

English and Film Studies
Rubric for Assessment of CTF Candidates

(a) **Requisite academic qualifications as posted** Yes/No

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

(A “similar course” is defined as the same course taught at a different institution. A “substantially similar course” is defined as a course that shares at least one of the following elements: genre, period, theoretical approach, geographical focus.)

(i) **Student Evaluations¹ in the posted/similar/or substantially similar course² – max. 8 pts.**

Excellent Performance (mostly 7s; 95% plus) 8 pts.

Good Level of Performance (mostly 6's; 85% plus) 5 pts.

Satisfactory Performance (mostly 5's; 70% plus) 2 pts.

Less than Satisfactory (< 70%) or no teaching in posted/similar/substantially similar course 0 pts.

(ii) **Teaching Dossier or other supporting documents for posted/similar/ or substantially similar course – max. 7 pts.**

Substantive³ application materials directly addressing posted/similar/substantially similar course, AND syllabus directly in posted course 7 pts.

Syllabus directly in posted course, OR substantive application materials directly addressing posted/similar/substantially similar course 5 pts.

Syllabus in similar/substantially similar course 3 pts.

No dossier/syllabus directly referring to posted/similar/substantially similar course 0 pts.

(iii) **Seniority points in the posted course or similar or substantially similar course(s) – max. 5 pts.**

(c) **Overall Record of Teaching**

(iv) **Student Evaluations in General – max. 15 pts.**

Excellent Performance (mostly 7s; 95% plus) 15 pts.

Good Level of Performance (mostly 6's; 85% plus) 10 pts.

Satisfactory Performance (mostly 5's; 70% plus) 5 pts.

Less than Satisfactory (< 70%) or no teaching in posted/similar/substantially similar course 0 pts.

(v) **Teaching Dossier or Other Supporting Documents (in general) – max. 20 pts.**

Exceptional: Substantive teaching philosophy and general syllabi⁴, teaching awards (at least one), strong student testimonials (at least three)⁵ 20 pts.

Good: Substantive teaching philosophy, general syllabi, and student testimonials (at least three); or teaching award (1) 15 pts.

Satisfactory: Teaching philosophy and general syllabi, no awards or student testimonials 10 pts.

¹ PTACs should consider any application materials that offer explanation/mitigating factors for one-off poor performance in evaluations.

² This can include online courses.

³ Demonstration of rigorous application of pedagogical design specific to the posted/similar/substantially similar course.

⁴ General syllabi are all syllabi not specific to the posted course; where only syllabi specific to the course have been included, these are considered in (b) (ii) only.

⁵ Student testimonials must be included as a separate and solicited public document and are not to be considered as general comments on evaluations, or private or personal correspondence between instructor and student.

General Syllabi (at least three)⁶, or teaching philosophy 5 pts.

Student testimonials (at least three) 3 pts.

No dossier, no documents 0 pts.

(vi) Total Seniority Points – max. 15 pts.

(d) **Relevant Qualifications – max. 30 pts.** (Points can only be awarded in one category)

Book single-authored in area (FS275, FS374: wrote, directed, or produced a feature-length film that was exhibited commercially or at a film festival) 30 pts.

Dissertation in area 25 pts.

Book edited or co-edited in area 23 pts.

Critical edition in area 23 pts.

More than one peer-reviewed journal article or book chapter in area (FS275, FS374: wrote, directed, or produced more than one short film that was exhibited commercially or at a film festival) 20 pts.

One peer-reviewed journal article or book chapter in area (FS275, FS374: wrote, directed, or produced one short film that was exhibited commercially or at a film festival) 17 pts.

Book single-authored in broader area 17 pts.

Book edited or co-edited in broader area 15 pts.

Critical edition in broader area 15 pts.

More than one peer-reviewed journal article or book chapter in broader area 15 pts.

One peer-reviewed journal article or book chapter in broader area 13 pts.

Some professional writing experience (only for EN190) 13 pts.

Pedagogical development (at least three workshops and/or teaching development courses; or one public lecture pertinent to postsecondary instruction) 8 pts.

Conference paper directly in area 8 pts.

Professional experience directly relevant to the position 8 pts.

Conference paper in broader area 6 pts.

Development of course materials⁷ 4 pts.

Total Points ____ /100

⁶ Note that one or two syllabi are not sufficient to assess teaching practices in general and are thus not awarded points.

⁷ Materials in this section must not have already been considered and awarded points in (b) and (c). Course materials included in the application package may include, but are not restricted to, study guides, lesson plans, learning modules, texts/quizzes, exams, and reading prompts, if the committee deems that they go beyond the standard evaluative practices that are the baseline norm for university instruction. Such materials must demonstrate rigorous use of ongoing research in pedagogical design and evolution in teaching practice in general.