

## Religion and Culture Rubric for Appendix H

<b>Name:</b>		
Course <input type="checkbox"/> or Tutorial Stipend(s) <input type="checkbox"/> related to these minutes:		
<b>Information provided:</b>		
<input type="checkbox"/> Teaching dossier	<input type="checkbox"/> CV	Comments:
<input type="checkbox"/> WLU Teaching Evals:	<input type="checkbox"/> Official File	
<input type="checkbox"/> External Teaching Evals:	<input type="checkbox"/> Other:	
<b>A) Requisite Academic Qualifications</b>		
(indicate yes or no for candidate meeting degree, specialization, etc. for position)	Comments:	Yes <input type="checkbox"/>
		No <input type="checkbox"/>
<b>B) Teaching Experience in posted/similar/substantially similar course (up to 20 points)</b>		
Comments:		
i. Student evaluations in posted/similar/ substantially similar course (up to 15)		
ii. Seniority points in posted/similar/substantially similar course (up to 5)		
<b>C) Overall Record of Teaching (up to 50 points)</b>		
i. Student evaluations (up to 15)		
ii. Teaching dossier or other supporting documents (up to 20)		
iii. Total seniority points (up to 15)		
<b>D) Relevant Qualifications (up to 30 points)</b>		
Including scholarship and/or professional experience directly relevant to position advertised.		
<b>E) Total points</b>		
<b>Comments for the Dean:</b>		

B. i) Student evaluations in **posted/similar/substantially** similar course (up to 15). See page 123 of the [WLUFA Part-Time Collective Agreement, 2019-2022](#) for Contract Teaching Faculty for similar course and substantially similar courses. Student evaluations in the same course offered in a different department or at a different university for which a syllabus is provided in the teaching dossier and that adopts comparable assessment techniques will be considered.

Points	Criteria
<b>Up to 15 points: excellent performance</b>	<ul style="list-style-type: none"> <li>Consistently excellent-very good institutional evaluations (6+)</li> </ul>
<b>Up to 10 points: good performance</b>	<ul style="list-style-type: none"> <li>Good institutional evaluations; consistently at or above department and university means (ca. 5)</li> </ul>
<b>Up to 5 points: satisfactory performance</b>	<ul style="list-style-type: none"> <li>Satisfactory institutional evaluations with some fluctuations (ca. 4)</li> </ul>
<b>0 points: less than satisfactory</b>	<ul style="list-style-type: none"> <li>Poor institutional evaluations (below 4 in multiple categories)</li> </ul>

C. i) Student evaluations (up to 15) must consider all evaluations and should consider other methods than department mean, such as distribution and patterns looking for trends and anomalies. If there is a downward trend, it is recommended to look in the Member's official file as a Member may have an explanation for a low evaluation.

Points	Criteria
<b>Up to 15 points: excellent performance</b>	<ul style="list-style-type: none"> <li>Consistently excellent-very good institutional evaluations (6+)</li> </ul>
<b>Up to 10 points: good performance</b>	<ul style="list-style-type: none"> <li>Good institutional evaluations; consistently at or above department and university means (ca. 5)</li> </ul>
<b>Up to 5 points: satisfactory performance</b>	<ul style="list-style-type: none"> <li>Satisfactory institutional evaluations with some fluctuations (ca. 4)</li> </ul>
<b>0 points: less than satisfactory</b>	<ul style="list-style-type: none"> <li>Poor institutional evaluations (below 4 in multiple categories)</li> </ul>

C. ii) Teaching dossier or other supporting documents (up to 20)

Points	Criteria: Teaching dossier or supporting documentation includes:
<b>Up to 20 points: excellent documentation</b>	<ul style="list-style-type: none"> <li>Statement of teaching philosophy</li> <li>Wide and varied range of teaching experience</li> <li>Teaching award(s) or nominations</li> </ul>
<b>Up to 15 points: good documentation</b>	<ul style="list-style-type: none"> <li>Attention to classroom strategies and teaching practices</li> <li>Solid range of teaching experience</li> </ul>
<b>Up to 10 points: satisfactory documentation</b>	<ul style="list-style-type: none"> <li>Limited range of teaching experience</li> <li>Little evidence or very outdated pedagogical reflection</li> </ul>
<b>Up to 5 points: less than satisfactory documentation</b>	<ul style="list-style-type: none"> <li>Teaching experience is minimal</li> <li>Minimal documentation</li> </ul>
<b>0 points: supporting documentation absent</b>	<ul style="list-style-type: none"> <li>No documentation supplied</li> </ul>

D.) Relevant qualifications: scholarship in the field; professional experience; pedagogical development; development of course materials (up to 30)

Points	Criteria
Up to 30 points	<ul style="list-style-type: none"> <li>• Outstanding research profile</li> <li>• Monograph published or submitted</li> <li>• Recent publications in relevant field</li> <li>• Recent academic awards</li> <li>• Evidence of course development specific to posted course</li> </ul>
Up to 25 points	<ul style="list-style-type: none"> <li>• Excellent research profile with recent publications</li> <li>• PhD Dissertation on relevant topic</li> <li>• Evidence of course development</li> </ul>
Up to 20 points	<ul style="list-style-type: none"> <li>• Good research profile</li> <li>• Publications or presentations in relevant field</li> <li>• Significant professional experience and/or pedagogical development</li> </ul>
Up to 15 points	<ul style="list-style-type: none"> <li>• Emergent research profile</li> <li>• Some publications or presentations</li> <li>• Evidence of pedagogical development (as TA)</li> </ul>
Up to 10 points	<ul style="list-style-type: none"> <li>• Research profile and/or professional experience is only indirectly related to posted course</li> </ul>
Up to 5 points	<ul style="list-style-type: none"> <li>• Little scholarship, without recent publications or presentations</li> </ul>