

**Non-Tenured Faculty in History  
Evaluation Criteria  
School of Arts and Sciences-Newark (SASN)  
Rutgers University-Newark**

**General Criteria for NTT Teaching Title**

**Criteria for Appointment:**

1. Ph.D. in History or a related discipline (e.g. American Studies, Middle Eastern Studies);
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 NTT 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.

### **Criteria for Promotion to NTT Teaching Professor/Distinguished Professor:**

In addition to the criteria listed above for promotion to NTT Associate Teaching Professor, 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.

### **General Criteria for NTT Professional Practice Title**

#### **Criteria for Appointment:**

1. PhD in History or a related discipline (American Studies, Middle Eastern Studies, etc.) or advanced degree and appropriate professional experience;
2. Extensive experience in the field of the professional practice of history. The candidate's professional work should be recognized by peers as making a significant contribution to the field. The candidate should be engaged in professional outreach and active in his or her field of practice. The candidate should demonstrate the capacity to be an effective teacher, if appropriate to the candidate's expected duties, and the capacity to contribute to program development.

#### **Criteria for Reappointment:**

1. Continuing significant activity in the field of outreach and practice;
2. Excellence as a teacher, if appropriate to the candidate's expected duties, 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;
3. Demonstrated service in accordance with the mission of the program, department and the university, appropriate to level of appointment;
4. Continued need for the NTT practice position and availability of funding.

#### **Criteria for Promotion to NTT Associate Practice Professor:**

1. Minimum of six years in rank;
2. Excellence as a teacher, if appropriate to the candidate's duties, 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.
3. Demonstrated success in professional practice, such as securing grants, mounting public-facing history projects, and working with an array of public and private partners.

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 practice as a justification for promotion

**Criteria for Promotion to NTT Practice Professor/Distinguished Professor:**

In addition to the criteria listed above for promotion to NT Associate Professor, 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.