

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

**NTT Teaching Title**

**Criteria for Appointment:**

1. Ph.D. in Philosophy required or ABD;
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. Excellence as a teacher as demonstrated by:
  - Effectiveness of teaching strategies;
  - Observation of classroom instruction;
  - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
  - Instructional Rating Surveys;
2. Continued need for the position and availability of funding;
3. Demonstrated service in accordance with the mission of the department and the University, appropriate to level of appointment.

**Criteria for Promotion to All Ranks:**

1. Continued need for the position and availability of funding;
2. Minimum of 6 years in rank;
3. A preferred (but not required) combination of (a) evidence of notable achievement as a teacher and (b) evidence of scholarship and research that has direct bearing on teaching. Emphasis is primarily on (a);
4. All of the following items will count as evidence for (a) above:
  - Effectiveness of teaching strategies;
  - Observation of classroom teaching;
  - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
  - 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;

5. Evidence for (b) above is:

- Refereed publications such as journal articles and book chapters;
- Presentation of papers at organized scholarly meetings.

**Additional Criteria for promotion to Teaching Professor/Distinguished Teaching Professor:**

1. Continued need for the position and availability of funding;
2. 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.