

Teaching-focused faculty track

Years 1 – 2

Establish teaching credibility

Take a pedagogy/TA training and start a teaching portfolio (reflections, sample materials).
Seek intentional teaching opportunities: guest lecture, lead a discussion section, design one activity/assessment.
Document outcomes: what you changed, why, and what improved.

Year 3

Build a coherent teaching narrative

Draft a teaching philosophy anchored in evidence (inclusive practices, assessment, student success).
Add breadth: mentor undergrads, support tutoring/bridge programs, co-develop curriculum.
Present a “teaching demo” internally (peer feedback) and iterate.

Years 4 – 5

Application-ready teaching packet

Finalize: teaching philosophy, sample syllabi, teaching evaluations/letters, sample assignments, DEI/mentoring statement.
Practice a teaching demo tailored to different course levels (intro + upper division).
For research-active teaching institutions: craft a realistic undergrad-research plan (scope, timeline, resources).
When you apply: target institutions by mission fit (teaching load, advising expectations, student population).