

Junior Faculty Support & Mentoring
Department of Chemistry

The Department of Chemistry takes the professional development of its junior faculty members seriously. Upon hiring a new faculty member, the Chemistry Executive Committee, consisting of six successful tenured chemistry faculty members, and the Chair of the Department together appoint an established senior faculty member as the new faculty member's formal mentor. Junior faculty members also receive frequent informal mentoring from senior chemistry faculty. These senior faculty members regularly advise the new faculty member on recruiting students, publishing manuscripts, writing grant proposals, and other topics related to early career success. In addition, the new faculty member's division senior members (Organic Chemistry, Inorganic Chemistry, or Physical Chemistry Division) help their new junior colleagues recruit the best graduate students to their groups by not allowing tenured faculty members to admit new students into their groups until the junior faculty members have finished with their recruiting. At the department level, the Executive Committee meets formally each fall with junior faculty members to provide verbal and written feedback on their progress toward tenure and identify potential problems that the department can help remedy. The department supports monetarily junior faculty participation in local and national early-career development workshops, such as the American Chemical Society New Faculty Workshop, UH Career Development for New Engineering Faculty Workshop, The National Institute on Drug Abuse Early Career Workshop, Cottrell Scholars Collaborative New Faculty Workshop, NIH Annual Mentoring Workshop for New Faculty in Organic and Biological Chemistry, NSF Chemistry Early Career Investigator Workshop, etc., to learn about being an effective, well-rounded faculty member.