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**IUSB-PMTs a PhysTEC recruiting initiative at Indiana University South Bend<sup>1</sup>**

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The focus of the PhysTEC recruiting initiative at Indiana University South Bend (IUSB) is a pairing of physics with mathematics. The goal is to increase our rate of production of physics teachers from 0.2/year in the five years preceding the project to 2/year, either as physics majors with a math minor or as math majors with a physics minor. Key elements of our initiative include identifying and creating multiple pathways to licensure; creating opportunities for meaningful early teaching experiences facilitated by a part-time Teacher in Residence; and development of a robust Learning Assistant program from an existing program of tutoring and supplemental instruction. This presentation will describe our progress and challenges in each of these areas.

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