

**Non-Tenured Faculty in English
Evaluation Criteria
Faculty of Arts and Sciences-Newark (FASN)
Rutgers University-Newark
General Criteria for NTT Teaching Title**

Criteria for Appointment

1. An advanced degree in English, Comparative Literature, Creative Writing, or another relevant field
2. Excellence in teaching, as demonstrated by:
 - Effectiveness in communicating course material, via lectures and/or guided discussion
 - Effectiveness in organizing of course material, as shown in syllabi that clearly explain the course requirements, the structure of the course, and the course's learning goals
 - Careful, fair, and consistent grading of student work, accompanied by feedback that helps students to improve the quality of their work, whatever their skill level
 - Responsiveness to student questions, interests, and concerns related to the course
3. Service to the department and to the university, as demonstrated by:
 - Participation in departmental discussions and decisions about major requirements and curriculum
 - Support and encouragement of majors through informal mentoring and participation in student-oriented activities

- Contribution to academic and student-oriented programs outside the department, which contribute to the mission of Rutgers University – Newark

Criteria for Reappointment

1. Continued need for position, and availability of funding
2. 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 instruction;
 - 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 department and the University, appropriate to level of appointment.

Criteria for Promotion to all Ranks

1. Continued need for position and availability of funding
2. Minimum of six years in rank
3. 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 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 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.

Additional Criteria for Promotion to Teaching Professor/Distinguished Teaching Professor

In addition to the criteria listed above 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 significant publications on teaching.