



RUTGERS POLICY

Section: 60.5.17

Section Title: Faculty

Policy Name: Promotion to Professor, Distinguished Professor, or Equivalent Ranks

Formerly Book: 3.3.21

Approval Authority: President

Responsible Executive: Executive Vice President for Academic Affairs

Responsible Office: Office of Academic Labor Relations

Originally Issued: 11/10/61

Revisions: 1/7/00; 09/01/2010; 4/11/13, 7/1/2013; **9/5/2014**

Errors or changes? Contact: policies@caa.rutgers.edu aclr@rutgers.edu

1. **Policy Statement**

An individual promoted to Professor, or equivalent rank, should have made substantial progress and demonstrated further distinction beyond that required at the Associate Professor level. The standard for promotion to Distinguished Professor is significantly higher than that applied in promotion to Professor. This policy sets forth the considerations which shall apply for considerations for promotion to the ranks of Professor and Distinguished Professor, or equivalent ranks.

2. **Reason for Policy**

This policy establishes the considerations which shall apply for considerations for promotion to the ranks of Professor and Distinguished Professor, or equivalent ranks.

3. **Who Should Read This Policy**

- Deans, directors and department chairs
- Faculty members
- Academic administrators

4. **Related Documents**

Policy 60.5.11, Faculty Appointments to the Senior Ranks
Policy 60.5.14, Criteria for Academic Appointments, Reappointments and Promotions
Policy 60.5.15, Application of Criteria for Academic Appointments, Reappointments, and Promotions

5. **Contacts**

Office of Academic Labor Relations
848-932-7174

6. The Policy

60.5.17 PROMOTION TO PROFESSOR, DISTINGUISHED PROFESSOR, OR EQUIVALENT RANKS¹

I. PROMOTION TO PROFESSOR, DISTINGUISHED PROFESSOR, OR EQUIVALENT RANKS (except as set forth in Section II)

A. An individual promoted to Professor (or equivalent rank) should have made substantial progress and demonstrated further distinction beyond that required at the Associate Professor level.

1. **Promotion to Professor (or equivalent rank):** Rigorous standards are applied for the assessment of scholarship, artistic accomplishment, librarianship, extension practice, ~~and/or extension scholarship and clinical practice~~ in consideration for promotion to Professor or equivalent ranks. However, over a number of years, tenured faculty take on a variety of roles in a University community and in their professions, and, over time, the types of contributions faculty make may appropriately change. The vitality of the University community depends on the commitment of many of its senior faculty to teaching and to its internal affairs, as well as to the expansion of knowledge. In the instance of Associate Professors who have remained in that rank for ten years after the grant of tenure, the balance among the criteria applicable to their appointment may alter to provide increased consideration to excellent and significant contributions to teaching and to service.

2. **Non-Tenure Track Promotions Equivalent to the rank of Professor:** Requirements for promotion shall be established by each University department or unit for each non-tenure track title series in use in such department or unit and shall be consistent with the criteria set forth in Section 60.5.14. Such criteria shall be clearly delineated by the appropriate unit (department or decanal) on its website.

B. The designation of Distinguished Professor (or equivalent rank) is reserved for those faculty in the University (usually already in the rank of professor) who have achieved scholarly eminence in their discipline and fields of inquiry. The standard for promotion to Distinguished Professor is significantly higher than that applied in promotion to Professor.

1. **Promotion to Distinguished Professor (or equivalent rank):** The most significant area of consideration in determining promotion to Distinguished Professor for general teaching/research faculty is scholarship; for faculty with appointments in the creative and performing arts is scholarship and/or artistic accomplishment; for library faculty is scholarship and/or librarianship; for county agents is extension practice; ~~for clinical faculty is clinical practice~~ and for extension specialists is extension scholarship. Only those faculty who have demonstrated outstanding achievement in those areas 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. Teaching and service also apply to the general evaluation of a candidate for promotion to Distinguished Professor. A candidate for promotion to Distinguished Professor should be an exemplary member of the University faculty who consistently has demonstrated a high standard of achievement in all professorial roles.

¹ Section I applies to faculty positions governed by the negotiated agreement that would be applicable to faculty in legacy Rutgers positions; Section II applies to faculty positions governed by the negotiated agreement that would be applicable to faculty in legacy UMDNJ positions.

2. Non-Tenure Track Promotions Equivalent to the rank of Distinguished Professor: Requirements for promotion shall be established by each University department or unit for each non-tenure track title series in use in such department or unit and shall be consistent with the criteria set forth in Section 60.5.14. Such criteria shall be clearly delineated by the appropriate unit (department or decanal) on its website.

- II. Promotion to Distinguished Professor 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)
- A. Distinguished professors are faculty members of surpassing academic achievement. Such achievement may include outstanding and continued research and scholarly work, excellence in teaching, and major contributions in areas such as clinical service, curriculum, program development and service to the school or University.
- B. Upon the positive recommendations of the department Chair, the Dean, the Promotion Review Committee, and the President, designations of Distinguished Professors shall be approved by the Board of Governors. The schools shall provide in their bylaws for review and recommendation of Distinguished Professors by a faculty committee. Designations of Distinguished Professors shall be made only by the Board of Governors after reviewing the recommendations of the Chair, the faculty committee, the Dean, the Promotion Review Committee, and the President.