

CS Rubric for Appendix H of the CTF Agreement

A. Requisite academic qualifications as posted:

The applicant should have the required academic qualifications by offer of appointment date.

B. Teaching experience in the posted course or similar or substantially similar courses(s)

The assessment of the candidate's teaching experience shall be based on the candidate's university student evaluations under Article 19, or the equivalent from another institution, the candidate's CV, teaching dossier, and any other information submitted by the candidate.

Similar courses: to be determined by PTAC; experience in similar courses may also include TA experience, Online teaching, and team-teaching.

Substantially similar courses(s) may include a course that appears in the Academic Calendar as a course exclusion or a course that encompasses substantially similar subject matter with the same or similar assessment techniques.

I. Student evaluations in the posted course or similar or substantially similar courses(s): up to 15

Evaluations in the posted course would be considered and have most weight, with evaluations in similar courses also considered. The applicant's overall application would also be considered and influence any scoring.

a. If there are evaluations, using Laurier's scale:

- 0 Less than satisfactory: scores generally 4 or less or no supporting documentation was provided
- 5 Satisfactory: mostly 5
- 10 Good: mostly 6, or comparable to department mean
- 15 Excellent: mostly high 6s

II. Seniority points in the posted course or similar or substantially similar course(s): up to 5

C. Overall record of teaching

The assessment of the candidate's teaching record shall be based on the candidate's university student evaluations under Article 19, or the equivalent from another institution, the candidate's CV teaching dossier, and any other information submitted by the candidate.

I. Student evaluations: (up to 15)

• If there are evaluations, using Laurier's scale:

- i. 0 Less than satisfactory: scores generally 4 or less or no supporting documentation was provided
- ii. 5 Satisfactory: mostly 5

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- iii. 10 Good: mostly 6, or comparable to department mean
- iv. 15 Excellent: mostly high 6s

II. Teaching dossier or other supporting documents: (up to 20)

- excellent: 20 points
 - i. Statement of teaching philosophy
 - ii. Discussion about classroom strategies
 - iii. Evidence of wide and varied range of teaching experience
 - iv. Evaluation of teaching
 - v. Example syllabi
 - vi. Ongoing professional development
 - vii. Teaching award(s) or nominations
- Good: 15 points
 - i. Statement of teaching philosophy
 - ii. Evidence of solid range of teaching experience
 - iii. Evaluation of teaching
 - iv. Example syllabi
 - v. Ongoing professional development
- Satisfactory: 10 points
 - i. Limited range of teaching experience
 - ii. Evaluation of teaching
 - iii. Example syllabi
 - iv. Little evidence of ongoing professional development or very outdated
- No supporting documentation: 0 points

III. Total seniority points : (up to 15)

D. Relevant qualifications

(including scholarship in the field, professional experience, pedagogical development, development course materials)

Qualifications under this section must be directly relevant to the position advertised. A candidate's CV, teaching dossier and any other relevant materials provided by the candidate may be considered in this category. Indicate the candidate's qualifications and experience.

To simplify scoring and increase consistency, the following grid will be used:

0	less than satisfactory
10	satisfactory
20	good
30	excellent

Items considered would be the total scholarly record such as subject of the dissertation, conferences, publications, grants. The difference between satisfactory and good may be

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determined by “must be directly relevant to the position advertised” as noted in the Collective Agreement.

Where PTAC has determined that there are no qualifications directly relevant to the position advertised but the applicant should have general expertise in the field, the score will be 0 but the applicant would not be ruled out.

E. Comments for the Dean’s consideration (optional)

For occasions if:

- PTAC has unaddressed concerns regarding CTF member’s record
- there are equity considerations
- CTF member ranked highest but PTAC has concerns in recommending the teaching

Similar or substantially similar course(s)

Similar courses: to be determined by PTAC; experience in similar courses may also include TA experience, Online teaching, and team-teaching.

Substantially similar courses(s) may include a course that appears in the Academic Calendar as a course exclusion or a course that encompasses substantially similar subject matter with the same or similar assessment techniques.

As an example, if applicants have taught an introduction to media history course or an introduction to communications course and were applying to teach a senior course with the Department, the applicants would be considered to have ‘some experience in similar courses’ because they would have touched on the areas of the senior courses in the introductory course that they taught. Listed teaching would be considered.

Syllabi or sample outlines will be one demonstration of possible teaching experience for the posted course.

>> A course and its online version are considered different, for example teaching in CS353 is tracked separately from teaching in CS353OC.

>> Consider ‘similar’ carefully

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