

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

Criteria for Appointment:

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

Criteria for Reappointment:

- Continued need for position and availability of funding.
- Excellence as a teacher as demonstrated by:
 - Effectiveness of Teaching Strategies;
 - Achievement of learning goals by the students in teacher's classes;
 - Observation of classroom teaching;
 - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
 - Student instructional rating surveys;
 - Demonstrated service in accordance with the mission of the Writing Program and the University, appropriate to level of appointment.

Criteria for Promotion to all Ranks:

- Minimum of six years in rank, or at department's or unit's discretion;
- Continued need for position and availability of funding;
- Excellence as a teacher as demonstrated by:
 - Effectiveness of Teaching Strategies;
 - Achievement of learning goals by the students in teacher's classes;
 - Observation of classroom teaching;
 - A teaching portfolio, which will include a personal statement, syllabi 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 Writing Program, program assessment, development and implementation of externally funded educational programs, and others as appropriate to the discipline and the level of the appointment.

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) practice-based professional development, participation in a degree program, teaching awards, recognition by public bodies or professional organizations, and/or significant publications or presentations on teaching, writing pedagogy, rhetoric and composition, or areas related to the Writing Program.