

# Faculty of Music Appendices H

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## Music Rubric 1a

### Academic (classroom) Courses:

MU100, 121, 141, 142, 161, 162, 200, 202–204, 208, 240, 242, 243, 26–4–271, 274, 275, 291, 302, 304, 308, 310, 340–343, 361, 367, 368, 372–378, 387, 391, 402, 440, 441, 461, 463, 470–475, 493, 620–623, 626, 650, 698.

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent), as posted.
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, within the same stylistic/historical period, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level)
- A similar course is a substantially similar course, with no more than one exception from the list above.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Publications and conference presentations directly relevant to subject matter and/or pedagogy of the course (up to 10 points; 2 points for each publication, 1 point for each unique presentation).
- Professional experience directly relevant to subject matter (e.g., body of professional arrangements for an orchestration course; working audio engineer for a production course, etc.; i.e. professional activity that is NOT scholarship.) (up to 10 points)
- Other Assets and preferences as posted (up to 20 points, evenly divided unless otherwise indicated)

## Music Rubric 1b

### Academic Courses (Keyboard):

MU293, 493

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent), as posted.
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course is the same course taught at another institution at the same year-level of instruction.
- A similar course teaches the same subject matter at a different year level.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is

evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the most recent 3 years of teaching. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

**(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)**

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)

- Publications and conference presentations directly relevant to subject matter and/or pedagogy of the course (0/5/10 points).
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)



## Music Rubric 1c

### Academic Courses:

MU368

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Master's Degree with speciality in either music therapy or community music
- Required Qualifications:
  - ◆ MTA in good standing IF applicant is a music therapist
  - ◆ Applicant must have demonstrated commitment to equity, diversity, and inclusion in their music therapy or community music practice
- (External applicants) Satisfactory reference check.
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

### (C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Experience as community music therapy practitioner (10 points)
- Evidence of EDI commitment (0/10/20, maximum 10 points)
- 1 point for each unique peer-reviewed article, conference presentation, books authored/edited (max. 10 points)

## Music Rubric 2a

### Academic Courses:

Musical Skills Courses

MU136°–337° series; MU145–245 series

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent), as posted.
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course is a musical skills course that develops the same skill elements, using the same systems of pitch and rhythmic solmization, at a different institution, at the same level of instructions (100/200/300-level). A similar course is a substantially similar course, using a different method of pitch or rhythm solmization at the same level of instruction. A curriculum that does not use a recognized system of pitch and rhythm solmization is not considered to be similar.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.4 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.4–6.4 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.4 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the most recent 3 years of teaching. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Publications and conference presentations on music skills pedagogies (up to 10 points; 2 points for each publication, 1 point for each unique presentation).
- Professional training and/or credentials in Kodaly or Dalcroze. (up to 10 points; 3 points for a credential; points for training based on scope thereof.)
- Other Assets and preferences as posted (up to 20 points, evenly divided unless otherwise indicated)

## Music Rubric 3a

### Academic Courses:

Group Practical Courses

MU194, MU195, MU201 series, MU284, MU295K/G, MU358, MU394, MU494

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same instrument(s), within the same subdiscipline (education/performance/therapy orientations) in a classroom setting.
- A similar course includes heterogenous group instruction, or group instruction outside the target discipline (e.g. group guitar instruction for performance rather than for music therapy)

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.2 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.2–6.2 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.2 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the most recent 3 years of teaching. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)



(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Professional experience directly relevant to subject matter (e.g., secondary-level classroom music teaching; professional conducting experience; i.e. professional activity that is NOT scholarship.) (up to 10 points)
- Other Assets and preferences as posted (up to 20 points, evenly divided unless otherwise indicated)

## Music Rubric 3b

### Academic Courses:

Group Practical Courses — Accompanying  
MU253, MU393

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course is the same course taught at another institution at the same year-level of instruction.
- A similar course is an accompanying course taught at a different year level.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.2 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.2–6.2 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.2 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Professional performing experience as a collaborative pianist (0/7/15 points)
- Professional development as an accompanist or instructor of accompanying (0/7/15 points)
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 4a

### Academic Courses:

Individual Applied Studio Instruction  
 MU\*90A, MU\*90B, MU\*96

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same instrument at a different level (undergraduate/graduate)
- There is no such thing as a similar course to 1:1 applied studio instruction.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.6 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.6–6.6 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.6 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a video (or link) of no less than 10 minutes duration of the applicant teaching a student at a comparable level of performance.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Candidate's performance profile is a regional/national/international level (5/10/15 points)
- Other assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 4b

### Academic Courses:

Individual Applied Studio Instruction — Keyboard Area

MU\*90A, MU\*90B, MU\*96

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same instrument at a different level (undergraduate/graduate)
- There is no such thing as a similar course to 1:1 applied studio instruction.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.6 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.6–6.6 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.6 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.



- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a video (or link) of no less than 10 minutes duration of the applicant teaching a student at a comparable level of performance.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Evidence of being a sought-after instructor such as festival/competition clinician/adjudicator; guest masterclasses/workshops; evidence provided in CV. (0/5/10 points)
- Evidence of student success (such as being accepted into undergrad/grad Music programs, awards at competitions/festivals; evidence provided in CV and cover letter. (0/5/10 points)
- Regional/National/International performance profile as a soloist/collaborative pianist or innovative interdisciplinary artist or composer-performer; evidence provided in CV and cover letter. (0/5/10 points)
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 5a

### Academic Courses:

Ensemble

MU\*46, MU\*81/82, MU298/398/498

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course is one of the same ensemble type (band/orchestra/choir of same voice types, opera).
- A similar course is an ensemble of the same family (prior orchestral conducting for a band course; High voice choir direction for a mixed-voice choir, etc.).

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.1 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.1–6.1 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.1 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- >3 years Conducting experience (substantially similar ensemble) at Amateur / Student / Semi-Pro / Professional level (3 / 3 / 6 / 10 points)
- Candidate's professional conducting profile is a regional/national/international level (0 / 5 / 10 points)
- Professional experience directly relevant to subject matter (e.g., conference presentations, publications, ensemble adjudications, guest conducting, leading conducting workshops and masterclasses.) (up to 10 points)
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 5b

### Academic Courses:

Ensemble Sectionals

MU\*81 Sectionals, MU395, MU495, MU\*98 (Coach-accomp)

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course includes individual or group coaching on the same instrument.
- A similar course includes group coaching in the same instrumental family (strings, winds, brass).

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.6 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.6–6.6 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.6 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

### (C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- >3 years Professional Performance experience as Section Leader/Player in professional orchestra (10/5 points)
- >3 years Conducting experience (substantially similar ensemble) at Amateur / Student / Semi-Pro / Professional level (3 / 3 / 6 / 10 points)
- Candidate's professional profile is a regional/national/international level (0 / 5 / 10 points)
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)



## Music Rubric 5c

### Academic Courses:

Chamber Music Coaching  
 MU\*83, MU488, MU399

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course is applied instruction in the specific instrument.
- A similar course is sectional coaching in the specific instrument family.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.6 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.6–6.6 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.6 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is

evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- >3 years Performance experience in professional chamber ensemble (10 points)
- >3 years Conducting experience (substantially similar ensemble) at Amateur / Student / Semi-Pro / Professional level (1 / 1 / 3 / 5 points)
- Candidate's professional performance profile is a regional/national/international level (0 / 5 / 10 points)
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 6a

### Academic Courses:

Composition and Improvisation Courses

MU\*60, MU366, MU466, MU365, MU465, MU344, MU251T, MU252, MU442–444

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Degree (or equivalent). (Column I, Column K)
- Required Qualifications, as posted.
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level)
- A similar course is a substantially similar course, with no more than one exception from the list above.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.5 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.5–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.5 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course when minimum requirement is a Masters (5 points)
- Body of compositions and recordings, for stage of career (small / avg / prolific) (0 / 2 / 5 points)
- Body of commissions for stage (small / avg / exceptional) (2 / 5 / 10 points)
- Reputation of musicians premiering works (regional / national / international) (2 / 5 / 10 points)
- Professional experience directly relevant to subject matter (e.g., tv & film industry, sound design, etc.) (up to 10 points)
- Other Assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 7a

### Academic Courses:

Music Therapy Courses (MMT PROGRAMME)

MU501, 503, 508, 509, 602, 603, 604, 610

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Masters Degree (MMT)
- Required Qualifications
  - ◆ CRPO RP, independent status
  - ◆ CRPO supervisor's qualifications
  - ◆ MTA in good standing
  - ◆ MTA supervision status (30 hour supervision course, self-declared)
  - ◆ 5 years clinical music therapy experience
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level)
- A similar course is a substantially similar course, with no more than one exception from the list above.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
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Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

### (C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching



- ◆ Teaching Excellence Awards
- ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- 1 point for each year of Clinical Music Psychotherapy Experience (up to 15 points)
- 1 point for each article, conference presentation, books authored (up to 15 points)

## Music Rubric 7b

### Academic Courses:

Music Therapy Courses (MMT)  
MU502, MU506, MU601

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Masters Degree (MMT)
- Required Qualifications
  - ◆ CRPO RP, independent status
  - ◆ MTA in good standing
  - ◆ Experience teaching improvisation at university level
  - ◆ Clinical experience
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9

Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.
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- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

### (C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Undergraduate Improvisation teaching experience (1 point per course, up to 5 points)
- Graduate Improvisation teaching experience (2 points per course, up to 10 points)
- Clinical Music Psychotherapy experience (1 point per year, up to 5 points)
- Clinical Music Psychotherapy improvisation experience (1 point per year, up to 5 points)
- 1 point for each article, conference presentation, books authored (up to 15 points)
- Other assets and preferences as posted (up to 10 points, evenly divided unless otherwise indicated)

## Music Rubric 7c

### Academic Courses:

Music Therapy Courses (MMT)  
MU505, MU507, MU607

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Masters Degree (MMT)
- Required Qualifications
  - ◆ CRPO RP, independent status
  - ◆ MTA in good standing
  - ◆ GAMT or Analytical MT training
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9

Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.
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- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- *In the absence of formal course evaluations in the posted, similar or substantially similar course*, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- GAMT training or Analytical MT training. (2 points for each training course, up to 10 points)
- Clinical Music Psychotherapy experience (1 point per year, up to 10 points)
- Clinical Music Psychotherapy improvisation experience (1 point per year, up to 5 points)
- 1 point for each peer-reviewed psychotherapy-related article (up to 5 points)
- 1 point for each peer-reviewed psychotherapy-related conference presentation (up to 5 points)
- Other assets and preferences indicated in the job ad (up to 10 points)

## Music Rubric 7d

### Academic Courses:

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Doctoral Degree (PhD)
- Required Qualifications
  - ◆ CRPO RP, independent status
  - ◆ MTA in good standing
  - ◆ Graduate level research supervision experience
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.



- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Graduate Level Research Supervision experience. (1 points for each completed grad level research supervision, up to 15 points)
- 1 point for each peer-reviewed article, conference presentation, books authored (up to 15 points)
- Other assets and preferences indicated in the job ad (up to 10 points)

## Music Rubric 7e

### Academic Courses:

Music Therapy Courses (MMT)  
MU611

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Masters Degree (MMT)
- Required Qualifications
  - ◆ CRPO RP, independent status
  - ◆ MTA in good standing
  - ◆ Verbal psychotherapy training
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9

Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.
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- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Experience teaching verbal psychotherapy (1 points for each course taught up to 5 points)
- Short training course that meets CRP qualifications (5 points per course up to 15 points)
- Comprehensive training that meets CRP qualifications (15 points)
- 1 point for each peer-reviewed article, conference presentation, books authored (up to 15 points)
- Other assets and preferences indicated in the job ad (up to 10 points)

## Music Rubric 7f

### Academic Courses:

Music Therapy Courses (MMT PROGRAMME)  
MU504

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Masters Degree (MMT)
- Required Qualifications
  - ◆ CRPO RP
  - ◆ MTA in good standing
  - ◆ MTA supervision status (30 hour supervision course, self-declared)
  - ◆ 5 years clinical music therapy experience
- External applicants: Satisfactory reference check
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale.	+3 points/year taught, max 9

Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.
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- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the most recent 3 years of teaching. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- 1 point for each year of Clinical Music Psychotherapy Experience (up to 15 points)
- 1 point for each article, conference presentation, books authored (up to 15 points)



## Music Rubric 7g

### Academic Courses:

Music Therapy Courses (UNDERGRADUATE)

MU158, 352, 453

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Master's Degree
- Required Qualifications
  - ◆ MTA in good standing
- (External applicants) Satisfactory reference check.
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale.	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

### (C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course or an allied field when minimum requirement is a Masters (5 points)
- 1 point for each year of music-centred music therapy practice, max. 10 points
- Evidence of EDI commitment (0/5/10, maximum 10 points)
- 1 point for each unique peer-reviewed article, conference presentation, books authored/edited (max. 10 points)
- Maximum in category is 30 points.

## Music Rubric 7h

### Academic Courses:

Music Therapy Courses (UNDERGRADUATE)

MU364, 464

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Master's Degree
- Required Qualifications
  - ◆ MTA in good standing
  - ◆ Training and experience in music-centered music therapy
  - ◆ Uses clinical improvisation in music therapy practice.
- (External applicants) Satisfactory reference check.
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9

Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.
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- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

(C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course or an allied field when minimum requirement is a Masters (5 points)
- Applicant has experience teaching clinical improvisation (0/5/10, maximum 10 points)
- Evidence of EDI commitment (0/5/10, maximum 10 points)
- 1 point for each year of music-centred music therapy practice, max. 10 points
- 1 point for each unique peer-reviewed article, conference presentation, books authored/edited (max. 10 points)

## Music Rubric 7i

### Academic Courses:

Music Therapy Courses (UNDERGRADUATE)

MU 454

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

#### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Master's Degree
- Required Qualifications
  - ◆ MTA in good standing
  - ◆ Neurologic Music Therapy (NMT) qualified
- (External applicants) Satisfactory reference check.
- All additional required materials submitted for assessment (Incomplete file = No)

#### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

#### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the **most recent 3 years of teaching**. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching



(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Doctorate in the subdiscipline of the course or an allied field when minimum requirement is a Masters (5 points)
- Preference given to applicants who are Neurologic Music Therapy Fellows in good standing; (10 points)
- Clinical experience working in medical and/or rehabilitation settings. (0 - none/5 -3 years or less /10-over 3 years; max. 10 points)
- 1 point for each unique peer-reviewed article, conference presentation, books authored/edited (max. 10 points)

## Music Rubric 7j

### Academic Courses:

Music Therapy Courses (UNDERGRADUATE)

MU 363, 455A, 455C, 458A, 459B

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member’s Official File, if applicable; evaluations of Member’s performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Bachelors Degree
- Required Qualifications
  - ◆ MTA in good standing
  - ◆ CAMT qualified supervisor
- (External applicants) Satisfactory reference check.
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A similar or substantially similar course must involve direct clinical supervision of upper-year (300/400 level) undergraduate students or graduate students.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

**(C) Overall Record of Teaching (up to 50 points)**

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the most recent 3 years of teaching. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate’s overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)
- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)

- Applicant has a Master's or Doctorate in the subdiscipline of the course or an allied field when minimum requirement is a Bachelors (5 points)
- Minimum of five years clinical experience since graduation (10 points)
- 1 point for each year of music-centred music therapy practice, max. 10 points
- 1 point for each unique peer-reviewed article, conference presentation, books authored/edited (max. 10 points)

## Music Rubric 7k

### Academic Courses:

Music Therapy Courses (UNDERGRADUATE)

MU353

**List all sources of information used to assess the candidate, including curriculum vitae; teaching dossier; student evaluations from WLU; student evaluations from another institution(s); the Member's Official File, if applicable; evaluations of Member's performance under Article 10, if applicable; any other information provided by the candidate.**

### (A) Requisite Academic Qualifications as posted - Yes or No

- If no, do not proceed.
- Masters Degree for coordinator/music instructor
- Bachelors degree for art/drama/dance instructors
- Required Qualifications
  - ◆ MTA in good standing for coordinator/music instructor
  - ◆ leadership experience in community-based arts programming for coordinator/music instructor
  - ◆ experience working as music therapist with children with physical and developmental disabilities for coordinator.
- (External applicants) Satisfactory reference check.
- All additional required materials submitted for assessment (Incomplete file = No)

### (B) Teaching Experience in posted course or similar or substantially similar course(s). (up to 20 points)

- The posted course means precisely the same course as posted at Laurier.
- A substantially similar course teaches the same subject matter, in the same teaching modality (in-person/online; class/individual instruction), and at the same level of instruction (100-level, 200-level, 300/400-level).
- A similar course is a substantially similar course, with no more than one exception from the list above.

### (I) Student evaluations in the posted course or similar course or substantially similar course (up to 15 points)

- For posted, similar or substantially similar courses, only the most similar course in each semester will be considered in this assessment. Multiple sections of the same course taught in the same year shall be considered together as though one course. A maximum of 5 points/year shall be credited, across each of the most recent 3 years that the posted, substantially similar, or similar course was taught. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Means are mostly > 6.0 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Means are mostly 5.0–6.0 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Means are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in the posted, substantially similar, or similar course in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.
- In the absence of formal course evaluations in the posted, similar or substantially similar course, candidates may be awarded up to 9 points (satisfactory performance) where there is evidence of good teaching in the posted, substantially similar, or similar courses by other metrics included in the teaching dossier. Evidence is not limited to but must include a syllabus for the posted course, assessed to have rigorous application of pedagogical design.

(II) Seniority Points in posted course or similar or substantially similar courses. (up to 5 points)

### (C) Overall Record of Teaching (up to 50 points)

(I) Student evaluations (up to 15 points)

- Overall record of teaching considers all courses taught, inclusive of courses assessed in (b). An overall assessment shall be taken that considers the averages of the median scores across all courses in a given year of teaching. Each year of teaching is assessed, considering only the most recent 3 years of teaching. Course evaluations with <20% participation or fewer than 5 participants will not be considered.

Excellent Performance:	Medians are mostly 7 on 7-point scale	+5 points/year taught, max 15.
Satisfactory Performance:	Medians are mostly 5.0–6.5 on 7-point scale	+3 points/year taught, max 9
Unsatisfactory Performance:	Medians are mostly < 5.0 on a 7-point scale.	Award 0 points.

- Unsatisfactory performance in 2 of the last 3 years may be used as grounds to disqualify an applicant from the course competition.

(II) Teaching Dossier and Supporting Documents (up to 20 points)

- Up to 0/2/5 points each, based on assessment of unsatisfactory/satisfactory/excellent in candidate's overall record.
  - ◆ Reflective and progressive teaching philosophy
  - ◆ Design and clarity of course syllabi, which connect assessments to learning outcomes
  - ◆ Evidence that instructional design is connected to stated learning outcomes
  - ◆ Evidence that indicates teaching excellence as defined by the applicant (specify; may be awarded 2x)

- Up to 0/2 points each, based on assessment of either exists/does not exist:
  - ◆ Professional Development Training related to University Level Teaching
  - ◆ Teaching Excellence Awards
  - ◆ Letters and testimonials that speak to excellent teaching

(III) Total Seniority Points (up to 15 points)

**(D) Relevant Qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials. (up to 30 points)**

- Art/drama/dance instructors – 10 points if a certified creative arts therapist
- Art/drama/dance instructors – 10 points for a master’s degree
- Art/drama/dance instructors – 1 point for each year of leadership experience (such as education, therapy, community service) with children with disabilities (max. 10 points)
  
- Music/coordinator - Leadership experience in community-based arts programming for coordinator/music instructor (5/10, 10 points for substantial role over multiple years, max. 10 points)
- Music/coordinator - Applicant has a Doctorate in the subdiscipline of the course or an allied field when minimum requirement is a Bachelors (5 points)
- Music/coordinator - 1 point for each year of experience working as music therapist with children with physical and developmental disabilities (max. 10 points)
- Music/coordinator - 1 point for each unique peer-reviewed article, conference presentation, books authored/edited (max. 10 points)