

Junior Faculty Mentoring Plan

Department of Biological Sciences

The Chair will select three senior faculty members to form the mentoring committee for each junior faculty member. The senior faculty members are typically from within the department, in the same or related research area as the junior faculty member. In special cases, especially if the junior faculty member holds a joint appointment in another department, a senior faculty member from another department may serve on the committee as well.

One of the senior faculty members will play a leading role in the mentoring committee.

The members of the committee can be changed, with approval from the chair.

The committee typically meets with the junior faculty member on an annual basis, or as requested by the junior faculty member, to discuss research progress, grant support, publications, personnel, lab situations, and other issues.

The committee will produce the first draft of the reports for the reviews of the junior faculty member (1st, 3rd, and 5th year), and ultimately the first draft of the research and teaching reports to be included in the case statement for the promotion of the junior faculty member to tenure.

Each junior faculty member will give a faculty lunch in the early spring, and the senior faculty will provide feedback/advice.

The junior faculty member is also free to discuss concerns with the chair and/or other (senior) faculty of the department.

The discussions are all advisory. The junior faculty member does not have to follow the advice from the committee, the chair, and/or the other senior faculty. Following the advice does not guarantee success for the promotion of the junior faculty member to tenure.