

## **School of Business-Camden**

### **NTT Professional Practice Positions**

#### **General Appointment, Reappointment, Promotion Criteria**

School of Business-Camden (SBC) NTT Professional Practice Faculty appointments will be made in programs where student registration demand warrants full-time positions in addition to those in the tenure-track faculty, subject to the approval of the Dean. When such an appointment is expected to be of limited duration, e.g. one or two years (because of replacing individuals on leave or other such circumstances), the titles “Lecturer (Instructor),” “Lecturer (Assistant Professor),” etc. will be used, and unlike the other NTT title series, such appointments will be “nonrenewable.” In programs where longer-term continuing need for such faculty is demonstrated, the NTT Title series will be used; appointments will be renewable and contingent upon successful reappointment. In all cases, reappointment is subject to a continuing need for the position, availability of funding, and a positive formal evaluation. The titles in this series are Instructor of Professional Practice, Assistant Professor of Professional Practice, Associate Professor of Professional Practice, Professor of Professional Practice, and Distinguished Professor of Professional Practice.

The Professional Practice categorization is intended for faculty whose primary role is related to professional development, integration of academic scholarship with practical experience, discipline based education research, and/or instruction or research related to practical skills in the professions. School-wide general criteria for appointment, reappointment, and promotion in this title series are provided below. Individual SBC departments will develop more detailed criteria, where applicable, that will further clarify any such general criteria while conforming to the general guidelines.

---

#### **Instructor of Professional Practice**

##### ***Appointment Criteria***

###### **Qualifications:**

Either:

- (1) Either a Ph.D. in a relevant field (or some other relevant terminal graduate degree such as a degree in law or taxation), an excellent record in the classroom teaching business, and noteworthy contributions to business knowledge; or
- (2) a master’s degree in business or a relevant field (law, taxation, etc.), an acceptable record in the classroom teaching business, noteworthy accomplishments in business or non-profit management, and extensive evidence of service to higher education, to the community or to the business profession, with recognition as a leader in the field;

###### **Expectations:**

- Shows promise and capacity for excellence in carrying out the full range of duties associated with teaching and/or research.
- Depending on the position there may be additional related duties such as supervisory, advisory, committee work, administrative, etc.

##### ***Reappointment Criteria***

- Satisfactory teaching as evaluated by students and department/program supervisor, and demonstrated teaching effectiveness in all courses assigned.
- Continued need for position and availability of funding.
- Demonstrated service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

***Promotion Criteria, to the rank of Assistant Professor of Professional Practice***

Candidates must have achieved a record of excellent performance in the title of Instructor, as evaluated by students and department/program supervisor (area head), and demonstrated excellence in continuous efforts to remain current in the discipline(s) being taught, over the course of a minimum of three (3) years in the rank of Instructor. The Dean may waive the 3-year requirement under special circumstances.

**Assistant Professor of Professional Practice**

***Appointment Criteria***

**Qualifications:**

Either:

- (1) Either a Ph.D. in a relevant field (or some other relevant terminal graduate degree such as a degree in law or taxation), an excellent record in the classroom teaching business, and noteworthy contributions to business knowledge; or
- (2) a master's degree in business or a relevant field (law, taxation, etc.), an acceptable record in the classroom teaching business, noteworthy accomplishments in business or non-profit management, and extensive evidence of service to higher education, to the community or to the business profession, with recognition as a leader in the field;

And:

Demonstrated excellence over a period of years (ordinarily at least 3) in carrying out the full range of duties associated with teaching and research, if appropriate.

**Expectations:**

- Depending on the position, there may be additional related duties such as supervisory, advisory, committee work, administrative, etc.

***Reappointment Criteria***

- Excellence in teaching as evaluated by students and department/program supervisor, and demonstrated teaching effectiveness in all courses assigned, and research, if appropriate.
- Continued need for the position and availability of funding.
- Demonstrated service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

***Promotion Criteria, to the rank of Associate Professor of Professional Practice***

Candidates must have demonstrated excellence in teaching as evaluated by students and department/program supervisor (area head), and demonstrated teaching effectiveness in all courses assigned, and research accomplishments, if appropriate, over the course of a minimum of six (6) years, if

initially appointed at the Instructor level, in the rank of Assistant Professor of Professional Practice. The Dean may waive the 6-year requirement under special circumstances.

In addition, candidates must have made significant additional contributions outside the classroom, such as course development, including evidence of effectiveness, supervision of staff and/or students, participation in educational initiatives of the department or program, program assessment, development and implementation of externally funded educational programs and others as appropriate to the discipline and the level of the appointment.

---

### **Associate Professor of Professional Practice**

#### ***Appointment Criteria***

##### **Qualifications:**

Either:

- (1) a Ph.D. in a relevant field (or some other relevant terminal graduate degree such as a degree in law or taxation), recognized contributions to knowledge about business and a distinguished record both in the classroom and in other roles as a business educator; or
- (2) a master's degree in business or a relevant field (law, taxation, etc.), a distinguished record in the classroom teaching business, noteworthy accomplishments in business or non-profit management (large multinational firms or prominent national firms, high middle management or as a partner of a regional/national/international professional firm) and extensive evidence of service to higher education, to the community or to the business profession, with recognition as a leader in the field;

And

- Demonstrated excellence over a period of years (ordinarily at least 9) in carrying out the full range of duties associated with teaching and research, if appropriate.
- Significant record of contributions outside the classroom, such as course development, supervision of staff and/or students, demonstrated leadership in educational initiatives of the department or program, program assessment, development and implementation of externally funded programs, and others as appropriate to the discipline and the level of the appointment.

##### **Expectations:**

- Depending on the position, there may be additional related duties such as supervisory, advisory, committee work, administrative, etc.

#### ***Reappointment Criteria***

- Excellence in teaching as evaluated by students and department/program supervisor, and demonstrated teaching effectiveness in all courses assigned.
- Excellence in contributions outside the classroom, related to the educational mission of the department/program.
- Continued need for position and availability of funding.
- Demonstrated service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

### ***Promotion Criteria, to the rank of Professor of Professional Practice***

Candidates must have demonstrated excellence in teaching as evaluated by students and department/program supervisor (area head), and demonstrated teaching effectiveness in all courses assigned, and success in research, if appropriate, over the course of a minimum of six (6) years, in the rank of Associate Professor of Professional Practice. The Dean may waive the 6-year requirement under special circumstances.

In addition, candidates must have made significant additional contributions in several areas outside the classroom, such as course development, supervision of staff and/or students, demonstrated leadership in educational initiatives of the department or program, program assessment, development and implementation of externally funded programs, and others as appropriate to the discipline and the level of the appointment.

---

### **Professor of Professional Practice**

#### ***Appointment Criteria***

Qualifications:

- Ph.D. in a relevant field (or some other relevant terminal graduate degree such as a degree in law or taxation), noteworthy accomplishments in business or non-profit management (large multinational firms or prominent national firms, high middle management or as a partner of a regional/national/international professional firm); recognized contributions to knowledge about business, a distinguished record both in the classroom and in other roles as a business educator and extensive evidence of service to higher education, to the community or to the business profession, with recognition as a leader in the field.
- Demonstrated excellence over a period of years (ordinarily at least 15) in carrying out the full range of duties associated with teaching and/or its scholarship.
- Significant record of contributions in several areas outside the classroom, such as course development, supervision of staff and/or students, participation in educational initiatives of the department or program, program assessment, development and implementation of externally funded educational programs, and others as appropriate to the discipline and the level of the appointment.

Expectations:

- Depending on the position, there may be additional related duties such as supervisory, advisory, committee work, administrative, etc.

#### ***Reappointment Criteria***

- Excellence in teaching as evaluated by students and department/program supervisor, and demonstrated teaching effectiveness in all courses assigned, as well as continued success in research, if appropriate.
- Excellence in a variety of contributions outside the classroom, related to the educational mission of the department/program.
- Continued need for position and availability of funding.

- Demonstrated service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

---

**Features of the individual's performance to be considered may include the following:**

**Teaching/Instructional:**

- Teaching ratings and contributions
- Innovation with respect to curriculum development.
- Research-based learning projects with companies, institutions, and/or non-profit organizations.

**Service within the School of Business-Camden and Rutgers:**

- Leadership and contributions to student professional development
- Contributions to external relations among RSBC, its students, its faculty, and the business community
- Contributions to service on departmental, college and university committees
- Grants or contracts supporting research at RSBC
- Documented improvements in learning outcomes that result from teaching innovations incorporating research projects.

**Professional Activity:**

- Publication of peer-reviewed articles in business journals, especially high-quality academic journals and journals at the interface of academia and business
- Publication of other articles in business journals, especially professional business and trade journals of national/international reputation
- Publication of textbooks, professionally-oriented books, or popular business books that bring recognition to the school
- Consulting activities that are material in terms of time and substance
- Relevant, active service on boards of directors
- Development and presentation of continuing professional education activities or executive education programs
- Significant participation and especially leadership in professional, business, and academic associations and other recognized societies
- Professional recognition at the national and international level, especially fellow status, research awards, and invited presentations.
- Appointment to state, national and/or international expert and referee panels
- Relevant, active editorial work with academic, professional, or other business and management publications
- Participation in other activities bring direct contact with prominent leaders in business and non-profit organizations in ways that benefit the school
- Favorable citation in the national business press
- Faculty internships
- Documented continuing professional education experiences
- Participation in professional events that focus on the practice of business, management, and related issues
- Documented professional certifications in the area of teaching