

The “Spine” of the Doctoral Program

Chronology	Various ways a program might attend to the goal of preparing future faculty members to teach:
Appeal/Attraction	<ul style="list-style-type: none"> • Talk about teaching profession as part of the future of its grads • Give a vision for the kind of teacher the program hopes its alumni/ae will be • Give a sense of the range of teaching that will be involved in possible future jobs • Present statistics or data about where its alumni/ae are teaching • Present a portrait of teaching excellence
Selection/Orientation	<ul style="list-style-type: none"> • Interview applicants to observe their capacities and abilities • Select incoming grad students who have skills and predispositions toward teaching • Introduce/orient new grad students to the teaching resources of the school or university • Introduce/orient grad new students to the program’s expectations about teaching • Have recently placed alumni/ae talk about what was most valuable preparation for their job search
Care and Support	<ul style="list-style-type: none"> • Encourage the Grad School Program faculty to reflect about their teaching with grad students • Encourage teaching transparency and parallel processing in class – “pulling back the curtain” • Have teaching experience available for doctoral students • Have a course on pedagogy, course construction, and assessment • Structure observation and feedback in TA programs • Provide some form of intentional mentoring • Structure formal times of conversation and reflection about teaching • Provide space for informal times of conversation about teaching experiences among TAs/ grad students
Transition outward	<ul style="list-style-type: none"> • Facilitate conversation about the placement process, including the range of teaching possibilities • Help grad students build a teaching portfolio, including syllabi for possible courses • Facilitate conversations about the balance between research and teaching • Help grad students figure out who they might be teaching, ie: their future students • Facilitate conversations about trends in higher education
Alumni/ae Contact	<ul style="list-style-type: none"> • Have gatherings or reunions of the alumni/ae • Routinize ways of gathering feedback from alumni/ae about the programs visions and goals • Have the alumni/ae talk with current grad students about what was most helpful in the program • Track alumni/ae first job appointments

The “Spine” of the Doctoral Program

Chronology

Various ways your program might attend to the goal of preparing future faculty members to teach:

Appeal/Attraction	
Selection/Orientation	
Care and Support	
Transition outward	
Alumni/ae Contact	