

**Non-Tenured Faculty in African American and African Studies  
Evaluation Criteria  
Faculty of Arts and Sciences-Newark (FASN)  
Rutgers University-Newark**

For Teaching Faculty in the non-tenured (NT) stream, evaluation for promotions will be primarily based upon accomplishments in the teaching of African American and African Studies Department courses, or other related programs operated by the African American and African Studies Department. Contributions to research and service, however, will also be considered.

**Criteria for Appointment:**

1. Advanced degree in relevant field required;
2. Demonstrated experience as a successful teacher in the field or compelling evidence of success as a teacher in the field.

**Criteria for Reappointment:**

1. Continued need for position, and availability of funding;
2. Excellence as a teacher as demonstrated by:
  - Effectiveness of teaching strategies;
  - Achievement of learning goals by the students in the teacher's classes;
  - Observation of classroom instruction;
  - A teaching portfolio, including a personal statement, syllabi, statement of teaching philosophy and/or other instructional materials;
  - Student instructional rating surveys;
  - Demonstrated service in accordance with the mission of the Department and the University, appropriate to the level of appointment.

**Criteria for Promotion to NT Associate Teaching Professor:**

1. Continued need for position and availability of funding;
2. Minimum of six years in rank;
3. Excellence as a teacher demonstrated by:
  - Achievement of learning goals by the students in the teacher's classes;
  - Observation of classroom instruction;
  - A teaching portfolio, including a personal statement, syllabi, statement of teaching philosophy and/or other instructional materials;
  - Student instructional rating surveys;
  - Significant additional contributions outside the classroom, such as course development, supervision of staff and/or students, participation in educational initiatives of the department or related programs, program assessment,

development and the implementation of externally funded educational programs, and others as appropriate to the discipline and the level of the appointment.

Achievement in the scholarly domain (i.e. significant publication in recognized journals; books with known presses) may strengthen a candidate's case for promotion, but cannot replace excellence in teaching as a justification for promotion.

**Additional Criteria for Promotion to NT Teaching Professor/Distinguished Teaching Professor:**

In addition to the criteria listed above, the candidate must show evidence of true distinction as an instructor, such as (but not limited to) teaching awards, recognition by public bodies or professional organizations, and/or significant publications on teaching.