## Career Planning Considerations at Different Types of Academic Institutions

<table>
<thead>
<tr>
<th>Examples</th>
<th>Doctoral / Research</th>
<th>Masters / Comprehensive</th>
<th>Baccalaureate / Liberal Arts</th>
<th>Associates / Community Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>• University of MN</td>
<td>• MSU-Mankato</td>
<td>• Macalester</td>
<td>• Minneapolis Comm &amp; Tech College</td>
<td></td>
</tr>
<tr>
<td>• University of St. Thomas</td>
<td>• Hamline</td>
<td>• UM – Morris</td>
<td>• White Earth Tribal &amp; Comm College</td>
<td></td>
</tr>
</tbody>
</table>

### Teaching
- Course Evaluations
- Undergraduate Research
- Observations (peer and chair; maybe dean)
- Undergrad Research
- Advising
- Course Evaluations
- Undergrad Research
- Advising
- Course Evaluations
- Observations (peer and chair; add'l TBA)
- Undergrad Research
- Advising

### Research
- External Review Component
- Scholarship of discovery
- Publications in premier, peer-reviewed outlets
- Grants
- Primarily Internal Review of Faculty Annual Review/Dossier
- Scholarship of:
  - Discovery
  - Integration
  - Application
  - peer reviewed
  - Textbooks
  - Grants
- Often a mix of External & Internal Review of Faculty Annual Review/Dossier
- Scholarship of:
  - Discovery
  - Integration
  - Application
  - peer reviewed
  - Teaching
  - Textbooks
  - Grants
- Staying current in literature in teaching field and of pedagogy
- Professional development via workshops, conferences, and community engagement

### Service
- Nat'l Disciplinary Service
- International Service
- Lg Scale Community Service
- Service to the department, university, local community, and/or national disciplinary service
- Service to the department, university, local community, and/or national disciplinary service
- Service to the department, university, local community; nat'l leadership in field, key issues, scholarship of teaching a plus

### Job Search Portfolio
- CV
- Cover Letter: emphasis on research & funding potential, address teaching, mentoring w/ undergrads to postdocs
- Reference emphasizes research, esp collab, project, funding & leadership potential
- Research Statement
- Teaching Philosophy
- Writing Sample
- CV
- Cover Letter: balance teaching & research, attention to service
- References balance research with teaching, inc undergrad + grad researchers/professional degrees; address leadership
- Teaching Philosophy
- Research Plan
- Evidence of Tcg Effectiveness
- CV
- Cover Letter: balance research & teaching w/ attention to service
- References balance research with teaching, inc diverse range of undergrad researchers; address service & leadership
- Teaching & Research Statements
- Evidence of/Potential for Teaching Excellence & Effectiveness
- Writing Sample

Created by Ilene Alexander, based on a matrix begun by UMichigan CRTL staff.