Evidence-Based Training Goals and OCPD Programs for Faculty Positions

Research & Teaching Focused Faculty Positions

### Pedagogical Practices
- **Teaching Experience**
  - Trainee has been fully responsible for organizing and teaching a course.
  - Trainee has had a variety of teaching responsibilities.
- **Pedagogical Practices**
  - Trainee is familiar with the uses supporting the use of active learning strategies in the classroom.
  - Trainee demonstrates the pedagogy, respect for individuals of all backgrounds, and the interpersonal skills to interact with diverse populations.
- **Ability to Serve a Diverse Student Population**
  - Trainee has had first-hand experience teaching a variety of courses with community college students.
  - Trainee has effectively taught diverse populations of students.

### Recommendations
- **Publications, Scholarship**
  - Trainee has published first-author papers during postdoc and PhD, with at least one paper contributing significantly to the field.
- **Research Vision & Strategy**
  - Trainee has developed specific research impact that can be realistically achieved with an R01 grant.
- **Funding Plan**
  - Trainee demonstrates ability to lead a research project, by developing new ideas and non-PhD students.
  - Trainee has demonstrated the feasibility of the research program & program within the limitations of the start-up funds.
- **Research Independence**
  - Trainee has the technical expertise to run their proposed research program independently.
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### Additional Level of Training Required
- **Level of Training (majority institutions)**
  - Trainee has been fully responsible for organizing and teaching a course.
  - Trainee has had a variety of teaching responsibilities.

### Competency
- **Teaching Experience**
- **Pedagogical Practices**
- **Ability to Serve a Diverse Student Population**

### Research Focused Faculty Positions

### OCPD Programs
- **STEP-UP Introduction to Pedagogy Course (800) ++**
- **PAC-UP Applying for faculty positions (GRAD 201)
  - Getting feedback on your faculty application materials**
  - Demonstrating: Giving a chalk talk for a faculty position
  - **Research plan is specific/involved to the institution’s undergraduate/graduate population.**

### Teaching Focused Faculty Positions
- **Research plan is specific/involved to the institution’s undergraduate/graduate population.**
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### Experience and Communication with Students
- **Teaching Experience**
- **Pedagogical Practices**
- **Ability to Serve a Diverse Student Population**

### Recommendations
- **Publications, Scholarship**
- **Research Vision & Strategy**
- **Funding Plan**
- **Research Independence**
  - Trainee can present science clearly and effectively, and can explain the role of scientists outside of academia.
  - Trainee has technical expertise to run their proposed research program independently.
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