

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

NTT Teaching Criteria

Appointment:

1. Candidates are required to have successfully completed a Master's degree or more advanced degree in a relevant field;
2. Candidates are required to demonstrate significant teaching abilities as evidenced by student evaluations and letters of recommendation.

Reappointment:

1. Effectiveness of teaching strategies;
2. Candidates need positive student evaluations, a teaching portfolio, classroom observation(s) by a member of the Psychology Department, consistent and student-friendly office hours, the absence of significant student complaints/grievances;
3. Continued need and available funding for the position;
4. Achievement of learning goals by the students in teacher's classes;
5. Student instructional rating surveys;
6. Demonstrated service in accordance with the mission of the department and the University, appropriate to level of appointment.

Promotion to All Ranks:

1. Effectiveness of teaching strategies;
2. Candidates need a minimum of six years in rank plus those criteria listed under "Re-appointment" and there is a continued need for the position and availability of funding;
3. Candidates need additional undergraduate instruction contributions, e.g., development of new courses or new methods of instruction, supervision of Individual Study or Research in Psychology undergraduates, program assessment, or other significant and relevant educational activities.

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

1. In addition to the criteria listed above for promotion to NTT Associate Teaching Professor, the candidates need 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.

NTT Research Criteria

Appointment:

1. Candidates need a Ph.D. or equivalent in relevant field, evidence of research expertise as evidenced by completed thesis, publication(s), professional presentation(s), or grant funding.

Reappointment:

1. Candidates need to demonstrate satisfactory performance in their existing position determined by PI, Project Director, or Chair; research activities in accordance with the mission of the Department and University.
2. Continued need and available funding for the position.

Promotion to All Ranks:

1. Candidates need a minimum of six years in rank plus those criteria listed under “Re-appointment.”
2. Candidates need additional research contributions, e.g., generation of independent research ideas in coordination with the PI, Project Director, or Chair; demonstration of the ability to work independently; supervision of graduate students, undergraduate students, or staff; publication in area-relevant professional journals; grant funding.

Additional Criteria for Promotion to Research Professor/Distinguished Research Professor:

1. In addition to the criteria listed above for promotion to NTT Associate Research Professor, the candidates need evidence of true distinction as a researcher, such as (but not limited to) research awards, recognition by public bodies or professional organizations, and/or significant publications and grant funding.