

## DEPARTMENT OF BIOCHEMISTRY & MOLECULAR BIOLOGY

### MENTORING AND FACULTY INTERACTIONS

Successful mentoring is a community effort with many types of interactions. The Biochemistry & Molecular Biology mentoring plan for incoming Assistant Professors has formal and informal components. Formally, each Assistant Professor meets annually with the Department Chair, as part of the normal Annual Faculty Performance Evaluation, and with the BMB *Appointment, Promotion & Tenure Committee*. In addition, a *Mentoring Committee* is formed for each Assistant Professor composed of 3-4 established faculty members in the Department (and from other Departments if appropriate), that meets every 3-6 months with the Assistant Professor. Informally, all faculty in the Department welcome opportunities to share our experience, advise and to help junior faculty to evaluate opportunities and decisions regarding their research program and other academic activities. There are also many mentoring and collaborative opportunities with faculty outside of BMB, in Clinical and Basic Science Departments, and in the various Centers and other Colleges. We encourage all BMB faculty to seek out interactions with any Principal Investigator whose science or expertise will stimulate and help their research program and professional development.

Junior faculty also participate in the Department's *Grant Plan Review* process in which senior investigators help other faculty to prepare competitive grant applications by critiquing the Introduction and Specific Aims sections of planned proposals prior to their development into a full grant application. They also review the fully developed proposals. This has been an outstanding resource for faculty development and success in obtaining competitive external funding.