

## **Junior Faculty Mentoring Plan – Department of Chemistry**

At the beginning of the junior faculty member's first year, the Department Chair constitutes a mentoring committee, comprised of 3 tenured members of the faculty, one of whom is appointed chair of the mentoring committee. This committee serves both to mentor and evaluate the progress of the junior faculty member. The committee evaluates the junior faculty member's 1<sup>st</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> year review dossiers, prepares a report and presents their reports at senior faculty meetings. Importantly, they are also charged with following up with the junior faculty member and providing them with feedback based on their report and on the discussion at the faculty meeting following each of these reviews. Though we recognize that the mentoring and evaluation and feedback roles of the committee are not the same thing, we believe that the committee that does the formal evaluations is best-placed to provide thoughtful and helpful mentoring, and we have found this approach to be an effective one. Beyond the mentoring that takes place through the mechanism of the 1<sup>st</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> year review and feedback process, junior faculty members are encouraged to consult with the members of their mentoring committee on a more informal basis. In turn, committee members – and especially the chair of the mentoring committee – are encouraged to proactively and regularly meet with the junior faculty member.