Department of Physics and Computer Science
PTAC Evaluation Rubric (Appendix H)

Applicant name: Date of meeting:

Course:

(A)   Requisite Academic Qualifications: Y/N
        If not selected, provide rationale (ie. PhD. Not in required subject area)

(B)   Teaching Experience in the posted or similar or substantially similar course(s) (up to 20 pts)

(B.I) Student evaluations in the posted course or similar or substantially similar course(s) (**up to 15 pts**):

The assessment of the candidate's teaching experience will be based on the candidate's university student evaluations under Article 19, or the equivalent from another institution, the candidate's CV, teaching dossier, and any other information submitted by the candidate. Similar courses will be determined by PTAC.

        Excellent (15)   Good (10)   Satisfactory (5)   Unsatisfactory (0)

Notes:
1. *Excellent = >85% avg score; Good = >75% avg score; Satisfactory = >60% avg score; Unsatisfactory = <50% avg score (these ranges are preliminary and subject to review by the PTAC)*
2. *When reviewing student evaluations, PTAC members will pay particular attention to standard deviations in assigning scores.*

(B.II) Seniority points in the posted course or similar or substantially similar course(s) (**up to 5 pts**):

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

(C.I) Student evaluations (up to 15 pts):

        Excellent (15):   Satisfactory (5):
        Good (10):   Unsatisfactory (0):

Note: Excellent = >85% avg score; Good = >75% avg score; Satisfactory = >60% avg score; Unsatisfactory = <50% avg score (these ranges are subject to further review by the PTAC)

(C.II) Teaching dossier or other supporting documents (up to 20 pts):

        Excellent (20):   Satisfactory (10):
        Good (15):   Unsatisfactory (0):

All candidates will start at Satisfactory (10 pts) if materials have been submitted that provide evidence that the instructor will deliver relevant and up to date content (e.g. provides teaching philosophy, sample syllabus, etc.)

The following can be used to assign a score of Good (15 pts):
- Evidence that the instructor makes effective attempts to engage and challenge students
- The applicant has been involved in curriculum development (within a specific course, or at a programmatic level)
- Evidence of participation in T&L development activities (workshops, symposia, etc.) in last 5 yrs
- Evidence of completion of a Teaching Certificate

- Evidence of published scholarship in teaching and learning

The following can be used to assign a score of Excellent (20 pts):
- A combination of any 3 of the above
- A teaching award nomination in the last 5 years
- A teaching award in the last 10 years

The following can be used to assign a score of Unsatisfactory (0 pts):
- No dossier or supporting documents provided
- A sample syllabus with unclear or inappropriate objectives, content or assessments
- Downward trajectory in teaching evaluation scores
- Notes from the Dean or VPA on teaching performance in official file
- Evidence of repeated written students' complaints that were not satisfactorily addressed by the candidate after communication from the chair

(C.III): **Total seniority points (up to 15 pts)**:

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

Qualifications under this section must be directly relevant to the position advertised. A candidate's CV, teaching dossier and any other relevant materials provided by the candidate may be considered in this category. Indicated the candidate's qualifications and experience.

*All candidates that meet the requisite academic qualification will initially be awarded **5 points**.*

Demonstrable evidence that will be used to award additional points:

	Max. points	Points awarded
PhD degree • In Physics or Computer Science • Not in Computer Science but in relevant field (e.g., Computer Engineering, Information Science) (7 pts)	10	
MSc degree • In Physics or Computer Science (5 pts) • Not in Computer Science but in relevant field (e.g., Computer Engineering, Information Science) (3pts)	5	
Work experience related to Physics or Computer Science (e.g. postdoc, research associate, industrial research position, other relevant professional experience, technical certifications)	5	
Peer-reviewed publication relevant to the field	5	
Mentorship or supervision of students in a research project. The number of students and type of supervision to be taken into consideration	3	
Outreach activities, science communication	2	
Total	30	

TOTAL POINTS (A+B+C+D/100):

Comments for the Dean's consideration (optional; would include concerns raised about a member's ability in meeting the duties and responsibilities under Article 16, and that were addressed with the member under Article 10):

Note that awarding of a course is subject to a member's success in meeting the duties and responsibilities outlined in Article 16 of the PT Collective Agreement. The PTAC may submit comments or express concerns regarding the candidate in this section.

The following is existing language (from the previous CA) and will be replaced with the revised equity process

If two or more candidates have an equal number of points under Appendix H, the member who has taught the posted course before shall be offered the appointment

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

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

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