

Teaching Series

Appointment/Reappointment/Promotion Criteria

Teaching Track faculty contribute time and expertise in classroom and online teaching, student mentoring and advising, field education, curriculum development, and/ or administration. The Teaching 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.

Teaching Instructor

Minimum Qualifications

The title of Teaching Instructor 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 three years post-master's practice experience in social work (including clinical, teaching, management, administration, research, and/or policy). Those who teach practice courses must hold an MSW from an accredited school of social work. 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;
- 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: Shows capacity for excellence in teaching, training, and/or conducting presentations
- Scholarship: Demonstrates potential to contribute to the professional and practice community through dissemination of social work knowledge and skills.
- Service: Shows promise & capacity for leadership & contributions to mission at SSW & university; engages in beginning level community endeavors

Promotion Criteria

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

Minimum Qualifications

The title of Assistant Teaching Professor 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 teaching and/or practice experience in social work (including clinical, teaching, management, administration, research, and/or policy). Faculty who teach practice courses must hold an MSW from an accredited school of social work. 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;
- 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 or shows ability for success in teaching; by receipt of consistently strong teaching evaluations and peer observation reports; has capacity to contribute to curriculum development and pedagogical innovations in area of expertise
- Scholarship: Has developed a specialized expertise in a key area and demonstrates growing record of dissemination of social work knowledge, values, and skills around key area of SW education, policy and practice.
- Service: Shows capacity for leadership within SSW; capacity to contribute to mission at SSW & university

Promotion Criteria

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

Minimum Qualifications

The title of Associate Teaching Professor 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-MSW teaching and/or practice experience in social work (including clinical, teaching, management, research, administration, and/or policy). Faculty who teach practice courses must hold an MSW from an accredited school of social work. 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;
- 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
- Scholarship: Produces evidence of a continuous and expanding level of 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: demonstrates record of sustained and exemplary community, programmatic, and professional productivity and service; demonstrates sustained and significant contributions to mission of school & university based on record of strong professional 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 in the rank of Instructor for at least 6 years. The Dean may waive the 6-year requirement under special circumstances.
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Teaching Professor

Minimum Qualifications

The title of Teaching Professor 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 11 years post-master's degree teaching and/or practice experience in social work (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;
- At the time of hire, shows strong potential to meet the re-appointment criteria

Appointment

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Evaluation

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- 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 demonstrating curriculum and pedagogical leadership and innovations in development and refinement of curriculum; develops new courses as needed and has a recognized specialty expertise in one or more subject matters; ; has consistently strong teaching evaluations and peer observation reports
- Scholarship: Demonstrates record of sustained exemplary generation and dissemination of scholarship; has a record of scholarship and sustained leadership in a key domain of SW that is nationally recognized
- Service: Shows 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 in the rank of Instructor for at least 6 years. The Dean may waive the 6-year requirement under special circumstances.

Distinguished Teaching Professor

Minimum Qualifications

The title of Teaching Distinguished Professor 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 14 years post-master's degree teaching and/or practice experience in social work (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;
- 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 demonstrating curriculum and pedagogical leadership and innovations in development and refinement of curriculum; develops new courses as needed and has a recognized specialty expertise in one or more subject matters; has consistently strong teaching evaluations and peer observation reports
- 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