

Research Track Proposed Appointment/Reappointment/Promotion Criteria

Research Practice Track faculty contribute to social work knowledge creation through funded research and scholarly publications. Faculty members in the Research Series are expected to maintain external funding for their salary and research operations. The School of Social Work, at its discretion, may pay a portion of salary to engage in teaching. As a general guide, faculty in the research series are expected to maintain 75% FTE funding to maintain the appointment. Faculty members in the Research Series are expected to maintain an external funding and publication record that matches or exceeds that of faculty members in the Tenure Track Series.

Assistant Research Professor

Minimum Qualifications

The title of Assistant Research Professor shall be held by an individual who holds a Ph.D. in social work or an allied discipline and, 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

- **Scholarship:** Has developed a specialized knowledge and expertise in a key area of SW research; articulates a clear research agenda and plan for external funding; has achieved a beginning publication record, commensurate with the number of years post-PhD; demonstrates strong grant writing skills
- **Service:** Shows capacity to significantly contribute to mission at SSW & university
- **Teaching:** Demonstrates beginning level of providing mentorship and support to faculty, students, and staff related to research 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.
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Associate Research Professor

Minimum Qualifications

The title of Associate Research Professor shall be held by an individual who holds a Ph.D. degree in social work or an allied discipline and:

- Has a minimum of 6 years in an Assistant Research Professor (or equivalent) position
- 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

- **Scholarship:** Articulates a compelling research agenda that is based on a strong existing body of work and demonstrates ability to sustain a research agenda through external funding; manifests a record of sustained excellence and success in research and other contributions to the educational endeavors of a university by demonstrating leadership in the design and delivery of high quality research endeavors; successfully receives external funding to fund both the faculty position and related graduate students and other research personnel; must serve as PI on at least one grant-funded project; produces evidence of continuous and expanding level of dissemination of knowledge and national reputation
- **Service:** demonstrates the ability to significantly contribute to the mission of SSW and university related to research initiatives; demonstrates leadership in highly recognized local and state professional organizations
- **Teaching:** Demonstrates ability to mentor and support faculty, students, and staff related to research 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.
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Research Professor

Minimum Qualifications

The title of Research Professor shall be held by an individual who holds a Ph.D. degree in social work or an allied discipline and:

- Has a minimum of 12 years in an Associate Research Professor (or equivalent) position
- 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

- **Scholarship:** Articulates a compelling research agenda that is based on an exceptional body of work and demonstrates ability to continue securing external funding to sustain research agenda; manifests a record of sustained excellence and success in research and other contributions to the educational endeavors of the university, as evidenced by leadership in the design and delivery of high quality research endeavors; continues to successfully receive external funding to fund both the faculty position and related graduate student and other research personnel; must serve as PI on multiple grants; produces evidence of continuous and expanding level of dissemination of knowledge and a national reputation
- **Service:** Demonstrates continued ability to significantly contribute to the mission at SSW and university related to research initiatives; demonstrates leadership in highly recognized national professional organizations
- **Teaching:** Demonstrates ability to mentor and support faculty, students, and staff related to research 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.
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Distinguished Research Professor

Minimum Qualifications

The title of Distinguished Research Professor shall be held by an individual who holds a Ph.D. degree in social work or an allied discipline and:

- Has a minimum of 18 years in an Associate Research Professor (or equivalent) position
- 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

- *From the University:* The most significant area of consideration for promotion to Distinguished Professor is scholarship. Only those faculty members who have demonstrated outstanding achievement in that area by earning significant recognition inside and outside the University are eligible for promotion to Distinguished Professor. Typically, such recognition is reflected in national and international reputation in one's discipline
- **Scholarship:** Has a distinguished record of dissemination of knowledge; has a significant national and international recognition of expertise;
- **Service:** Demonstrates leadership in highly recognized national and international professional organizations
- **Teaching:** Demonstrates ability to mentor and support faculty, students, and staff related to research endeavors

Promotion Criteria

Not applicable for this track