

English and Film Studies
Rubric for Assessment of CTF Candidates

a) Qualifications

- i. Is the candidate qualified: Does the candidate have the posted academic or professional qualifications?: Yes/No

- ii. Does the candidate have the relevant qualifications and experience to teach the course?: Yes/No

b) Competency to Teach the Posted Course

- i. Currency and Mastery of the Subject Matter (e.g., Scholarly Background) (max 30 points):

30 Points (excellent): Book single-authored in area (FS209b, FS275, FS309u, FS374: wrote, directed, or produced a feature-length film that was exhibited commercially or at a film festival); Dissertation and/or Critical Edition + 1 or more peer-reviewed articles in area; or some combination thereof.

20 Points (very good): Dissertation or Critical Edition in area; 2+ peer-reviewed journal articles and/or book chapters in area (FS209b, FS275, FS309u, FS374: wrote, directed, or produced more than one short film that was exhibited commercially or at a film festival); or some combination thereof.

15 Points (good): Book edited or co-edited in area; one peer-reviewed journal article or book chapter in area (FS209b, FS275, FS309u, FS374: wrote, directed, or produced one short film that was exhibited commercially or at a film festival); book single-authored in broader area; critical edition in broader area; 3+ peer-reviewed articles in broader area; or some combination thereof.

10 Points (satisfactory): More than one peer-reviewed journal article or book chapter in broader area; or 1-2 peer-reviewed journal article or book chapter in broader area; some professional writing experience (only for EN190) or professional experience directly relevant to professional-type courses; or pedagogical development (at least three workshops and/or teaching development courses; or one public lecture pertinent to postsecondary instruction); at least one conference paper in area; or 2+ conference papers in broader area; additional degrees, past course syllabi (minimum of 3), professional experience, creative work of relevance to direct area of the course; or some combination thereof.

0 Points (poor or no evidence)

- ii. Previous Teaching or Tutorial or Lab Experience in the Posted or Similar or Substantially Similar Course (total seniority points to a max of 10)

1. Where the posting is for a tutorial course at Laurier, the same points shall be awarded for teaching the similar or substantially similar course at Laurier whether as primary instructor or tutorial leader.
2. 0.5 points will be awarded for being instructor for a similar or substantially similar course taught either in-person or online elsewhere.
3. No points will be awarded for tutorial teaching, at Laurier or elsewhere, when the posting is for primary instructor in a similar or substantially similar course.

Note: The PTAC will award full points for Laurier seniority points in the posted course or substantially similar course and may award partial points for similar or substantially similar courses taught elsewhere. Partial points may also be awarded for relevant teaching in another delivery mode (e.g., tutorials, labs, online) taught at Laurier or elsewhere.

Note: Column J is only to be populated in the event that the applicant has taught a similar or substantially similar course when it was offered under an earlier course code, and for which an exemption exists; or in the event that an applicant who has been primary instructor in a similar or substantially similar course is applying to teach a tutorial in that course; see bullet point 1.

Note: Column L is not to be used under any circumstances given our current department rubric (May 2023); it might be used in the event that the rubric is revised for a different assessment of TA teaching experience; see bullet point 1.

iii. Ability to Perform the Duties of the Course (max 10 points):

10 Points (excellent): At least four of the following elements: experience teaching in course format (e.g., lecture, lab, tutorial, seminar); modality (e.g., online, hybrid); class size; equipment or platforms specific to the course; or evidence of course materials including learning objectives and student assessments in the posted course or similar or substantially similar course.

7 Points (very good): At least three of the following elements: experience teaching in course format (e.g., lecture, lab, tutorial, seminar), modality (e.g., online, hybrid), class size, or with indispensable equipment or platforms, or evidence of course materials including learning objectives and student assessments in the posted course or similar or substantially similar course.

4 Points (satisfactory): At least two of the following elements: experience teaching in course format (e.g., lecture, lab, tutorial, seminar), modality (e.g., online, hybrid), class size, or with indispensable equipment or platforms, or evidence of course materials including learning objectives and student assessments in the posted course or similar or substantially similar course.

0 Points (poor): One or less of the following elements: experience teaching in course format (e.g., lecture, lab, tutorial, seminar), modality (e.g., online, hybrid), class size, or with indispensable equipment or platforms, or evidence of course

materials including learning objectives and student assessments in the posted course or similar or substantially similar course.

c) Teaching Qualifications (not specific to the course):

i. A. Teaching-Related Experience (seniority points not already counted in section b) ii), including courses taught, tutorials, labs, training (max 15 points).

ii. B. (If i. A. is less than 15):

I. Teaching Elsewhere (max 5 points)

- **5 Points:** Courses taught elsewhere other than similar or substantially similar course (3+)
- **4 Points:** Courses taught elsewhere other than similar or substantially similar course (2)
- **3 Points:** Courses taught elsewhere other than similar or substantially similar course (1)
- **2 Points:** Tutorials taught elsewhere other than similar or substantially similar course (2+)
- **1 Point:** Labs taught elsewhere other than similar or substantially similar course (2+)

II. Teaching Training (max 5 points)

- **5 Points:** Training directly related to professorial pedagogy (e.g., materials directly bearing on course content)
- **2 Points:** Training in equity, diversity, inclusivity, Indigeneity, anti-racism, anti-oppression, and accessible learning

ii. Assessment of Teaching Skills (max 15 points)

15 Points (very good): Excellent Performance on teaching evaluations (95% plus); and teaching awards (1+); and substantive teaching philosophy and general syllabi (2+).

10 Points (good): Good Level of Performance on teaching evaluations (85% plus); and teaching philosophy and general syllabi (2+).

5 Points (satisfactory): Satisfactory Performance on teaching evaluations (70% plus), and/or teaching philosophy, and/or general syllabi (2+), and/or strong solicited student testimonials (3+)

0 Points: Poor or no evidence of teaching skills.

d) Other Qualifications and Experience Relevant to the Course (max 20 points)

20 Points (very good): Minimum four of the following pertinent to posted course or similar or substantially similar course: development of educational materials; evidence of community engagement; pedagogical development i; post-doctoral experience; Indigenous knowledge systems; professional development and/or experience directly in area of the course.

15 Points (good): Minimum three of the following pertinent to posted course or similar or substantially similar course: development of educational materials; evidence of community engagement; pedagogical development; post-doctoral experience; Indigenous knowledge systems; professional development and/or experience directly in area of the course.

10 Points (satisfactory): Minimum two of the following pertinent to posted course or similar or substantially similar course: development of educational materials; evidence of community engagement; pedagogical development; post-doctoral experience; Indigenous knowledge systems; professional development and/or experience directly in area of the course.

5 Points (limited): Minimum one of the following pertinent to posted course or similar or substantially similar course: development of educational materials; evidence of community engagement; pedagogical development; post-doctoral experience; Indigenous knowledge systems; professional development and/or experience.

0 Points: No evidence