



## RUTGERS POLICY

**Section:** 60.5.15

**Section Title:** HR/Faculty

**Policy Name:** Application of Criteria for Appointments, Reappointments and Promotions

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**Approval Authority:** Board of Governors

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**Policy:**

### 60.5.15 APPLICATION OF CRITERIA FOR APPOINTMENTS, REAPPOINTMENTS AND PROMOTIONS

- A. General Principles. Those faculty members who have made the most important contributions to the University and have discharged their duties with the greatest distinction will be considered for promotion. Continued growth and continued contributions are required for all ranks. Advancement to a higher rank is not automatic. The several criteria described in Section 60.5.14 (formerly Book 3.3.18), Criteria for Appointments, Reappointments and Promotions, are not mutually exclusive but rather overlapping and complementary. It should be noted that the criteria are expressed in terms of the individual's accomplishments and not in terms of earned degrees, although these are important. In regard to accomplishment in teaching, undergraduate instruction may be the primary teaching responsibility of some faculty members. Other faculty members may have their primary teaching responsibility in the guidance and development of advanced degree candidates. In either instance, the criteria set forth in Section 60.5.14 shall apply equally.
- B. Responsibility of Department Chairs. One of the responsibilities of department chairs is to evaluate periodically members of their department and to report these evaluations as required; to see that adequate supervision, advice, and training are afforded new members of the department and other members who might profit thereby; and generally to promote the effectiveness of the department, college, and University by every appropriate means. Since these are duties required of department chairs, junior members of the staff should not hesitate at any time to discuss with their department chair the quality of their own services and the outlook for their future.
- C. Peer Review. Informed judgments concerning a faculty member's accomplishments can be made only by qualified colleagues. Such subjective judgment by persons competent to evaluate duties, responsibilities, services, and accomplishments will protect the interest of professors themselves, the department, the college, the University, and the students better than any objective rating that could be devised.