

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

Non-tenured track faculty can be appointed, reappointed or promoted to the following ranks:

1. Teaching Instructor;
2. Assistant Teaching Professor;
3. Associate Teaching Professor;
4. Teaching Professor;
5. Distinguished Teaching Professor.

Criteria for Appointment:

In order to be qualified for appointment on the Teaching Instructor level, the candidate should:

1. Have advanced degree in relevant field;
2. Have demonstrated experience as a successful teacher in mathematics, computer science or a relevant field, or have compelling evidence of success as a teacher in the field.

Criteria for Reappointment:

In order to be reappointed, the candidate should have shown excellence as a teacher as demonstrated by:

1. Effectiveness of teaching strategies;
2. Achievement of learning goals by the students in teacher's classes;
3. Observation of classroom instructions;
4. A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
5. Student instructional rating surveys.

The candidate should have also demonstrated service in accordance with the mission of the department and the University, appropriate to the level of appointment.

The reappointment also depends on continued need for position and availability of funding.

Criteria for Promotion to All Ranks:

To be promoted to the next rank, the candidate should have been in the current rank for minimum of six years and should have shown excellence as a teacher as demonstrated by:

1. Effectiveness of teaching strategies;
2. Achievement of learning goals by the students in teacher's classes;

3. Observation of classroom instructions;
4. A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
5. Student instructional rating surveys.

The promotion also depends on continued need for position and availability of funding.

Additional Criteria for Promotion to Associate Teaching Professor or Above:

In order to be promoted to Associate Teaching Professor, the candidate should have provided significant additional contributions outside the classroom, such as teaching related research, development and administration; participation in educational initiatives of the department or program, program assessment; development and implementation of externally funded educational programs. Being able to teach a wide range of courses is also a desirable ability for promotion.

Additional Criteria for Promotion to Teaching Professor/Distinguished Teaching 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.