

Non-Tenured Faculty in Spanish and Portuguese Studies
Evaluation Criteria
Faculty of Arts & Sciences-Newark (FASN)
Rutgers University-Newark
Criteria for NTT Teaching Title

Criteria for Appointment:

1. Advanced degree in relevant field required
2. Demonstrated experience as a successful teacher in the field or compelling evidence of success as a teacher in the field.
3. Native or near-native proficiency in the language being taught.

Criteria for Reappointment:

1. Excellence as a teacher demonstrated by:
2. Achievement of learning goals by the students in the teacher's classes;
3. Observation of classroom instruction;
4. A teaching portfolio, which will include a personal statement, syllabi, and/or other instructional materials;
5. Student instructional rating surveys;
6. Continued need for position, and availability of funding;
7. 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 demonstrated by:
3. Achievement of learning goals by the students in the teacher's classes;
4. Observation of classroom teaching;
5. A teaching portfolio, which will include a personal statement, syllabi, and/or other instructional materials;
6. Student instructional rating surveys;
7. Significant additional contributions outside the classroom, including 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:

1. In addition to the criteria listed above for promotion to NTT Associate Teaching Professor, 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/or significant publications or presentations on teaching.

Criteria for NTT Research Title

Criteria for Appointment:

1. Advanced or terminal degree in relevant field as appropriate for position required. Demonstrated excellence and compelling evidence of accomplishments in research and scholarship.

Criteria for Reappointment:

1. Satisfactory performance of duties in existing position as determined by PI, project director, or chair, continued need for position, and availability of funding. Proven service in accordance with the mission of the department and the University, appropriate to the level of appointment.

Criteria for Promotion to All Ranks:

1. Minimum of six years in rank
2. Significant additional contributions appropriate to project/responsibilities, such as generating independent research ideas in coordination with PI, project director or chair, demonstrating high level of initiative and ability to work independently, supervising students and/or staff, obtaining external funding, publication in peer-reviewed journals and others as appropriate to the discipline and the level of appointment.