

**Non-Tenured Faculty in Arts, Culture and Media
Evaluation Criteria
Faculty of Arts and Sciences-Newark (FASN)
Rutgers University-Newark**

General Criteria for Arts, Culture and Media NTT Teaching Title

Criteria for Evaluating Effective Disciplinary-based Teaching Strategies:

In adopting these criteria, the department takes into account that its curricula consist of both applied arts and creative classes as well as classes that explore the more socio-historical and/or theoretical dimension of its applied offerings.

Evaluation of instruction in applied arts and creative classes will assess the effectiveness of an instructor's strategies that ensure students gain:

- An understanding of technique and how to apply it, appropriate to the level of study;
- A command of skill, appropriate to the level of study;
- An enhanced understanding of the link between the creative and/or functional process(es) and the disciplinary-based skills, appropriate to the level of study;
- An effective understanding of the socio-historic and/or conceptual context that informs creative work in a particular discipline, appropriate to the level of study.

Criteria for Appointment:

Required in all programs:

- Advanced or terminal degree in relevant field required or demonstrated excellence in the field being taught;
- Demonstrated experience as a successful teacher in the field or compelling evidence of success as a teacher in the field.

Criteria for Reappointment:

Required in all programs:

- Excellence as a teacher as demonstrated by:
 - Achievement of learning goals by the students in teacher's class;
 - Observation of classroom instruction;
 - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
 - Student instructional rating surveys;
 - Continued need for position, and availability of funding;
 - Demonstrated service in accordance with the mission of the program, department and the university, appropriate to level of appointment.

Criteria for Promotion to all Ranks:

Required in all programs:

- Minimum of six years in rank except in cases where NTT faculty with fewer than six years of service requests consideration for promotion and it is granted at the department's or unit's discretion based on an appropriate level of excellence;
- Excellence as a teacher as demonstrated by:
 - Achievement of learning goals by the students in teacher's class;
 - Observation of classroom instruction;
 - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
 - Student instructional rating surveys;
 - Significant additional contributions outside the classroom in one or more of the following: course development, supervision of staff and/or students, participation in educational initiatives of the department or program, program assessment, development and implementation of externally funded educational programs, and others as appropriate to the discipline and the level of the appointment.

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

Required in all programs:

- In addition to the criteria listed above for promotion to all ranks, the candidate must show evidence of true distinction in one or both of the following: as an instructor, such as (but not limited to) teaching awards, recognition by public bodies or professional organizations, and/or significant publications on teaching; as a senior departmental administrator who is involved in the supervision of staff and/or students, participation in educational initiatives of the department or program, program assessment, development and implementation of externally funded educational programs, and others as appropriate to the discipline and the senior level of the appointment.

General Criteria for Arts, Culture and Media NTT Professional Practice Title

Criteria for Appointment:

Required in all programs:

- Extensive professional experience in field of professional practice that enables them to bring to their work as a faculty member both a professional perspective and a knowledge of the contexts in which graduates may be employed; professional work is recognized by peers as making a significant contribution to the field; engaged in

outreach and active in their field of practice; experience as or capacity to be an effective teacher. Experience in or capacity to contribute to program development.

Criteria for Reappointment:

Required in all programs:

- Continuing significant activity in the field of practice and outreach;
- Excellence as a teacher as demonstrated by:
 - Achievement of learning goals by the students in teacher's class;
 - Observation of classroom instruction;
 - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
 - Student instructional rating surveys.
- Demonstrated service in accordance with the mission of the program, department and the university, appropriate to level of appointment;
- Continued need for position, and availability of funding.

Criteria for Promotion to all Ranks:

Required in all programs:

- Minimum of six years in rank except in cases where NTT faculty with fewer than six years of service requests consideration for promotion and it is granted at the department's or unit's discretion based on an appropriate level of excellence;
- Continuing activity in the field of practice;
- Significant additional contributions to the department, program and/or the profession, demonstrating high level of initiative and ability to work independently, supervising students and/or staff and evidence of continued professional activity at the highest level appropriate to their rank.

Additional Criteria for Promotion to Professor/Distinguished Professor of Professional Practice:

Required in all programs:

- In addition to the criteria listed above for promotion to all ranks, the candidate must show evidence of true distinction in their field of practice through recognition of their excellence by public bodies, professional organizations, and/or significant peer review in leading media pertinent to their field of practice. Proven ability to obtain external funding.