

Teaching Track

General Description

Appointment, Reappointment, and Promotion Criteria

General Description

Faculty appointed as teaching professors in the Mason Gross School of the Arts will complement tenure-track and professional practice-track faculty to enrich the arts training and education of our students. Teaching professors will be expected to have specialized knowledge within their chosen discipline as well as significant instructional and in many cases administrative experience in their fields. They will be expected to bring this knowledge and experience to classroom or online teaching or both, to student mentoring and advising, to curriculum development, and, where appropriate, to administrative duties.

The criteria for reappointment and promotion for teaching professors will be heavily weighted towards excellence in teaching, advising, and, where appropriate, administrative work. While teaching professors will be expected to have artistic and/or scholarly credentials upon being hired and remain active in their fields, reappointment, promotion, and merit salary increases will be based first and foremost on their performance within the school and the university.

Teaching Instructor

Appointment Criteria

Teaching instructors will hold at a minimum a masters degree, or a bachelors degree with equivalent professional credentials, in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of two years teaching at the high school or, preferably, college level.
- Have a strong record of professional accomplishment.
- Show promise and capacity for excellence in teaching at the undergraduate or graduate level or both and the specific ability to oversee such activities as classroom or online teaching, independent study projects, student internships, academic advising and mentoring, curriculum and program development, and other instructional activities within their area of expertise.
- Demonstrate strong communication, organizational, and interpersonal skills.
- Show promise and capacity to contribute to the mission and goals of the Mason Gross School and Rutgers University.

Reappointment Criteria

Criteria for reappointment as teaching instructor include: 1) departmental or divisional need for teaching positions within a particular program, 2) budget to support the position in question, 3) instructor's performance as evaluated by a faculty committee and the dean.

Faculty members reappointed to the rank of teaching instructor are expected to continue to meet the performance criteria listed above as well as the following.

- Demonstrate success in teaching with a consistent pattern of strong student instructional ratings.
- Contribute to the educational goals of the school by participating in the updating of existing courses or the development of new ones.
- Demonstrate a positive record of service to the mission and goals of the school and the university as evidenced by successful execution of any administrative or managerial duties outlined in their appointment terms.
- Receive positive departmental evaluations that reflect performance at or above standard for established criteria.

Promotion Criteria

For consideration for promotion to assistant teaching professor, candidates must have achieved a record of performance above the basic standards for instructor and meet the appointment criteria for the position of assistant teaching professor, as outlined below. Candidates must have served in the rank of Instructor for at least six years. The dean may waive the six-year requirement under special circumstances.

Assistant Teaching Professor

Appointment Criteria

Assistant teaching professors will hold at a minimum a masters, or bachelors degree with equivalent professional credentials, in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of four years post-degree teaching at the college level.
- Have demonstrated success in teaching and show an ongoing effort to develop and improve teaching effectiveness.
- Have developed a specialized knowledge and expertise in a particular arts or arts-related educational practice.
- Have a capacity for leadership within the department or program in which they are appointed
- Show a capacity to contribute to the mission and goals of the Mason Gross School and Rutgers University.

Reappointment Criteria

Faculty members reappointed to the rank of assistant teaching professor are expected to continue to meet the performance criteria listed above as well as the following:

- Contribute to the educational endeavors of the department and school through activities that include a consistent pattern of strong student instructional ratings, service as a lead teacher for a specific course offering, and participation in the updating of existing courses or the development of new ones.
- Demonstrate a significant record of service to the school and university, as evidenced by the successful execution of administrative or managerial duties outlined in their appointment, and participation in school and university committees and functions.

- Receive positive departmental evaluations that reflect performance at or above standard for established criteria.

Promotion Criteria

For consideration for promotion, candidates must have achieved a record of performance above the basic standards for assistant teaching professor and meet the appointment criteria for the position of associate teaching professor, as outlined below. They must have served in the rank of assistant professor for at least six years. The dean may waive the six-year requirement under special circumstances. Outside letters will not be solicited as part of the promotion process.

Associate Teaching Professor

Appointment Criteria

Associate teaching professors will hold at a minimum a masters degree in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of eight years of teaching experience at the college level, after receiving their graduate degree.
- Demonstrate a record of sustained excellence and success in teaching and contribute to other educational endeavors of the department or school by assuming leadership in the development of the curriculum or by serving as lead teacher for required courses.
- Produce evidence of a continuous and expanding level of knowledge as evidenced by giving presentations at conferences and symposia, serving as a visiting lecturer or adjudicator at other colleges or arts organizations, giving workshops at other institutions, taking enrichment courses, or similar undertakings.
- Demonstrate professional competence and achievements in appropriate discipline that are recognized by their colleagues, or other professionals within their fields.
- Reflect a sustained capacity to significantly contribute to the mission and goals of the school and university based on a strong record of instructional administrative accomplishments.

Reappointment Criteria

Faculty members reappointed to the rank of associate teaching professor are expected to continue to meet the above criteria as well as the following:

- Demonstrate a strong and sustained record of excellence in teaching as demonstrated by strong student instructional ratings and show leadership in the development and refinement of the curriculum, especially in their area of expertise.
- Demonstrate a substantial record of service to the mission and goals of the school and university as evidenced by successful execution of any administrative or managerial duties outlined in the appointment and by assuming a leadership role in committees and school initiatives.
- Demonstrate a growing record of service within the school and university.
- Receive positive departmental evaluations that reflect performance at or above standard for established criteria.

- Work collaboratively and successfully with other faculty and in departmental initiatives in a manner that adds significant value and enhances a sense of academic community within the hiring unit.

Promotion Criteria

For consideration for promotion, candidates must have achieved a record of performance above the basic standards in the title of associate teaching professor and meet the appointment criteria for the position of teaching professor, as outlined below. They must have served in the rank of associate professor for at least six years. The dean may waive the six-year requirement under special circumstances. Outside letters will not be solicited as part of the promotion process.

Teaching Professor

Appointment Criteria

Teaching professors will hold a doctors degree or masters degree with appropriate professional experience, in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of twelve years of teaching experience at the college level, after receiving their graduate degree.
- Demonstrate a record of sustained excellence and success in teaching as well as assume an instructional leadership role within the school, through lead teaching, improvement of key aspects of the curriculum, development of new courses, and recognized expertise in one or more subject matter areas.
- Demonstrate evidence of expanded knowledge through such means as participation in national conferences, membership in professional organizations, recognition at the national or international level, appointment to leadership roles in arts education or professional organizations, receipt of individual recognition and awards from professional organizations, or similar marks of distinction.
- Show a sustained capacity to significantly contribute to the mission and goals of the department and school through a record of exceptional instructional or administrative accomplishments.
- Demonstrate evidence of supporting and mentoring other faculty and supervising staff in their educational, professional, and service endeavors.
- Receive position departmental evaluations that reflect performance at or above standard for established criteria.
- Establish a successful record of achievement in mentoring, collaborations, and support of other faculty in their area and take part in artistic endeavor and service activities that enhance the sense of artistic community within the school.

Reappointment Criteria

Faculty members reappointed to the rank of teaching professor are expected to continue to meet the above criteria.

Promotion Criteria

For consideration for promotion, candidates must have achieved a record of performance above the basic standards in the title of teaching professor and meet the appointment criteria for the position of distinguished teaching professor, as outlined below. Candidates must have served in the rank of professor for at least six years. The dean may waive the six-year requirement under special circumstances.

Distinguished Teaching Professor

Appointment Criteria

The appointment criteria for distinguished teaching professor include those for teaching professor as well as the following:

- Significant national and international recognition of expertise by colleagues, peer institutions, media, or other significant national entities.
- Distinguished record of accomplishment as evidenced in presentations at prestigious national and international forums and events, participation as a subject-matter expert to major national and international media, etc.
- National and international leadership of significant professional organizations.
- Demonstration of international profile as a leader in area of expertise.
- Capacity and interest in supporting and mentoring other faculty.
- Evidence of service or professional stature as inducement for recruitment at the Mason Gross School or Rutgers University.

Reappointment Criteria

Faculty members reappointed to the rank of distinguished teaching professor are expected to continue to meet the above criteria with evidence of continuing achievement, contributions, and national and international recognition.

