

**OB/HRM Area**

**PTAC Guidelines for Appendix H, CTF Collective Agreement 2019-2022**

**Requisite Academic Qualifications (Section A)**

All courses require a MINIMUM of a Master’s degree in a relevant discipline.

**Assessment of Student Evaluation Scores (used under B.1 and C.1)**

Category	Recent Scores (WLU)	Interpretation
Excellent	6.3 or above	Recent scores at WLU or elsewhere are consistently well above area norms
Good	5.8 – 6.29	Recent scores at WLU or elsewhere are near or above area norms
Satisfactory	5.5 -5.79	Recent scores at WLU or elsewhere are below, but not well below area norms
Unsatisfactory	Less than 5.5	No teaching evaluation data or recent scores at WLU or elsewhere are well below area norms

**Assessment of Teaching Materials (used under C.2)**

Category	Interpretation
Excellent	Materials are clear and provide evidence the instructor: (1) Is teaching relevant and up to date content, and (2) Has made effective attempts to engage and challenge students, and (3) Has been involved in curriculum development within their course or contributed to program curriculum development.
Good	Materials are clear and provide evidence the instructor: (1) Is teaching relevant and up to date content, and (2) Has made effective attempts to engage and challenge students.
Satisfactory	Materials are clear and provide evidence the instructor: (1) Is teaching relevant and up to date content.
Unsatisfactory	No materials provided. Or, provided materials are unclear and/or do not provide evidence the instructor is teaching relevant or up to date content.

**Relevant qualifications including scholarship in the field, professional experience, pedagogical development, development of course materials (used under D)**

Relevant PhD (20 points)

10+ yrs industry exper. (15 points)

5-10 yrs industry exper. (10 points)

Relevant prof. designation (5 points)

Relevant acad. publications (5 points)