

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

**Criteria for Appointment:**

1. Advanced degree in relevant field required (unless individual has extensive experience in areas central to Political Science, such as government service, lobbying, public policy, or international diplomacy);
2. Demonstrated experience as a successful teacher in the field, or compelling evidence of success as a teacher in the field;
3. Continued need for the position and availability of funding.

**Criteria for Reappointment:**

1. 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 that will include a personal statement, syllabi and/or other instructional materials;
  - Student 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. Minimum of six years in rank;
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;
  - Significant additional contributions outside the classroom, such as course development, supervision of staff and/or students, participation in educational initiatives relevant to Political Science, program assessment, advising and counseling students, development and implementation of externally funded educational

- programs, and others as appropriate to the discipline and the level of the appointment;
3. Continued need for the position and availability of funding.

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

1. Evidence of true distinction as an instructor, such as (but not limited to) teaching awards, recognition by public bodies or professional organizations, significant publications on teaching;
2. Continued need for the position and availability of funding.