

LY PTAC Rubric Winter 2021

B) Overall Record of Teaching: /50

[I] Student Evaluations: /15

The committee recognizes that student evaluations can be impacted by courses that include challenging content (i.e. topics such as colonialism, racism, etc.), the use of non-traditional pedagogical approaches, and by the implicit biases that are proven to inhere in the student evaluations of teachers who are Indigenous, racialized women, two-spirit, etc.

The committee recognizes that required courses typically receive lower evaluations than electives and that large courses (i.e. more than 100 students) typically receive lower evaluations than small courses (i.e. fewer than 30 students).

The LY PTAC will consider these and other relevant equity concerns relating to teaching evaluations as contextualized by candidates in their applications.

0 – Evaluations are not included.

1-5: Unsatisfactory – Scores are consistently below 4 on WLU scale and/or indicate high levels of student dissatisfaction.

6-10: Satisfactory: Scores are consistently in 4-6 range on WLU scale and/or some categories indicate high levels of student dissatisfaction.

11-15: Excellent: Scores are consistently 6 and above on WLU scale with very few indicating high levels of student dissatisfaction.

[II] Teaching dossier or other supporting documents: /20

Points in this category are awarded in response to applicants' discussion of their teaching philosophy and pedagogical practices in a distinct teaching dossier and/or relevant supporting documents including but not limited to teaching philosophy, description of teaching practices, evidence of teaching effectiveness, and teaching-related professional development..

These scores can be qualified by documentation that supports experience of teaching or related pedagogical practices in community or non-university settings; teaching awards; peer reviews or evaluations of teaching; and clear evidence of teaching as a responsibility to community.

0-5: Teaching philosophy or pedagogical practices are not included; previous teaching or included syllabi/course materials do not show evidence of law & society orientations.

5-10: Teaching philosophy or pedagogical practices are mentioned, but not clearly defined; previous teaching or included syllabi/course materials show some understanding of law & society orientations.

10-15: Teaching philosophy or pedagogical practices are clear and well developed; previous teaching or included syllabi/course materials indicate an understanding of law & society orientations.

15-20: Teaching philosophy or pedagogical practices are thoughtful, well evidenced, and very well developed; previous teaching or included syllabi/course materials indicate clear commitment to law & society orientations.

[III] Total seniority points: /15

C) Teaching experience in the posted course or similar or substantially similar courses(s): /20

Substantially similar and similar courses include WLU exclusions, as well as WLU courses or courses from other institutions with significant overlap in core concepts named in course title or course description, delivered at comparable level of posted course (i.e. junior/senior).

The PTAC will consider items in the applicant's teaching dossier that are directly relevant to the course (e.g., course syllabi, pedagogical comments regarding course, qualitative course evaluations).

[I] Student evaluations in the posted course or similar or substantially similar courses(s): /15

0: Has not taught posted or similar course

1-5: Has taught posted or similar course; evaluations are not included or are less than satisfactory (e.g. below 4 on the WLU scale)

6-10: Has taught posted or similar course; evaluations are satisfactory (most scores between 4-6 on the WLU scale)

11-15: Has taught posted or similar course; evaluations are excellent (most scores above 6 on WLU scale)

The number of points assigned may be reduced, when the position being filled is for an instructor, if the candidate's seniority points in the posted or similar course are related to being a tutorial leader.

[II] Seniority points in the posted course or similar or substantially similar course(s): /5

D) Relevant qualifications (Refers to a focus on law & society, and the specific subject area of the course description.) The PTAC considers academic training and scholarship, professional experience, pedagogical development and development of course materials. Connections to justice-related organizations or advocacy work will also be considered in this assessment. Qualifications must be directly relevant to the advertised position. Relevant materials include, but are not limited to, the candidate's cover letter, CV, and teaching dossier.

- 0-9 Minimal combination of: advanced academic training in an unrelated area; publications/presentations in the posted or closely related area; professional and/or advocacy experience, pedagogical development or course material development in the posted or closely related area
- 10-14 Relevant combination of: advanced academic training in marginal or unrelated area; limited publications/presentations and/or few publications/presentations directly in the posted or closely related area; professional and/or advocacy experience, pedagogical development or course material development in the posted or closely related area
- 15-19 Relevant combination of: advanced academic training in a related area; some publications/presentations directly in the posted or closely related area ; related professional and/or advocacy experience, pedagogical development or course material development in the posted or closely related area
- 20-24 Relevant combination of: high quality academic research in the posted or closely related area; publications/presentations directly in the posted or closely related area within the last 5 years; substantial professional and/or advocacy experience, pedagogical development or course material development in the posted or closely related area.
- 25-30 Relevant combination of: excellent academic research in the posted or very closely related area; highly related publications/presentations in the posted or closely related area within last 5 years; excellent professional and/or advocacy experience, pedagogical development or course material development in the posted or closely related area

/30

E. Optional: Comments for the Dean's consideration

Note: Any comments to be provided to the Dean for consideration must be about issues that are known to the applicant, particularly subject to the obligation, under Article 10.1, that the Chair or equivalent will provide ongoing advice and coaching on teaching if there are concerns, and will clarify expectations, duties and responsibilities.