

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

**Criteria for Appointment:**

1. Ph.D. in Economics is required;
2. Demonstrated experience as a successful teacher in Economics or compelling evidence of success as a teacher in Economics.

**Criteria for Evaluation of Effectiveness in Teaching Strategies for Reappointment and Promotions to All Ranks:**

1. Develop syllabus with clear learning objectives and assessment;
2. Exhibit how students are meeting learning objectives;
3. Implement various teaching methods and assessment tools in order to facilitate student centered pedagogy (i.e., technology, lecture, group work, discussions, written assignments, tests, student participation, etc.);
4. Student instructional rating surveys that match or exceed departmental averages;
5. Include teaching portfolio which includes syllabus and other teaching materials;
6. Personal statement of teaching.

**Criteria for Reappointment:**

1. Excellence as a teacher as demonstrated by:
  - Achievement of learning goals by the students in teacher's classes; 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 department and the University, appropriate to level of appointment.

**Criteria for Promotion to all Ranks:**

2. Minimum of six years in rank;
3. Excellence as a teacher as demonstrated by:
  - Achievement of learning goals by the students in teacher's classes;
  - Observation of classroom teaching;

- 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, such as 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:**

1. Evidence of true distinction as an instructor, such as teaching awards, recognition by public bodies or professional organizations, significant publications on teaching.