

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

**Criteria for Appointment:**

1. Advanced degree in relevant field required;
2. Demonstrated experience as a successful teacher in the field or other compelling evidence of success as a teacher in the field.

**Criteria for Reappointment:**

1. Excellence as a teacher as demonstrated by the following:
  - Achievement of learning goals by the students in instructor's classes;
  - Observation of classroom instruction;
  - A teaching portfolio, which is to include a personal statement, syllabi and other instructional materials;
  - Student instructional rating surveys;
  - Demonstrated service in accordance with the mission of the Department and the University, appropriate to level of appointment;
  - Continued need for position and availability of funding.

**Criteria for Promotion to all Ranks:**

1. Minimum of six years in rank;
2. Excellence as a teacher as demonstrated by the following:
  - Achievement of learning goals by the students in instructor's classes;
  - Observation of classroom instruction;
  - A teaching portfolio, which is to include a personal statement, syllabi and other instructional materials;
  - Student instructional rating surveys;
  - Significant additional contributions outside the classroom, such as course development, supervision of staff or students, participation in educational initiatives of the Department or its programs, program assessment, development and implementation of externally funded educational programs, and others as appropriate to the discipline and the level of the appointment;
  - Continued need for position and availability of funding.

## **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.