

Appendix H for User Experience (UX) Rubric

Assessment of Candidates Under Part-time Contract Academic Collective Agreement
Article 13.5.1

a) Requisite Academic Qualifications, as per the Collective Agreement:

The applicant has the requisite academic qualifications for the position as posted, i.e., the relevant academic degree or certificate, education in the academic specialty, and/or the appropriate professional training and experience. Departments shall specify the minimum degree necessary for the position and they should specify the area or field for the required degree. Departments may also specify recognized professional degrees or designations or specialized training (e.g., LLB, BEd, CA, language proficiency). If the applicant does not have the requisite academic qualifications for the position as posted, he/she shall not be considered for the position.

Yes/No

b) Record of Teaching (30 points):

Record of teaching (only 0; 10; 20; 30 points can be given)

Points	Possible Types of Evidence:
30 points: excellent performance	<ul style="list-style-type: none">· Institutional evaluation scores in the top 15% of the score range (if submitted)· Taught in three or more topic areas· Previous teaching experience with similar students· Taught more than three different classes· Extracurricular teaching experience (e.g. design jams, UX workshops, UX camps, etc.)· Teaching philosophy based on learning theories· Developed or re-designed multiple courses· Recipient or Nomination of teaching award(s)

	<ul style="list-style-type: none"> · Syllabi demonstrating integration of higher-order learning activities such as creating interfaces and products.
<p>20 points: good performance</p>	<ul style="list-style-type: none"> · Institutional evaluation scores in the top 30% of the score range (if submitted) · Developed or re-designed at least one class · Taught in at least two different topics · Taught more than two different classes · Limited extracurricular teaching experience (e.g. a design jam, a UX workshop, a UX camp, etc.) · Teaching philosophy presented · Syllabi demonstrating integration of non-traditional learning activities beyond papers and exams.
<p>10 points: satisfactory performance</p>	<ul style="list-style-type: none"> · Institutional evaluation scores in the top 50% of the score range (if submitted) · Taught more than one topic · Teaching dossier supplied · Complete syllabus submitted
<p>0 points: less than satisfactory</p>	<ul style="list-style-type: none"> · Institutional evaluation scores in the bottom 50% of the score range (if submitted) · Taught one topic · No teaching dossier or complete syllabus supplied

c) Relevant qualifications – scholarship – relevant professional experience (any # of points can be given up to max 25)

Information about research can be provided through a CV, a cover letter, a research portfolio, or online publications. Publication refers to a journal article in an established peer-reviewed journal, monograph, or article-quality post in a respected web-based resource.

Points	Possible Types of Evidence:
25 points: Excellent	<ul style="list-style-type: none"> · Internationally renowned UX research or designer portfolio · Appropriate professional experience to support teaching · Recent monograph, or at least three publications in relevant field (some of which as lead author), or key role in at least three recently produced software, websites, apps, services or products. · Recent academic or design awards · Meaningful involvement with appropriate academic or professional societies · Impactful professional social media or web presence
20 points: Very Good	<ul style="list-style-type: none"> · Excellent UX research or designer portfolio · More than one recent publication in relevant field (at least one of which as lead author) or key role in more than one produced software, website, app, service or product · Professional experience related to teaching area · Member of appropriate academic or professional societies · Well-connected professional social media or web presence

<p>15 points: Good</p>	<ul style="list-style-type: none"> · Good UX research or designer portfolio · At least one recent publication in relevant field as lead author, or more than one recently publication in relevant field as co-author, or role in at least one produced software, website, app, service or product · Professional experience in appropriate industry · Member of appropriate academic or professional societies · Professional social media or web presence
<p>10 points: Satisfactory</p>	<ul style="list-style-type: none"> · Emergent research or design profile · More than one publication in relevant field as co-author or role in at least one produced software, website, app, service or product. · Professional experience · Social media or web presence
<p>5 points: Marginal</p>	<ul style="list-style-type: none"> · One publication in relevant field as co-author · Some professional experience
<p>0 points</p>	<ul style="list-style-type: none"> · No evidence of scholarship or relevant professional experience

d) Teaching experience in the posted or similar course
25 points

Points	Possible Types of Evidence:
<p>25 points:</p> <p>Significant experience in posted or very similar course (Taught more than once)</p>	<ul style="list-style-type: none"> · Strong, supportive student evaluations from past instances teaching the course or similar courses (if provided) · Syllabus, assignments, and assigned readings that surpass in content and quality this or similar courses in related schools/programs. · Evidence of innovation in teaching course content, via teaching portfolio or statement
<p>20 points:</p> <p>Experience in posted or very similar course (Taught at least once)</p> <p>-or-</p> <p>Significant experience in a related course sharing at least 50% of course content with posted course (Taught more than once)</p>	<ul style="list-style-type: none"> · Supportive student evaluations from past instances teaching the course or similar courses (if provided) · Syllabus, assignments, and assigned readings that are comparable in content and quality to this or similar courses in related schools/programs. · Some evidence of innovation in teaching course content, via teaching portfolio or statement <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> · Supportive student evaluations from past instances teaching similar courses (if provided) · Syllabus, assignments, and assigned readings that are applicable in content and quality to this or similar courses in related schools/programs. · Some evidence of innovation in teaching similar course content, via teaching portfolio or statement

<p>10 points:</p> <p>Limited Experience in posted or very similar course (Assisted with teaching)</p> <p>-or-</p> <p>Experience in a related course sharing at least 50% of course content with posted course (Taught once)</p>	<ul style="list-style-type: none"> · Moderate support in student evaluations from past instances teaching the course or similar courses (if provided) · Syllabus, assignments, and assigned readings that are partially comparable in content and quality to this or similar courses in related schools/programs. · Limited evidence of innovation in teaching course content, via teaching portfolio or statement <p>OR</p> <ul style="list-style-type: none"> · Moderate support in student evaluations from past instances teaching similar courses (if provided) · Syllabus, assignments, and assigned readings that are limited in their applicability in content and quality to this or similar courses in related schools/programs. · Limited evidence of innovation in teaching similar course content, via teaching portfolio or statement
<p>5 points:</p> <p>Limited Experience in a related course sharing at least 50% of course content with posted course (Assisted with teaching)</p>	<ul style="list-style-type: none"> · Unsupportive student evaluations from past instances teaching the course or similar courses (if provided) · Syllabus, assignments, and assigned readings that are not comparable in content and quality to this or similar courses in related schools/programs. · No evidence of innovation in teaching course content, via teaching portfolio or statement <p>OR</p> <ul style="list-style-type: none"> · Unsupportive student evaluations from past instances teaching similar courses (if provided) · Syllabus, assignments, and assigned readings that are not applicable in content and quality to this or similar courses in related schools/programs. · No evidence of innovation in teaching similar course content, via teaching portfolio or statement

e) Total Seniority points (20 points):

Points will be equal to the seniority point listing, in accordance with 13.6.2.15, up to a maximum of 20 points.

****The following is existing language and will be replaced with the revised equity process****

If two or more candidates have equal points under Appendix H, the Member who has taught the posted course before shall be offered the appointment.

If this is insufficient to determine the appointment, the Member with the most seniority points in the course shall be offered the course.

If this is insufficient to determine the appointment, a candidate who has self-identified through the recruitment process, as a member of an equity seeking group (Indigenous, racialized, female, having a disability, and/or a sexual or gender minority), shall be awarded the course.

If this is insufficient to determine the appointment, the Dean shall make the appointment from among these applicants by lot.