



## RUTGERS POLICY

**Section:** 60.5.16

**Section Title:** Faculty

**Policy Name:** Promotion to Associate Professor or Equivalent Ranks

**Formerly Book:** 3.3.20

**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](mailto:aclr@rutgers.edu)

1. **Policy Statement**

The step in the promotion process from Assistant Professor (or equivalent rank) to Associate Professor (or equivalent rank) is critical since this appointment often involves academic tenure. For this reason, the greatest care is exercised in promoting faculty members to the rank of Associate Professor or equivalent ranks.

2. **Reason for Policy**

This policy sets forth the general principles that apply to considerations for tenure and for promotion to Associate Professor or equivalent rank.

3. **Who Should Read This Policy**

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

4. **Related Documents**

Policy 60.5.2, Academic Titles and Rank Equivalencies for Tenured, Tenure-Track and Non-Tenure-Track Faculty

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

### 60.5.16 PROMOTION TO ASSOCIATE PROFESSOR OR EQUIVALENT RANKS<sup>1</sup>

- A. General Principles. The step in the promotion process from Assistant Professor (or equivalent rank) to Associate Professor (or equivalent rank) is critical since this appointment often involves academic tenure and means, in effect, that the University has abandoned its freedom of action with respect to the retention of a particular individual. After one has attained a tenured Associate Professorship, he or she still has freedom to resign, but the University no longer has freedom to dismiss, except as provided in Sections governing dismissal of faculty.

For this reason the greatest care is exercised in promoting faculty members to the rank of Associate Professor or equivalent ranks. To attain this rank, a person must be adjudged to be someone who can be counted on to participate with colleagues in the determination or formulation of University policy and development with respect to his or her field of scholarship. There is something rather different in kind as well as in quality to be sought in an Associate Professor as distinct from an Assistant Professor.

Except as set forth in Sections B and C below, the following general principles shall apply to considerations for tenure and for promotion to Associate Professor, or equivalent ranks, which usually accompany tenure:

1. General Teaching/Research Faculty and Extension Specialists in the School of Environmental and Biological Sciences and/or the New Jersey Agricultural Experiment Station: For general teaching/research faculty, scholarship, including research accomplishment, is the primary criterion. Excellence in scholarship, as defined in the criterion under Section 60.5.14, is necessary to the achievement of tenure; effective teaching, as defined in the criterion Section 60.5.14, is also normally a condition for the achievement of tenure. Only in rare instances where an individual's scholarship has enabled his/her teaching to achieve national recognition, that is, to make an impressive and recognized impact on teaching in the discipline as a whole, not limited to this University, may teaching become a principal basis for tenure. Significant accomplishments in the activities specified under the criterion of service will strengthen a candidacy for tenure. Such accomplishments are expected in a member of the profession, but cannot replace scholarship and research or teaching effectiveness as a justification for tenure.
2. Faculty Members with Appointments in the Creative and Performing Arts: For faculty with appointments in the creative or performing arts, scholarship and/or artistic accomplishment is the primary criterion. Excellence in scholarship and/or artistic accomplishment, as defined in the criteria under Section 60.5.14, is necessary to the achievement of tenure; effective teaching, as defined in the criterion under Section 60.5.14, is also normally a condition for the achievement of tenure. Only in rare instances where an individual's scholarship and/or artistic accomplishment has enabled his/her teaching to achieve national recognition, that is, to make an impressive and recognized impact on the art form or on teaching in the discipline as a whole, not limited to this University, may teaching become a principal basis for tenure. Significant accomplishments in the activities specified under the criterion of service will strengthen a candidacy for tenure. Such accomplishments are expected in a member of the profession, but cannot replace scholarship and/or artistic accomplishment or teaching effectiveness as a justification for tenure.

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<sup>1</sup> Sections A & B apply to faculty positions governed by the negotiated agreement that would be applicable to faculty in legacy Rutgers positions; Section C applies to faculty positions governed by the negotiated agreement that would be applicable to faculty in legacy UMDNJ positions.

3. Library Faculty: For library faculty, librarianship is the primary criterion. Excellence in librarianship, as defined in the criterion under Section 60.5.14, is necessary to the achievement of tenure; demonstrated scholarship, as defined in the criterion under Section 60.5.14, is also normally a condition for the achievement of tenure. Significant accomplishments in the activities specified under the criterion of service will strengthen a candidacy for tenure. Such accomplishments are expected in a member of the profession, but cannot replace librarianship and scholarship as a justification for tenure.
  4. County Agents: For county agents, extension practice is the primary criterion. Excellence in extension practice, as defined in the criterion under Section 60.5.14, is necessary to the achievement of tenure; effective teaching, as defined in the criterion under Section 60.5.14, is also normally a condition for the achievement of tenure. Significant accomplishments in the activities specified under the criterion of service will strengthen a candidacy for tenure. Such accomplishments are expected in a member of the profession, but cannot replace extension practice or teaching as justification for tenure.
  5. Extension Specialists: For extension specialists, extension scholarship is the primary criterion. Excellence in extension scholarship, as defined in the criterion under Section 60.5.14, is necessary to the achievement of tenure; effective teaching, as defined in the criterion under Section 60.5.14, is also normally a condition for the achievement of tenure. Significant accomplishments in the activities specified under the criterion of service will strengthen a candidacy for tenure. Such accomplishments are expected in a member of the profession, but cannot replace extension scholarship or teaching as a justification for tenure.
- B. Non-Tenure Track Promotions Equivalent to the rank of Associate 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 as set forth in Section 60.5.14. Such criteria shall be clearly delineated by the appropriate unit (department or decanal) on its website.
- C. 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 criteria for promotion shall be the same as for initial appointment to each rank, as set forth in Sections 60.5.14 (B) and 60.5.15 (D).