

Religion and Culture Rubric for Appendix H

Name:		
Course <input type="checkbox"/> or Tutorial Stipend(s) <input type="checkbox"/> related to these minutes:		
Information provided:		
<input type="checkbox"/> Teaching dossier	<input type="checkbox"/> CV	Comments:
<input type="checkbox"/> WLU Teaching Evals:	<input type="checkbox"/> Official File	
<input type="checkbox"/> External Teaching Evals:	<input type="checkbox"/> Other:	
A) Requisite Academic Qualifications		
i. Indicate yes or no for candidate meeting degree, specialization, etc. for position as posted	Comments:	Yes <input type="checkbox"/>
		No <input type="checkbox"/>
ii. Indicate yes or no for candidate having relevant qualifications/experience to teach the course	Comments:	Yes <input type="checkbox"/>
		No <input type="checkbox"/>
B) Teaching Experience in posted/similar/substantially similar course – Competency to teach the course (up to 50 points)		
Comments:		
i. Mastery of the subject matter, including student evaluations (up to 30)		
ii. Seniority points in posted/similar/substantially similar course (up to 10)		
iii. Ability to perform the duties of the course (up to 10)		
C) Overall Record of Teaching – not course specific (up to 30 points)		
<i>If the score after b) is less than 25, then the PTAC is not required to continue the evaluation.</i>		
i. Teaching-related experience (seniority points <i>not counted in section b)ii</i>), including courses taught, tutorials, training, student evaluations (up to 15)		
ii. Teaching dossier or other supporting documents; assessment of teaching skills, including teaching-related transferrable skills demonstrated outside a teaching context (up to 15)		
D) Other Relevant Qualifications (up to 20 points)		
<i>If the total score after b) and c) is less than 40, then the PTAC is not required to continue the evaluation.</i>		
Including scholarship and/or professional experience directly relevant to position advertised.		

Examples:	
E) Total points (up to 100)	
Comments for the Dean: Comments on Student Course Evaluations:	

- B. i) Subject mastery, including student evaluations, in **posted/similar/substantially** similar course (up to 30). See page 132 of the [WLUFA Part-Time Collective Agreement, 2022-2025](#) for Contract Teaching Faculty for similar course and substantially similar courses. Student evaluations in the same course offered in a different department or at a different university for which a syllabus is provided in the teaching dossier and that adopts comparable assessment techniques will be considered.

Points	Criteria
Up to 30 points: excellent performance	<ul style="list-style-type: none"> Extensive teaching experience in subject, publications, excellent institutional evaluations
Up to 20 points: very good performance	<ul style="list-style-type: none"> Publication on subject matter, consistently excellent-very good institutional evaluations
Up to 15 points: good performance	<ul style="list-style-type: none"> Good experience, evaluations consistently at or above department and university means
Up to 10 points: satisfactory	<ul style="list-style-type: none"> Satisfactory experience/knowledge of subject matter
0 points: less than satisfactory	<ul style="list-style-type: none"> Poor knowledge, little experience, lack of institutional evaluations

- C. i) Teaching related experience – including student evaluations (up to 15).

A. Including WLU seniority points not counted in section b) ii). (up to 15 points).

If A is less than 15, can award partial points for courses/tutorials taught outside WLU (up to 5 points). Also may award partial points for teaching training (ex. pedagogy, equity, diversity, inclusivity, Indigeneity, anti-racism, anti-oppression, and accessible learning (up to 5 points).

Points	Criteria
Up to 15 points: excellent performance	<ul style="list-style-type: none"> Extensive teaching experience in subject, publications, excellent institutional evaluations
Up to 10 points: good performance	<ul style="list-style-type: none"> Good experience, evaluations consistently at or above department and university means
Up to 5 points: satisfactory performance	<ul style="list-style-type: none"> Satisfactory experience/teaching training
0 points: less than satisfactory	<ul style="list-style-type: none"> Poor experience teaching/no training

C. ii) Assessment of teaching skills demonstrated outside of a teaching context (up to 15)

Assessment based on candidate’s CV, student evaluations (Article 19), and other relevant information submitted in application package. (Will not rely solely or primarily on student questionnaires/opinions.)

Points	Criteria
Up to 15 points: excellent performance	<ul style="list-style-type: none"> • Extensive experience in subject, publications, excellent institutional recommendations
Up to 10 points: good performance	<ul style="list-style-type: none"> • Good experience, initiative, and institutional awareness
Up to 5 points: satisfactory performance	<ul style="list-style-type: none"> • Satisfactory experience
0 points: less than satisfactory	<ul style="list-style-type: none"> • Poor experience in institutional setting/no training

D. Qualifications/experience relevant to the course: additional degrees; scholarship in the field; professional development/experience; pedagogical development; development of course materials; community engagement; EDI experience; Indigenous knowledge systems (up to 20)

Points	Criteria
Up to 20 points: very good	<ul style="list-style-type: none"> • Excellent research profile • Recent publications in relevant field • Evidence of course development specific to posted course • Pedagogical development
Up to 15 points: good	<ul style="list-style-type: none"> • Good research profile with recent publications • PhD Dissertation on relevant topic • Evidence of course development • Attention to classroom strategies and teaching practices
Up to 10 points: satisfactory	<ul style="list-style-type: none"> • Foundational research profile • Publications or presentations in relevant field • Initiative to develop professional experience and/or pedagogical development
Up to 5 points: limited	<ul style="list-style-type: none"> • Research profile and/or professional experience is only indirectly related to posted course
0 points: no evidence	<ul style="list-style-type: none"> • Little scholarship, without recent publications or presentations • No experience /development related to course subject