

Amherst does not use external reviewers at the time of promotion, but we are strongly considering moving to a system in which we would use 3-4 external reviewers at the time of promotion. For tenure cases, we require 6-8, and in joint appointments 8-10 external review letters.

Holy Cross does not use the external review process for promotion to professor. We are considering instituting such a process.

At **Dickinson** we use two outside evaluators for promotion to full professor reviews.

At **Connecticut College** we require three external reviews for promotion cases.

Wellesley yes (3)

Union yes (3)

At **Hamilton** we do have external reviews (three) for promotion to full.

At **Skidmore**, we also use external reviewers for promotion to full Professor. Usually 3 – 4 letters are solicited

Vassar: Yes and four outside evaluators for full professor promotion reviews. (Sometimes all four do not come through, and we end up with three outside letters...)

Lafayette yes (4)

At **Bates**, we require 4 external evaluators for promotion to full.

At **Gettysburg**, we require four external reviewers for tenure reviews and promotion reviews.

Smith: We require four external reviewers for promotion to professor (and for tenure and promotion to associate).

At **St. Lawrence** we aim for three external peer reviewers in tenure and promotion cases, chosen by the dean from a list of 5 provided by the candidate and their department chair. We strongly encourage including potential reviewers from other liberal arts colleges. During the pandemic we also started asking external reviewers to comment on the ways in which it had impacted scholarship in their fields. Our tenure and promotion committee relies heavily on these reviews and I think would say that while individual reviews vary with respect to how helpful they are, overall the system provides very substantive and useful information.

At **Bowdoin** our mandate is 6 external reviewers for tenure reviews, and 4-5 for promotion to full.

At **Bryn Mawr** we require external review letters for promotion to full professor, and we always aim for six of these letters for the faculty member up for promotion (and once upon a time we asked for twelve letters).

Hampshire College requires 4 external letters for promotion to full professor. External at Hampshire is defined as non-Five College Consortium faculty members.

Colby we require six external letters for promotion to full professor

Haverford: we require 5/6 external letters for promotion to full professor.

At **Wesleyan**, we require a minimum of three external review letters for promotion to full. The letters are a mix of candidate and department choices.

At **Barnard** we use external reviewers for promotion to full and require 5.

We do not have rank at **Sarah Lawrence**—but use 3 external reviewers for tenure reviews

At **Swarthmore**, review for full looks just like review for tenure with 6 external reviewers