

**Non-Tenured Faculty in Urban Education
Evaluation Criteria
School of Arts & Sciences-Newark (SASN)
Rutgers University-Newark**

Criteria for Appointment (*Required in all departments/programs*):

1. Advanced or Terminal degree in relevant field as appropriate for position required;
2. Demonstrated experience and compelling evidence of accomplishments in research and scholarship.

Criteria for Reappointment (*Required in all departments/programs*):

1. Continued need for the position and availability of funding;
2. Satisfactory performance of duties in existing position as determined by PI, project director, or Chair, continued need for position, and availability of funding. Proven service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

Criteria for Promotion to All Ranks (*Required in all departments/programs*):

1. Continued need for the position and availability of funding;
2. Minimum of six years in rank;
3. Significant additional contributions appropriate to project/responsibilities, such as generating independent research ideas in coordination with PI, project director or Chair; demonstrating high level of initiative and ability to work independently; supervising students and/or staff; obtaining external funding; publication in peer-reviewed journals, as appropriate to the discipline and the level of the appointment.

Additional Criteria for Promotion to Teaching Professor/Distinguished Teaching:

1. Professor:
 - Candidate must be truly distinguished as an instructor with evidence such as (but not limited to) teaching awards, recognition by public bodies or professional organizations, and significant publications on teaching. In addition, there must be a continued need for the position and availability of funding.