Section: 60.5.15
Section Title: Faculty
Policy Name: Application of Criteria for Academic Appointments, Reappointments and Promotions
Formerly Book: 3.3.19
Approval Authority: President
Responsible Executive: Executive Vice President for Academic Affairs
Responsible Office: Office of Academic Labor Relations
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Errors or changes? Contact: aclr@rutgers.edu

1. **Policy Statement**
   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.

2. **Reason for Policy**
   This policy describes the principles in applying the criteria for academic appointments, reappointments and promotions, described in Policy 60.5.14, in faculty evaluations, and the responsibility of the department chairs and the role of peer review in such evaluations.

3. **Who Should Read This Policy**
   - Chancellors, Deans, directors and department chairs
   - Faculty members
   - Academic administrators

4. **Related Documents**
   Policy 60.5.6, Required Reviews of Tenured and Tenure-Track Faculty
   Policy 60.5.7, Required Post-tenure Reviews and Procedures
   Policy 60.5.14, Criteria for Academic Appointments, Reappointments and Promotions

5. **Contacts**
   Office of Academic Affairs
   848-932-7174
6. The Policy

60.5.15 APPLICATION OF CRITERIA FOR ACADEMIC 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 criteria described in Section 60.5.14 (formerly Book 3.3.18), Criteria for Academic
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 periodically evaluate 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 academic unit, the University, and
the students better than any objective rating that could be devised.

D. In Robert Wood Johnson Medical School, School of Health Related Professions, Rutgers
School of Dental Medicine, New Jersey Medical School, School of Public Health, and
School of Nursing (former UMDNJ School of Nursing), the following shall apply:

1. Full Academic Rank: Each school shall develop and maintain procedures and
clearly defined criteria for appointment and promotion to each full academic rank.
There shall be criteria for appointment and promotion for faculty whose efforts
are focused on (1) clinical activity, on (2) research, and on (3) education,
administration or service. In establishing such criteria, the schools shall take into
consideration those faculty who have significant responsibilities in more than one
mission-related area.

The school criteria and procedures shall be in writing; the Dean shall assure that
faculty are informed of these criteria and procedures.

2. Qualified Academic Rank: Appointment and Promotion of faculty to positions of
qualified academic rank shall be based upon demonstrated ability to carry out
responsibilities at a level of proficiency appropriate to their rank.

Each school shall develop and maintain procedures and clearly defined criteria
for appointment and promotion to each qualified academic rank with salary and
for appointment and promotion to each non-salaried qualified academic rank.
The school criteria and procedures shall be in writing; the Dean shall assure that
faculty are informed of these criteria and procedures.