

**Non-Tenured Faculty in Social Work
Evaluation Criteria
Faculty of Arts and Sciences-Newark (FASN)
Rutgers University-Newark**

Criteria for Appointment:

1. Minimum of Master's degree, MSW, or related degree required (degree other than MSW accepted at the discretion of the Chair);
2. Demonstrated experience as a successful teacher in the field or compelling evidence of success as a teacher in the field.

Criteria for Reappointment:

1. Excellence as a teacher as demonstrated by:
 - Achievement of learning goals by the students in teacher's classes;
 - Observation and report of classroom instruction;
 - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
 - Student instructional rating surveys;
2. Continued need for position, and availability of funding;
3. Demonstrated service in accordance with the mission of the department and the University, appropriate to level of appointment;
4. Continued need for the 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:
 - Achievement of learning goals by the students in teacher's classes;
 - Observation and report of classroom teaching;
 - A teaching portfolio, which will include a personal statement, syllabi and/or other instructional materials;
 - Student instructional rating surveys;
3. 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;
4. 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.