

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

Criteria for Appointment:

1. Advanced degree (Ph.D.) in Sociology or Anthropology required;
2. Demonstrated experience as a successful teacher in the discipline or compelling evidence of success as a teacher in the discipline.

Criteria for Evaluation of Effectiveness in Teaching Strategies for Reappointment and Promotions to All Ranks:

1. Develop syllabus with clear learning objectives and assessment;
2. Exhibit how students are meeting learning objectives;
3. Implement various teaching methods and assessment tools in order to facilitate student centered pedagogy (i.e., technology, lecture, group work, discussions, written assignments, tests, student participation, etc.);
4. Student instructional rating surveys that match or exceed departmental averages;
5. Include teaching portfolio which includes syllabus and other teaching materials;
6. Personal statement of teaching.

Criteria for Reappointment:

1. Excellence as a teacher as demonstrated by:
 - Meeting the Criteria for Evaluation of Effectiveness in Teaching Strategies (above);
2. Continued need for position and availability of funding;
3. Demonstrated service in accordance with the mission of the department and University, appropriate to level of appointment.

Criteria for Promotion to All Ranks (excluding the professor/distinguished teaching professor ranks):

1. Minimum of six years in rank;
2. Meet the Criteria for Evaluation of Effectiveness in Teaching Strategies (above);
3. Significant additional contributions outside of 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, development and supervision of student internships;

4. Continued need for position and availability of funding;
5. Demonstrated service in accordance with the mission of the department and University appropriate to level of appointment, including attendance at departmental faculty meetings, student advisement, supervision of student internships, and willingness to participate in departmental and/or university events.

Promotion to Professor/Distinguished Teaching Professor:

1. In addition to the criteria listed above, the promotion to NTT Teaching Professor or Distinguished Teaching Professor requires that the candidate shows 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. The promotion to NTT Teaching Professor or Distinguished Teaching Professor is contingent upon the department's need for the position and the availability of funding.