

Rank Matrix: Legal Studies *

| Rank | Mastery of Subject Matter 1, 2, 3 | Effectiveness in Teaching | Scholarly Ability | Effectiveness of University Service | Continuing Growth |
|------------------------|--|--|--|---|--|
| Assistant Professor | J.D. w/state bar license | Performance should be more than merely satisfactory with clear demonstration of the potential to be outstanding. Evidence of curriculum development (e.g. review and revisions of existing courses or programs, creation of new courses or programs) | Any combination of two items listed above. The scholarly ability can be measured by multiple activities within one category or any combination of categories. | Positive and proactive involvement in department activities including but not limited to committees, projects, academic advising, assessment, student retention and recruitment. Beginning to contribute at the college wide level. | Remaining current in field through course work, attendance at appropriate meetings and seminars. |
| Continuing Appointment | J.D. w/state bar license | Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent | Any combination of four items listed above. The scholarly ability can be measured by multiple activities within one category or any combination of categories. | Strong presence at departmental level as well as solid service at the college level. Showing solid signs of leadership on and in service areas. Becoming well-known to faculty and administrators | Remaining current in field through course work, attendance at appropriate meetings and seminars. Membership in professional organizations. |

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| | | classroom performance. | | outside the department through meetings, committees and projects. | |
| Associate Professor (Continuing Appointment Required) | J.D. w/state bar license | Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance. Capable of peer mentoring new faculty. | Any combination of four items listed above. The scholarly ability can be measured by multiple activities within one category or any combination of categories. | Record of solid service and effective leadership at the departmental and college level. Well-known to faculty and administrators outside the department through meetings, committees and projects. | Remaining current in field through course work, attendance at appropriate meetings and seminars. Membership and activity in professional organizations. Increase in responsibility in administrative duties, such as department chair. |
| Professor | J.D. w/state bar license | Demonstrate significant mastery of teaching. Capable of utilizing full range of instructional | Any combination of six items listed above. The scholarly ability can be measured by multiple activities within one category or | Clear evidence of sustained and outstanding leadership at departmental and college levels in areas of service. Evidence of | Leadership roles in professional organizations. Leadership roles that extend campus or university wide. |

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| | | methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students' educational needs. Classroom performance excellent in all categories. Capable of mentoring new faculty. | any combination of categories. | service to SUNY at a university wide level would serve as additional evidence. | |
| The Lecturer position is renewable for up to three years. It is not a rank that is considered on a track for continuing appointment. | | | | | |
| Lecturer | J.D. without state bar license | Satisfactory performance in teaching | Any combination of two items listed above. The scholarly ability can be measured by multiple activities within one category or any combination of categories. | Lecturers are welcome to participate, but are not required to. | Lecturers are welcome to participate, but are not required to. |

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1. All earned degrees must be from a regionally accredited institution. International degrees will be evaluated on a case by case basis.
2. To the extent that the minimum qualifications listed in this tenure and promotion matrix differ from those listed in the Personnel Handbook regarding promotion, reappointment, or tenure, whichever source establishes the more rigorous criteria shall apply.
3. To the extent that an individual letter of initial appointment establishes a more rigorous set of criteria regarding promotion, reappointment, or tenure than those listed in the Personnel Handbook or this tenure and promotion matrix, the initial letter of appointment shall apply.

* Clarifying Statement

Because this is a program which teaches law, the interpretation of law, the application of law, and the communication of law through the written and spoken word, all Instructors, Lecturers, Assistant Professors, Associate Professors, and Professors must have a Juris Doctor degree.

Law School graduates with a Juris Doctor degree can take dramatically different career paths, including pursuing careers in academic scholarship; litigation (oral and/or written); research; politics, as well as developing specialties in narrow fields of law.

The various manners in which an attorney is able to express his or her scholarly ability (Category III below) renders a narrow definition of that term impossible. Therefore, the Legal Studies Program sets forth the following non-exclusive list as examples of scholarly ability in no particular order:

- Admission to Practice Law in a State, Federal or Native American Jurisdiction.
- Lead Counsel in a Trial in a Court of Record.
- Reported Appeal Decision in the Appellate Division of the New York State Supreme Court, or the equivalent in another state or federal jurisdiction.
- Reported cases in the New York State Court of Appeals or the equivalent in another state or federal jurisdiction.
- Scholarly Publications including books, treatises, magazines or chapters in books or magazines.
- Testimony before a Public Legislative body at the State, Federal, or Tribal level.