

Professional Practice Track Proposed Appointment/Reappointment/Promotion Criteria

Professional Practice faculty have achieved significant professional career experience in social work or a closely allied field, have broadly recognized accomplishments in a specific or specialized area of policy and practice, have a record of community and professional service and have a demonstrated capacity to disseminate the knowledge to students, faculty and the profession. The Professional Practice Non-Tenure Track Faculty member prepares graduates to practice professionally. Their specialized expertise enriches the educational experience for students. An MSW from an accredited school of social work is required to teach practice courses. A master's degree in a relevant discipline may be substituted for faculty who do not teach practice courses.

Assistant Professor of Professional Practice

Minimum Qualifications

The title of Assistant Professor of Professional Practice shall be held by an individual who holds a master's or doctoral degree in social work or an allied discipline and:

- Has a minimum of five years post-master's degree practice experience (including clinical, teaching, management, administration, research and/or policy). An MSW from an accredited school of social work is required to teach practice courses. A master's degree in a relevant discipline may be substituted for faculty who do not teach practice courses and an LCSW credential is required for all faculty teaching clinical social work courses;
- Has recognition within a field or industry as evidenced by offices held and/or acknowledgements from regional and national professional organizations
- At the time of hire, shows strong potential to meet the re-appointment criteria

Appointment

Appointment duration is subject to the minimum standards outlined in the collective agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO. Appointments will be made for 1-4 years based on rank and years of service and as per the contract, renewable. Most initial appointments will be made for one year.

Evaluation

Per the agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO, NTT faculty shall be evaluated based on the following minimum standards:

- For an appointment period of one year or two years: one evaluation, to take place prior to the notice period for non-reappointment as prescribed by the collective agreement
- For an appointment period of 3-5 years: at least two evaluations during that time period
- For an appointment period of 6-7 years: at least three evaluations during that time period

Reappointment Criteria

Reappointment is subject to a continuing need for the position, availability of funding, a positive formal evaluation, and continuing to meet criteria for current rank

- Teaching: Demonstrates ability for success in teaching by receipt of consistently strong teaching evaluations and peer observation reports
- Scholarship: Demonstrates specialized knowledge & expertise in key area of SW policy and practice
- Service: Shows capacity to significantly contribute to missions of school & university based on record of strong professional, programmatic, and community accomplishments

Promotion Criteria

- For promotion, must have positive performance evaluations and meet qualifications for the next rank. Must have served for at least 6 years in the position. The Dean may waive the 6-year requirement under special circumstances.

Associate Professor of Professional Practice

Minimum Qualifications

The title of Associate Professor of Professional Practice shall be held by an individual who holds a master's or doctoral degree in social work or an allied discipline and:

- Has a minimum of eight years post-master's degree practice experience (including clinical, teaching, management, administration, research and/or policy). An MSW from an accredited school of social work is required to teach practice courses. A master's degree in a relevant discipline may be substituted for faculty who do not teach practice courses and an LCSW credential is required for all faculty teaching clinical social work courses;
- Has recognition within a field or industry as evidenced by offices held and/or acknowledgements from regional and national professional organizations
- At the time of hire, shows strong potential to meet the re-appointment criteria

Appointment

Appointment duration is subject to the minimum standards outlined in the collective agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO. Appointments will be made for 1-4 years based on rank and years of service and as per the contract, renewable. Most initial appointments will be made for one year.

Evaluation

Per the agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO, NTT faculty shall be evaluated based on the following minimum standards:

- For an appointment period of one year or two years: one evaluation, to take place prior to the notice period for non-reappointment as prescribed by the collective agreement
- For an appointment period of 3-5 years: at least two evaluations during that time period
- For an appointment period of 6-7 years: at least three evaluations during that time period

Reappointment Criteria

Reappointment is subject to a continuing need for the position, availability of funding, a positive formal evaluation, and continuing to meet criteria for current rank

- Teaching: Demonstrates a record of sustained excellence in teaching by receipt of consistently strong teaching evaluations and peer observation reports and curriculum and pedagogical leadership and innovations in development and refinement of curriculum for key required and/or specialized courses
- Scholarship: Demonstrates record of sustained and exemplary community and professional productivity and service by holding governance level roles in key service and membership organizations; produces evidence of continuous and expanding dissemination of knowledge; has a record of expertise and sustained leadership in a key domain of SW that is recognized by colleagues and social service communities at local and state levels
- Service: Reflects a sustained and significant contributions to mission of school & university based on record of strong professional, programmatic, and community accomplishments; demonstrates ability to support, assist and add value to other faculty in their research, educational and service initiatives

Promotion Criteria

- For promotion, must have positive performance evaluations and meet qualifications for the next rank. Must have served for at least 6 years in the position. The Dean may waive the 6-year requirement under special circumstances.

Professor of Professional Practice

Minimum Qualifications

The title of Professor of Professional Practice shall be held by an individual who holds a master's or doctoral degree in social work or an allied discipline and:

- Has a minimum of eleven years post-master's degree practice experience (including clinical, teaching, management, administration, research and/or policy). An MSW from an accredited school of social work is required to teach practice courses. A master's degree in a relevant discipline may be substituted for faculty who do not teach practice courses and an LCSW credential is required for all faculty teaching clinical social work courses;
- Has recognition within a field or industry as evidenced by offices held and/or acknowledgements from regional and national professional organizations
- At the time of hire, shows strong potential to meet the re-appointment criteria

Appointment

Appointment duration is subject to the minimum standards outlined in the collective agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO. Appointments will be made for 1-4 years based on rank and years of service and as per the contract, renewable. Most initial appointments will be made for one year.

Evaluation

Per the agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO, NTT faculty shall be evaluated based on the following minimum standards:

- For an appointment period of one year or two years: one evaluation, to take place prior to the notice period for non-reappointment as prescribed by the collective agreement
- For an appointment period of 3-5 years: at least two evaluations during that time period
- For an appointment period of 6-7 years: at least three evaluations during that time period

Reappointment Criteria

Reappointment is subject to a continuing need for the position, availability of funding, a positive formal evaluation, and continuing to meet criteria for current rank

- **Teaching:** Demonstrates a record of sustained excellence in teaching by receipt of consistently strong teaching evaluations and peer observation reports; demonstrates curriculum and pedagogical leadership and innovations in development and refinement of curriculum for key required and/or specialized courses; develops new courses as needed; and mentors other faculty around teaching
- **Scholarship:** Demonstrates a record of sustained and exemplary community and professional productivity and service; shows evidence of a continually superior level of dissemination of knowledge; has a record of expertise and sustained leadership in a key domain of SW that is nationally recognized by peers, media or government
- **Service:** Shows a sustained capacity to significantly contribute to mission of school & university based on record of exceptional professional, programmatic, and community accomplishments; has capacity and interest in supporting and mentoring other faculty and staff in their own educational, research, and service endeavors

Promotion Criteria

- For promotion, must have positive performance evaluations and meet qualifications for the next rank. Must have served for at least 6 years in the position. The Dean may waive the 6-year requirement under special circumstances.

Distinguished Professor of Professional Practice

Minimum Qualifications

The title of Distinguished Professor of Professional Practice shall be held by an individual who holds a master's or doctoral degree in social work or an allied discipline and:

- Has a minimum of fourteen years post-master's degree practice experience (including clinical, teaching, management, administration, research and/or policy). An MSW from an accredited school of social work is required to teach practice courses. A master's degree in a relevant discipline may be substituted for faculty who do not teach practice courses and an LCSW credential is required for all faculty teaching clinical social work courses;
- Has recognition within a field or industry as evidenced by offices held and/or acknowledgements from regional and national professional organizations
- At the time of hire, shows strong potential to meet the re-appointment criteria

Appointment

Appointment duration is subject to the minimum standards outlined in the collective agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO. Appointments will be made for 1-4 years based on rank and

years of service and as per the contract, renewable. Most initial appointments will be made for one year.

Evaluation

Per the agreement between Rutgers University and the American Association of University Professors – American Federation of Teachers, AFL-CIO, NTT faculty shall be evaluated based on the following minimum standards:

- For an appointment period of one year or two years: one evaluation, to take place prior to the notice period for non-reappointment as prescribed by the collective agreement
- For an appointment period of 3-5 years: at least two evaluations during that time period
- For an appointment period of 6-7 years: at least three evaluations during that time period

Reappointment Criteria

Reappointment is subject to a continuing need for the position, availability of funding, a positive formal evaluation, and continuing to meet criteria for current rank

- Teaching: Demonstrates a record of sustained excellence in teaching by receipt of consistently strong teaching evaluations and peer observation reports; manifests curriculum and pedagogical leadership and innovations in development and refinement of curriculum for key required and/or specialized courses; develops new courses as needed; continues to mentor other faculty around teaching
- Scholarship: Has a distinguished record of dissemination of knowledge; has a significant national and international recognition of expertise; demonstrates international regard as a thought leader in area of expertise
- Service: Demonstrates leadership in highly recognized national and international professional and service organizations; has capacity and interest in supporting and mentoring faculty; shows evidence of service as a magnet for research endeavors and other investments in SSW or university

Promotion Criteria

Not applicable for this track