

## BTM Rubric Assessment

### **Appendix H: Assessment of CAS Candidates Under 13.5.1**

#### **Information used in the assessment:**

List all of the sources of information used to assess the candidate, including teaching dossier; teaching evaluations from WLU; teaching evaluations from another institution(s); the Member's official file, if applicable; any other information provided by the candidate (specify).

#### **(a) Requisite Academic Qualifications (Y/N)**

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.

#### **(b) Teaching experience in the posted course or similar or substantially similar course(s):**

##### **20 possible points**

(I) student evaluations in the posted course or similar to substantially similar course(s) (up to 15)

**Max Points Possible: 15 possible points**

Points	Definition	MB115	MB202	MB235	MB237	MB300	MB305	MB307
0	less than satisfactory performance	<4	<4.5	<4	<4.5	<4	<3.5	<3.5
5	satisfactory performance	[4,5.1)	[4.5,5.7)	[4,4.5)	[4.5,5.4)	[4,5.4)	[3.5,4.4)	[3.5,4.2)
10	good level of performance	[5.1,6.1)	[5.7,6.5)	[4.5,5.6)	[5.4,6.5)	[5.4,6.5)	[4.4,5.5)	[4.2,5.3)
15	excellent performance	[6.1,7]	[6.5,7]	[5.6,7]	[6.5,7]	[6.5,7]	[5.5,7]	[5.3,7]

Points	Definition	MB315	MB335	MB375	MB381	MB486	MB215
0	less than satisfactory performance	<4.5	<4	<5	<4.5	<5	<4.5
5	satisfactory performance	[4.5,5.9)	[4,4.8)	[5,6.2)	[4.5,5.6)	[5,6.3)	[4.5,5.8)
10	good level of performance	[5.9,6.5)	[4.8,5.9)	[6.2,6.5)	[5.6,6.5)	[6.3,6.4)	[5.9,6.4)
15	excellent performance	[6.5,7]	[5.9,7]	[6.5,7]	[6.5,7]	[6.5,7]	[6.4,7]

(II) seniority points in the posted course or substantially similar course(s)

**Max Points Possible: 5 possible points**

#### **(c) Overall record of teaching: 50 possible points**

(I) student evaluations

**Max Points Possible: 15 possible points**

Points	Definition	
0	less than satisfactory performance	<4
5	satisfactory performance	[4,5.5)
10	good level of performance	[5.5,6.5)
15	excellent performance	[6.5,7]

(II) teaching dossier or other supporting

**Max Points Possible: 20 possible points**

Each element of the teaching dossier scored 1 to 4, with 4 being excellent.

	Weight		Definition
Philosophy, including evidence throughout document that it is enacted (where possible)	0.3	0	not submitted
Approach to teaching	0.2	1	less than satisfactory
Teaching contributions	0.1	2	satisfactory
Educational leadership	0.2	3	good
Reflections and assessment of teaching	0.2	4	excellent

(III) total seniority points

**Max Points Possible: 15 possible points**

**(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.

**Max Points Possible: 30 possible points**

Points	Definition
up to 15	Work experience/curriculum familiarity/certifications - see individual course criteria
5	PhD in a relevant field
5	research in the field - scaled for how closely the research aligns with the course
5	teaching experience with similar pedagogical techniques (e.g. case analysis) in a similar classroom environment (e.g. large lecture)

#### MB115 Information Technology

- 5 professional experience in an IT-related field
- 5 over 10 years experience in an IT-related field
- 5 IT experience relates directly to facilitating business outcomes

#### MB202 Marketing

- 5 experience developing and delivering digital marketing strategy

- 5 marketing certification (Certified Marketing Management Professional or Professional Certified Marketer)
- 5 experience working in more than one organization in a marketing capacity

#### MB215 Software Development

- 5 current/recent (past 2 years) experience working as a software developer
- 5 current/recent (past 2 years) experience working in a combined IT/business job
- 5 current/recent (past 2 years) experience with Java

#### MB235 Stats

- 5 has professional experience in sampling and surveys
- 5 has used statistical tools beyond descriptive statistics in their profession
- 5 over 10 years experience using complex statistical analysis in their profession

#### MB237 Law

- 5 practise in business law or commercial law
- 5 practise in technology law or intellectual property rights
- 2 practise in continuing education as required by the Law Society of Ontario
- 2 exposure to other areas of law such as employment law, privacy, and real estate
- 1 membership in the Law Society of Ontario or any other jurisdiction in Canada

#### MB300 Ethics

- 5 managed ethical issues in the workplace
- 5 managed ethical issues in the workplace as part of a professional role (e.g. HR or manager)
- 5 managed technology related ethical issues in the workplace as part of a professional role in the tech sector

#### MB305 Operations Management

- 5 works in an OM-related field
- 5 is a manager in an OM-related field
- 5 is a VP or C-level executive an OM-related field

#### MB307 Finance

- 5 CFA designation
- 5 works in a finance-related field
- 5 over 10 years experience in a finance-related field

#### MB315 Data and Knowledge Management

- 5 professional experience using SQL in database management or development

- 5 over 10 years experience using SQL in database management or development
- 5 experience relates to business decision-making

#### MB335 Org Theory and Change

- 5 been involved in change projects in their organization
- 5 has headed up a change initiative in their organization
- 5 has tech industry experience with organizational change

#### MB375 Tech and Innovation Management

- 5 professional, managerial experience fostering innovation in industry
- 5 has managed a product portfolio
- 5 experience in innovation is IT-related

#### MB381 Project Management

- 5 professional experience as a Project/Program Manager and holds a current CAPM or PMP
- 5 project management experience is IT-related
- 5 over 10 year experience as a Project/Program Manager

#### MB486 Strategy

- 5 consulting/professional experience in strategy formation
- 5 consulting/professional experience in the tech sector
- 5 consulting/professional experience in a variety of organizations