

## WGS Rubric for Appendix H

### B. Teaching experience in the posted/similar/substantially similar course(s)

#### (i) Student evaluations in **posted/similar/substantially** similar course

Points	Criteria
<b>Up to 8 points: excellent performance</b>	<ul style="list-style-type: none"><li>Excellent-very good institutional evaluations in posted/substantially similar course; consistently 6+</li></ul>
<b>Up to 5 points: good performance</b>	<ul style="list-style-type: none"><li>Good institutional evaluations in posted/substantially similar course; consistently 5+</li></ul>
<b>Up to 2 points: satisfactory performance</b>	<ul style="list-style-type: none"><li>Satisfactory institutional evaluations in posted/substantially similar course; 4+</li><li>Fluctuating institutional evaluations (some very good, some poor, below 4)</li></ul>
<b>0 points: less than satisfactory performance</b>	<ul style="list-style-type: none"><li>Poor institutional evaluations in posted/substantially similar course; consistently below 4</li></ul>

#### (ii) Teaching Dossier or Other Supporting Documents for **posted/similar/substantially** similar course

Points	Criteria
<b>Up to 7 points: excellent performance</b>	Syllabus directly in posted course, and substantive <sup>1</sup> application materials directly addressing posted/similar/substantially similar course
<b>Up to 5 points: good performance</b>	Syllabus directly in posted course, or substantive application materials directly addressing posted, similar, substantially similar course
<b>Up to 3 points: satisfactory performance</b>	Syllabus in similar/substantially similar course
<b>0 points: less than satisfactory performance</b>	No dossier/syllabus directly referring to posted/similar/substantially similar course

#### (iii) seniority points in the **posted/similar/substantially** similar course

Points	Criteria
<b>Up to 5 points</b>	Course instructor
<b>Up to 3 points</b>	Tutorial leader or other TA experience

### C. Overall Record of Teaching

#### (i) Student evaluations (up to 15)

Points	Criteria
<b>Up to 15 points: excellent performance</b>	<ul style="list-style-type: none"><li>Excellent-very good institutional evaluations; consistently 6+</li></ul>

<sup>1</sup> Demonstration of rigorous application of pedagogical design specific to the posted/similar/substantially similar course.

<b>Up to 10 points: good performance</b>	<ul style="list-style-type: none"> <li>• Good institutional evaluations; consistently 5+</li> </ul>
<b>Up to 5 points: satisfactory performance</b>	<ul style="list-style-type: none"> <li>• Satisfactory institutional evaluations 4+</li> <li>• Fluctuating institutional evaluations (some very good, some poor, below 4)</li> </ul>
<b>0 points: less than satisfactory</b>	<ul style="list-style-type: none"> <li>• Poor institutional evaluations; consistently below 4</li> </ul>

(ii) Teaching dossier or other supporting documents (up to 20)

<b>Points</b>	<b>Criteria: Teaching dossier or supporting documentation includes:</b>
<b>Up to 20 points: excellent documentation</b>	<ul style="list-style-type: none"> <li>• Substantive statement of teaching philosophy</li> <li>• Discussion about classroom strategies</li> <li>• Critical/community engaged feminist pedagogy</li> <li>• Evidence of wide and varied range of teaching experience at appropriate level/role</li> <li>• Evaluation of teaching</li> <li>• Example syllabi<sup>2</sup></li> <li>• Evidence of ongoing professional development (Regularly attends workshops/courses – PD current)</li> <li>• Teaching certificate(s), degrees</li> <li>• Teaching award(s) or nominations or letters of recognition/commendation</li> </ul>
<b>Up to 15 points: good documentation</b>	<ul style="list-style-type: none"> <li>• Statement of teaching philosophy</li> <li>• Critical/engaged feminist pedagogy</li> <li>• Evidence of solid range of teaching experience at appropriate level/role</li> <li>• Evaluation of teaching</li> <li>• Example syllabi</li> <li>• Evidence of ongoing professional development</li> </ul>
<b>Up to 10 points: satisfactory documentation</b>	<ul style="list-style-type: none"> <li>• Limited range of teaching experience at appropriate level/role</li> <li>• Evaluation of teaching</li> <li>• Example syllabi</li> <li>• Little evidence of ongoing professional development</li> </ul>
<b>Up to 5 points: less than satisfactory documentation</b>	<ul style="list-style-type: none"> <li>• Very limited range of teaching experience at appropriate level/role</li> <li>• Minimal documentation (e.g. no evaluation of teaching, example syllabi, etc.)</li> </ul>
<b>0 points: supporting documentation absent</b>	No documentation supplied

**D. Relevant qualifications: scholarship in the field; professional experience; pedagogical development; development of course materials (up to 30)**

<b>Points</b>	<b>Criteria</b>
<b>Up to 30 points</b>	<ul style="list-style-type: none"> <li>• Outstanding research profile</li> <li>• Numerous (minimum of 5)<sup>3</sup>, recent refereed publications (last 5 years) in relevant field</li> </ul>

<sup>2</sup> 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.

<sup>3</sup> Five refereed publications are considered equivalent to a published monograph.

	<ul style="list-style-type: none"> <li>• Significant relevant scholarly creative/community engagement</li> <li>• Scholarships/research funding received</li> <li>• Recent (last 5 years) academic or community awards, nominations or letters of recognition/commendation</li> <li>• Membership/participation in academic or community associations</li> <li>• Evidence of relevant knowledge mobilization</li> <li>• Professional experience – (e.g. social worker, GBV counsellor, etc.)</li> <li>• Evidence of relevant pedagogical/course development<sup>4</sup></li> </ul>
<b>Up to 25 points</b>	<ul style="list-style-type: none"> <li>• Excellent research profile</li> <li>• At least 4 recent publications (last 5 years) in relevant field</li> <li>• Relevant scholarly creative/community engagement</li> <li>• Monograph published or in progress</li> <li>• Scholarships/research funding received</li> <li>• Recent (last 5 years) academic or community awards, nominations or letters of recognition/commendation</li> <li>• Membership /participation in academic or community associations</li> <li>• Some evidence of relevant knowledge mobilization</li> <li>• Professional experience – (e.g. social worker, GBV counsellor, etc.)</li> <li>• Evidence of relevant pedagogical/course development</li> </ul>
<b>Up to 20 points</b>	<ul style="list-style-type: none"> <li>• Good research profile</li> <li>• 2-3 recent publications (last 5 years) in relevant field</li> <li>• Some relevant scholarly creative/community engagement</li> <li>• Scholarships/research funding received</li> <li>• Academic or community awards/ or letters of recognition/commendation</li> <li>• Member /participation in academic or community associations</li> <li>• Professional experience – (e.g. social worker, GBV counsellor, etc.)</li> <li>• Some evidence of relevant pedagogical/course development</li> </ul>
<b>Up to 10 points</b>	<ul style="list-style-type: none"> <li>• Emergent research profile</li> <li>• Some recent publications in relevant field</li> <li>• Limited recent <i>or</i> relevant scholarly creative/community engagement</li> </ul>

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<sup>4</sup> Materials in this section must not have already been considered and awarded points in (b) and (c). Course materials may include, but are not restricted to, study guides, lesson plans, learning modules, tests/quizzes, exams, reading prompts, included in the application package, 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.

	<ul style="list-style-type: none"> <li>• Scholarships/research funding applied for (not awarded)</li> <li>• Member /participation in academic or community associations</li> <li>• Some professional experience – (e.g. social worker, GBV counsellor, etc.)</li> <li>• Some evidence of relevant pedagogical/course development</li> </ul>
<b>Up to 5 points</b>	<ul style="list-style-type: none"> <li>• Limited scholarship</li> <li>• Limited professional experience</li> <li>• Limited relevant pedagogical/course development</li> </ul>

**E. Comments for the Dean's consideration (optional)**