

2025/6 Rubric for PTAC Deliberations

Date:

Applicant Name:

Course or Tutorial:

Information Provided:

- CV
- Official Files
- Teaching Dossier
- WLU Teaching Evals
- External Teaching Evals
- Student Surveys
- Letters of Recommendation
- Other:
- Comments:

Section A: Required Academic Qualifications (yes/no). If no, discontinue.

i. Indicate yes or no for candidate meeting degree, specialization, etc. for position as posted) posted

Comments:

Relevant Academic Qualifications and Experience (yes/no). If no, discontinue.

ii. Indicate yes or no for candidate meeting relevant qualifications and experience to teach the course as posted

Comments:

Section B: Competency to Teach the Posted Course (maximum of 50 points)

i. Currency and mastery of the subject matter (see grades to 30 points)ⁱ

Points given: /**30**

Comments:

ii. Previous teaching or tutorial; or lab experience in the posted or similar or substantially similar course (up to 10 points, total seniority points to maximum 10 points)ⁱⁱ

Points given: /**10**

Comments:

iii. Ability to perform the duties of the course (up to 10 points)

Points given: /**10**

Comments:

Section B Sub-total: /50

Does Candidate have less than 25 points for Bi + Bii + Biii? If yes, then discontinue.

Section C: Teaching Qualifications Not Specific to the Course (maximum of 30 points)

i.A Teaching-related experience (seniority points not already counted in Section B up to 15 points)

If i.A is less than 15:

i.B-1 Partial points for courses or tutorials and labs taught elsewhere (maximum 5 points)

i.B-2 Teaching training (included but not limited to training related to pedagogy, equity, diversity, inclusivity, Indigeneity, anti-racism, anti-oppression, and accessible learning (maximum 5 points)

Points given: **/15**

Comments:

ii. Assessment of teaching Skills, including teacher-related transferrable skills demonstrated outside a teaching context (see grades to 15 points)

Points given: **/15**

Comments:

Section C Sub-total: /30

Section D: Other Relevant Qualifications (up to 20 points)

Including scholarship and/or professional experience directly relevant to position advertised.

Points given: **/20**

Comments:

Section D Subtotal: /20

Section E: Total Candidate points: /100

Comments for the Dean

Comments for the Dean: Must be about issues that are known to the applicant. See Article 10.1 regarding Chair, or equivalent, “providing ongoing advice and coaching on teaching performance, especially if there are concerns, and clarification of expectations, duties and responsibilities of a Member’s teaching contract including those listed in Article 16.” PTAC may submit comments or express concerns regarding the candidate that have arisen through an evaluation under Article 10.

Appendix H: Notes

Section A. ii) Does the Candidate have the relevant qualifications and experience to teach the course?

100-level courses

- M.A. Anthropology PhD preferred

200-level courses

- M.A. Anthropology PhD preferred

300-level courses

- PhD Anthropology required

AN300

- PhD and fieldwork

400-level courses

- Ph.D. Anthropology required

AN452

- PhD and anthropological fieldwork

Section B. i) Currency and mastery of the subject matter (see grade values)

Excellent; Points: 30

Relevant Expertise Criteria:

- Content*
- Applied
- Theory
- Methods
- Fieldwork
- Publication

Very good; Points: 20

Relevant Expertise Criteria:

- Content
- Applied
- Theory
- Methods
- Fieldwork

Good; Points: 15

Relevant Expertise Criteria:

- Content
- Theory
- Methods

Satisfactory; Points: 10

Relevant Expertise Criteria:

- Content
- Theory

Poor or no evidence; Points:0

Relevant Expertise Criteria:

- Content

Note: In AN200 expertise in Theory will take precedence; in AN300 & AN452 expertise in Methods and in Fieldwork will take precedence in assessment.

Section B. ii) Previous teaching or tutorial; or lab experience

- Teaching experience in posted/similar/substantially similar courses can include performing the role of TA and/or an online course or as team-teaching. Consider giving a reduced value for points earned in a similar course. For example, someone with 3 points for teaching the actual course should receive more points than someone who had 3 points for being the tutorial leader if the position being filled is for an instructor and not a tutorial leader.
- Any experience teaching sociocultural anthropology at any level and in any field will count as “teaching experience in posted/similar or substantially similar course” for AN100 or AN100OC.
- Consider items in the applicant’s teaching dossier that are directly relevant to the course (e.g., course syllabi, pedagogical comments regarding course).
- PTAC awards full points for Laurier seniority points in the posted course or substantially similar course
- PTAC may award partial points in the posted course or substantially similar course taught elsewhere
- If score of Bi + Bii + Biii is less than 25, than no need to continue.

Section C. ii) Assessment of Teaching Skills (see grade values):

Up to 15 points: Excellent performance

- Criteria: Excellent - very good institutional evaluations; consistently 6+ (or equivalent)

Up to 10 points: Good performance

- Criteria: Good institutional evaluations; consistently 5+ (or equivalent)

Up to 5 points: Satisfactory performance

- Satisfactory institutional evaluations 4+
- Fluctuating institutional evaluations (some very good, some poor, below 4) (or equivalent)

0 points: less than satisfactory

- Poor institutional evaluations; consistently below 4 – or equivalent (or equivalent)

Section D. Relevant qualifications: scholarship in the field; professional experience; pedagogical development; development of course materials (see grade values)

20 points: Very good

- Criteria: Evidence of at least 12 of the below

15 points: Good

- Criteria: Evidence of at least 10 of the below

10 points: Satisfactory

- Criteria: Evidence of at least 8 of the below

5 points: Limited

- Criteria: Evidence of 1-7 of the below

0 points: No evidence

Criteria

- Professional work inside the academy such as conferences, guest lectures, media appearances, and curriculum development.
- Additional degrees or professional qualifications
- Experience writing for and organizing digital platforms related to research or pedagogy
- Peer-reviewed publications directly relevant to the position
- (1-2 points per article depending on prominence of journal; up 5-10 points for a monograph).
- Other creative outputs.
- Fieldwork as a consultant or equivalent.

Additional Criteria

- Community engagement
- Development of educational materials
- Equity, diversity, inclusion experience
- Indigenous knowledge systems
- Pedagogical development
- Post-doctoral experience
- Professional development and/or experience
- Other

Notes

- Qualifications under this section must be directly relevant to the position advertised.
- CV, candidate application and other relevant materials can be considered here.