committee will vote as to whether to recommend the candidate for tenure. If the recommendation is negative, the Faculty Review and Promotion Committee will consult with the Dean. If the tenure candidate is seeking tenure early, then the Dean will consult with the candidate to consider withdrawing from consideration. If the candidate is not seeking tenure early, then the negative recommendation will be reported to the Executive Committee.
4. A report by the Faculty Review and Promotion Committee recommending for or against tenure consideration shall be discussed at a meeting of the Executive Committee called for the purpose. After the initial discussion, the Executive Committee will reconvene for a second meeting where there shall be a vote, by roll call, of those present. Under exigent circumstances, the Dean may waive the "two meeting" rule to allow consideration of the candidate and a vote at a single meeting.
5. In deciding how to vote regarding a recommendation for continuous appointment, each member of the Executive Committee will consider the Criteria for Reappointment, Promotion, and Tenure in section III.D, below, and whether the continuous appointment of the candidate would serve the best interests of the Law School and the University.

6. In determining whether to recommend a faculty member for continuous appointment, the Dean shall give due consideration to the report of the Faculty Review and Promotion Committee, the discussion and recommendations of the Executive Committee, and the reasons expressed by those voting. By traditional presumption, a favorable vote of two-thirds of the Executive Committee, without regard to abstentions, is necessary for a favorable recommendation to the Dean. Should the recommendation of the Dean to the President differ from that of the Executive Committee to the Dean, then the Dean will explain his/her reasons for a different recommendation to the members of the Executive Committee in writing.
7. The Dean will compose a letter that, in accordance with the University's guidelines, contains the Dean's recommendation as to tenure and the reasons for that recommendation. The Dean will then transmit his/her recommendation and the candidate's file, as required by the University, to the Provost for submission to the Presidential Advisory Committee and the President.

D. Criteria for Reappointment, Promotion, and Continuous Appointment

The following criteria apply when the Faculty Review and Promotion Committee and the Professorship Subcommittee are evaluating candidates for promotion or continuous appointment. In addition, the criteria apply when the Faculty Appointments Committee is evaluating candidates to be hired at the level of associate professor without continuous appointment and associate professor with continuous appointment. In evaluating the potential hiring of a candidate at the level of full professor with continuous appointment, the Faculty Appointments Committee must consider both these criteria and the criteria in section III.G, below, for promotion to full professor.

As required by the University, candidates for appointment or promotion to Associate Professor or to continuous appointment must show academic excellence, meritorious scholarship, and creative inquiry and teaching and have the demonstrated promise to become leaders who will transform their field as their career progresses. The committee or subcommittee that is evaluating a candidate should not be bound by limiting quantitative criteria but should consider the overall quality of the scholarship, teaching, and service of each person under review and the contributions of that person to the mission of the Law School and the University. However, there are particular factors that should be taken into account in the candidate's scholarship, teaching, and service.

(1) Scholarship:

Demonstrated excellence in scholarship is essential for any candidate to be promoted to continuous appointment with tenure. High performance in other areas cannot substitute for a lack of scholarly excellence.

In reviewing a candidate's scholarship, the appropriate committee should consider the specific contributions to legal scholarship of the candidate's major works, the significance of the works, and the quality of their execution. The committee also should take into account the relative

standing of the candidate in comparison with other scholars of the same generation in the candidate's field. In addition, the committee should consider how the candidate's work contributes to the advancement of the mission of the Law School and the University.

Although scholarship may take many forms, a candidate will be expected to present for consideration publications of serious independent scholarly work that constitute significant contributions to learning in the candidate's area(s) of specialty as measured by national, or, where appropriate, international standards. Each candidate also will be expected to provide evidence that the candidate will exhibit a continuing and serious commitment to the scholarly enterprise after receiving tenure. That is, the candidate's record must demonstrate that he/she will continue to produce published scholarship of equal or higher quality throughout his/her academic career.

The works to be considered may take many forms, such as books, law review articles, essays, and book reviews, with an expectation that the bulk of those publications will be in academic journals and with book publishers that are considered authoritative in legal education and/or in the candidate's area(s) of specialty. Blog posts and op-ed posts will also be considered and will be given weight in accord with their length, scholarly content and rigor, and the eminence of the publication where the blog post or op-ed is published.

Treatises and teaching materials, such as casebooks, may be considered if they contribute substantially to the teaching and development of knowledge in a particular field of legal study, but scholarly articles and monographs will presumptively carry more weight than treatises and casebooks.

Quantity should not be the guiding criterion, but rarely will a candidate be recommended for continuous appointment unless the candidate has produced at least the equivalent of one monograph or three substantial law review articles. Candidates for continuous appointment are strongly encouraged to aim for five or more substantial publications in academic journals, or for publication of a monograph plus two or three substantial articles in academic journals. This is the normal expectation.

For the purposes of the qualitative and quantitative standards, a work may be considered when it has been published or accepted for publication in time to be considered in the necessary external reviews. See section III.E.4. Works that have been published or accepted for publication by October 1 of the academic year in which the candidate is being considered for continuous appointment will certainly meet this standard. Works that have neither been published nor accepted for publication will not be considered. The candidate's distribution of a work by posting a manuscript on the Social Science Research Network or other similar online repository, or by providing a copy of the manuscript to a library, does not constitute publication or acceptance for publication.

(2) Teaching:

Demonstrated dedication, rigor, and skill in teaching is essential for any candidate to be

promoted to continuous appointment. The appropriate committee will consider the Student Evaluation of Teaching (SET) forms completed by students and will conduct periodic visits to the classrooms of each person under consideration, as specified below.

Teaching obligations go beyond the classroom. In addition to judging the candidate's classroom performance, the appropriate committee will also judge (a) the candidate's availability for and effectiveness in interactions with students outside the classroom, during regular office hours, for academic and professional counseling and (b) the availability and effectiveness of each candidate in serving as an advisor on law review and directed-study papers for students and as an advisor to one of the law journals or professional student societies such Moot Court or EPIC, or one of the clinics.

(3) Service:

The appropriate committee also will consider each candidate's service to the Law School, to the University, and to the profession through, for example, work on committees and as a member of professional organizations. The University's central mission is academic in nature and for purposes of reappointment, promotion, or tenure, the review of service should focus on activities that support or advance the mission. Public-spirited, usually uncompensated work on law assessment, law reform, or in public policy through participation in regulatory, legislative, and judicial venues is also a recognized and valuable form of service. Service is an important consideration for appointment and promotion. However, service should be viewed as a supplement to, not a substitute for scholarship or teaching. It is expected that both scholarship and teaching contributions will be weighted significantly and that service contributions will not be the primary basis for awarding tenure or promotion.

In judging each candidate, the appropriate committee should review the cumulative contribution of that candidate's scholarship, teaching, and service. The ideal is excellence in all three areas of contribution to the institution. No promotion to continuous appointment will take place without excellent performance in scholarship. Dedication, rigor, and skill in teaching is essential. Service is an important part of a successful promotion.

E. Process for Promotion to Associate Professor of Law without Tenure

1. The Faculty Review and Promotion Committee is responsible for preparing the report as to a candidate's promotion from assistant professor to associate professor without tenure. The Faculty Review and Promotion Committee will also provide the Executive Committee a recommendation of whether the candidate should be so promoted.
2. The process for promotion to associate professor of law without tenure should closely approximate the tenure process. The file shall contain, at a minimum, the following materials:
 - (a) the candidate's CV and personal statement on scholarship, teaching, and service;
 - (b) at least four external reviews of the candidate's scholarship;
 - (c) an Emory External Reviewer Form from each reviewer, detailing the relationship, if

- any, between the reviewer and the candidate;
- (d) biographical summaries of the external reviewers;
- (e) the External Reviewer Tracking Form;
- (f) at least two internal reviews of the candidate's scholarship;
- (g) internal reviews of the candidate's teaching;
- (h) copies of the candidate's Student Evaluation of Teaching (SET) forms; and
- (i) copies of the candidate's scholarship.

3. Written reviews of scholarly work shall specifically address the extent to which, in the opinion of the reviewer, the work in question would weigh in favor of a recommendation for tenure on the ground of scholarship. The candidate shall provide the Faculty Review and Promotion Committee with a list of proposed reviewers. However, the Faculty Review and Promotion Committee is not limited to choosing outside reviewers from this list. The candidate shall provide a list of reviewers who the candidate would prefer not to perform a review if there is a reason such external reviewers will not be objective in their assessment of the candidate's work.

4. In seeking external reviews, the committee shall be guided by the following university requirements applicable to tenure promotion:

(a) IDENTIFYING EXTERNAL REVIEWERS. A tracking form is used by all schools and colleges to record the name and institutional affiliation of potential external reviewers and their responses; those persons who decline to serve as an external reviewer will be asked for a reason. This form also shows the source(s) of the nomination.

(b) LETTER REQUESTING EXTERNAL REVIEW. Letters requesting external review come from the Dean's office of the Law School. These letters can be tailored but at a minimum must include:

a request for a statement on the candidate's scholarship, including its quality and impact, and, if feasible, a review of the candidate's teaching and service;

a request for a statement on the candidate's stature in the discipline(s) and the likelihood of the candidate's pre-tenure promotion at the top twenty institutions in the candidate's field of expertise, and at the reviewer's institution;

a copy (either in the letter or as an attachment) of the Criteria for Reappointment, Promotion, and Continuous Appointment in section III.D; and

the following language: "As required by Emory University, candidates for appointment or promotion to Associate Professor or to continuous appointment must show academic excellence, meritorious scholarship, and creative inquiry and teaching and have the demonstrated promise to become leaders who will transform their field as their career progresses."

- (c) BIOGRAPHIC SKETCH OF THE EXTERNAL REVIEWER. Each external reviewer is asked to provide a brief biographic sketch that includes name, affiliation, title, area of specialization/research, and other pertinent information.
 - (d) STATEMENT BY EXTERNAL REVIEWER ON RELATIONSHIP WITH THE CANDIDATE. Each external reviewer will complete a form indicating the relationship to the candidate, the knowledge of the candidate's work, and any possible conflict.
5. Once the materials have been gathered, the Faculty Review and Promotion Committee will prepare a report reflecting the committee's view as to whether promotion to associate professor of law without tenure is appropriate. This recommendation and the report will then be reported to the Executive Committee, who will consider the candidacy pursuant to section III.D, above.

F. Process for Award of Continuous Appointment (Grant of Tenure)

1. The Faculty Review and Promotion Committee is responsible for preparing the report as to whether a candidate should be granted continuous appointment. The Faculty Review and Promotion Committee will also provide the Executive Committee a recommendation of whether the candidate should be awarded continuous appointment (i.e. tenure).
2. The file shall contain, at a minimum, the following materials:
 - (a) the candidate's CV and personal statement on scholarship, teaching, and service;
 - (b) at least six external reviews of the candidate's scholarship;
 - (c) an Emory External Reviewer Form from each reviewer, detailing the relationship, if any, between the reviewer and the candidate;
 - (d) biographical summaries of the external reviewers;
 - (e) the External Reviewer Tracking Form;
 - (f) internal reviews of the candidate's teaching;
 - (g) copies of the candidate's Student Evaluation of Teaching (SET) forms;
 - (h) a listing of the candidate's funding history;
 - (i) sample syllabi showing pedagogical innovation; and
 - (j) copies of the candidate's scholarship.
3. Written reviews of scholarly work shall specifically address the extent to which, in the opinion of the reviewer, the work in question would weigh in favor of a recommendation for tenure on the ground of scholarship. The candidate shall provide the Faculty Review and Promotion Committee with a list of proposed reviewers. However, the Faculty Review and Promotion Committee is not limited to choosing outside reviewers from this list. The candidate shall provide a list of reviewers who the candidate would prefer not to perform a review if there is a reason such external reviewers will not be objective in their assessment of the candidate's work.
4. In seeking external reviews, the committee shall be guided by the following University

requirements.

(a) IDENTIFYING EXTERNAL REVIEWERS. A tracking form is used by all schools and colleges to record the name and institutional affiliation of potential external reviewers and their responses; those persons who decline to serve as an external reviewer will be asked for a reason. This form also shows the source(s) of the nomination.

(b) LETTER REQUESTING EXTERNAL REVIEW. Letters requesting external review come from the Dean's office of the Law School. These letters can be tailored but at a minimum must include:

a request for a statement on the candidate's scholarship, including its quality and impact, and, if feasible, a review of the candidate's teaching and service;

a request for a statement on the candidate's stature in the discipline(s) and the likelihood of the candidate's tenure at the top twenty institutions in the candidate's field of expertise, and at the reviewer's institution;

a copy (either in the letter or as an attachment) of the Criteria for Reappointment, Promotion, and Continuous Appointment in section III.D; and

the following language: "As required by Emory University, candidates for appointment or promotion to Associate Professor or to continuous appointment must show academic excellence, meritorious scholarship, and creative inquiry and teaching and have the demonstrated promise to become leaders who will transform their field as their career progresses."

(c) BIOGRAPHIC SKETCH OF THE EXTERNAL REVIEWER. Each external reviewer is asked to provide a brief biographic sketch that includes name, affiliation, title, area of specialization/research, and other pertinent information.

(d) STATEMENT BY EXTERNAL REVIEWER ON RELATIONSHIP WITH THE CANDIDATE. Each external reviewer will complete a form indicating the relationship to the candidate, the knowledge of the candidate's work, and any possible conflict.

5. Once the materials have been gathered, the Faculty Review and Promotion Committee will prepare a report reflecting the committee's view as to whether continuous appointment is appropriate. This recommendation and the report will then be reported to the Executive Committee, who will consider the candidacy pursuant to III.D above.

H. Promotion to Professor: Criteria and Process

1. Promotion from the rank of associate professor of law to professor of law is conferred by the Board of Trustees, initiated by recommendations by the Dean to the President. Promotion is based upon the Law School's needs and upon the faculty member's growth in professional competence and increased service to the University.
2. The Professorship Subcommittee shall be composed of the members of the Faculty Review and Promotion Committee holding the rank of professor of law and the Dean or the Dean's designee (typically the Associate Dean of Faculty) ex officio.
3. The Professorship Subcommittee shall meet once a year to review the teaching, scholarship, and other professional activities of all members of the faculty holding continuous appointment at the rank of associate professor of law to consider whether they should be promoted to the rank of full professor. The Associate Dean of Faculty shall consult with each such faculty member beforehand to provide the Professorship Subcommittee with the current status of the faculty member's scholarship, teaching, and service.
4. If the Professorship Subcommittee, by majority vote, believes the faculty member has a prima facie case for promotion to full professor, then the Professorship Subcommittee shall seek independent external reviews of the candidate's publications since being granted tenure, obtaining at least as many external reviews as may be required by the University. The University currently requires at least six external reviews. The candidate shall provide the Professorship Subcommittee with a list of proposed reviewers. However, the Subcommittee is not limited to choosing external reviewers from this list. The candidate shall provide a list of reviewers who the candidate would prefer not to perform a review if there is a reason such external reviewers will not be objective in their assessment of the candidate's work.
5. A report by the Professorship Subcommittee recommending promotion shall be similar in content to a report by the Faculty Review and Promotion Committee advising consideration of tenure, and the candidate under consideration shall be afforded an opportunity to participate in the process and to review, correct, or add to the reports and other written materials under consideration by the Professorship Subcommittee. Discussion and voting shall be carried out in the same manner as in the case of a tenure recommendation; however, only those members of the Executive Committee who hold the rank of professor of law shall participate in the meeting and the vote.
6. Criteria for Promotion to Professor of Law

An associate professor is to be considered for promotion to full professor upon the basis

of research, teaching, and service that have not been taken into consideration previously in connection with promotion or tenure in the Law School. As required by the University, candidates for appointment or promotion to Professor must show scholarly excellence and be established, nationally or internationally, as among the most distinctive and recognized voices in their disciplines, consistently examining and addressing their fields' most pressing questions.

Specifically, associate professors are to be promoted to the rank of full professor upon satisfaction of the following standards:

1. Continued, frequent scholarly achievement of high quality, accompanied by unmistakable evidence that the candidate is a nationally and, where applicable, internationally recognized legal scholar in the field;
2. Consistent record of dedication, rigor, and skill in teaching; and
3. A record of significant and effective service to the department, college, University, and/or the profession.

As with promotion to continuous appointment, demonstrated excellence in scholarship is essential for any candidate to be promoted to full professor. High performance in other areas cannot substitute for a lack of scholarly excellence. Service should be viewed as a supplement to, not a substitute for, scholarship or teaching. It is expected that both scholarship and teaching contributions will be weighted significantly and that service contributions will not be the primary basis for awarding promotion.

7. In seeking external reviews, the committee shall be guided by the University requirements set forth in section III.F.4. In addition, the letter requesting external review must include:

a request for a statement on the candidate's stature in the discipline(s) and the likelihood of the candidate's promotion to full professor at the top twenty institutions in the candidate's field of expertise, and at the reviewer's institution;

a copy (either in the letter or as an attachment) of the Criteria for Promotion to Professor of Law in section III.G.6.

the following language, "As required by Emory University, candidates for appointment or promotion to Professor must show scholarly excellence and be established, nationally or internationally, as among the most distinctive and recognized voices in their disciplines, consistently examining and addressing their fields' most pressing questions."

8. If, in the judgment of the Subcommittee, the needs of the Law School and the faculty member's growth in professional competence and service to the University justify promotion, the Subcommittee, by written report, shall so advise those members of the Executive Committee holding the rank of professor of law.