**FACULTY POSITION**

**WAYNE STATE UNIVERSITY**

The Department of Chemistry at Wayne State University (<https://clas.wayne.edu/chemistry>) seeks applications for tenure-track faculty in Biochemistry or interdisciplinary research involving biochemistry, with appointment beginning in August 2023. A Ph.D. in chemistry, biochemistry, or related field is required. Candidates are expected to develop a nationally recognized, externally funded research program. The successful candidate will join a vibrant and productive faculty dedicated to research and teaching excellence and will benefit from the state-of-the-art facilities in the department, as well as collaborative opportunities throughout the main campus, with the medical school, and with local industry.

Wayne State University is a premier, public, urban research university located in the cultural center of Detroit where students from all backgrounds are offered a rich, high quality education. Our deep-rooted commitment to excellence, collaboration, integrity, diversity, and inclusion creates exceptional educational opportunities and prepares students for success in a diverse, global society. Wayne State University is committed to increasing diversity in all forms and promoting an inclusive environment. WSU encourages applications from women, people of color, and other underrepresented people. WSU is an affirmative action/equal opportunity employer.

Please submit your application materials merged into a single pdf at jobs.wayne.edu (job posting number will be provided here once available). Candidates should submit: a) cover letter, b) curriculum vitae, c) description of future research plans (3-5 pages), d) statement of teaching philosophy (1-2 pages), e) statement of contributions to diversity describing how the applicant has worked and would work to create a diverse and inclusive environment in the lab and classroom (1 page), and e) de-identified answers to the six questions discussed below. Finally, three letters of recommendation should be sent by email directly from the recommender to facultysearch@chem.wayne.edu. Review of applications will begin on October 15, 2022 and will continue until the position is filled.

As an initial stage of evaluation, a blinded application process will be used where only the answers to the six questions below will be evaluated using the rubric shown below. The goal of this initial round of evaluation is to mitigate unconscious biases and focus on the strengths of your application. Non-anonymized documents submitted with the application (CV, research summary, teaching statement, diversity statements, cover letter, etc.) will be assessed in a second round of evaluation.  For the initial blinded evaluation, please submit “anonymized” answers to the questions below where any identifying information, including name, mentors’ names, institution names, publications, or locations, are omitted. To be clear, “anonymized” does not mean that specific content or experiences should be omitted, only names and locations. Please limit the responses to each question to 250 words or fewer, except for question 3 on proposed research activities where 1 page is allowed. Feel free to copy from the other application materials to answer these questions.

1. Past Accomplishments:
	1. List up to five of your most impactful publications only providing the journal, year, your position in the author list, and your contributions to that publication (do not provide volumes, page numbers, titles, or author names).

Example: - JACS, 2020, 2nd author of 5, designed and conducted experiments, wrote the manuscript

* 1. Discuss the most impactful contribution that you made in your scientific subfield(s), explaining your role and the outcome of your work.
1. Describe the area of your proposed research in 1 page or less (including figures, but de-identified without references) for a broad chemical audience. In your response identify specific areas of research and how you plan to address the important questions in your field. Briefly mention potential or existing funding sources for each project.
2. How have professional experiences, in particular those initiated personally, prepared you to promote Diversity, Equity, and Inclusion as a faculty member at Wayne State University?
3. Describe how your teaching philosophy is tailored to reach broad populations of students. Which subject areas would you be able and excited to teach?
4. What aspects of Wayne State University, both research and otherwise, are appealing to you? Describe the fit of your program with the broader department, potential collaborators, or location.
5. Identify the types of major facilities, equipment, or other resources that are integral to your proposed research program.

**Rubric for the Initial Blinded Evaluation of Anonymized Application Questions**

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| **Question 1** | 5 - 6Strengths and clarity in 5-6 of the 6 key points below | **3 - 4**Strengths and clarity in 3-4 of the 6 key points | **1 - 2**Strengths and clarity in 1-2 of the 6 key points |
| a) List up to five of your most impactful publications.1. Discuss the most impactful contribution that you made in your scientific subfield(s).
 | - Has contributed important or significant research accomplishments) within the chemistry field- Demonstrated an ability to carry out original research- Demonstrated effective scholarly communication- Demonstrated the ability to clearly articulate research accomplishments to a broad audience- Showed leadership in prior accomplishments- Effectively worked in collaborative teams |
| **Question 2** | 5 - 6Strengths and clarity in 5-6 of the 6 key points below | **3 - 4**Strengths and clarity in 3-4 of the 6 key points | **1 - 2**Strengths and clarity in 1-2 of the 6 key points |
| Describe the area of your proposed research for a broad chemical audience. In your response identify specific areas of research and how you plan to address the important questions in your field. Briefly mention potential or existing funding sources for each project.  | - Identifies important or significant research area(s) within the chemistry field- Identifies an original research area(s) within the chemistry field - Demonstrates an understanding of how to carry out original research, with some mention of the methods to be used- Demonstrates potential for scholarly impact through funded research/identified suitable funding agencies- Proposed research will support current goals of the department and complement current research, without direct overlap.- Demonstrates the ability to clearly articulate research plans to a broad audience. |
| **Question 3** | 4 - 5Clear and deep understanding | **3**Some ideas | **1 - 2**Little or no thought |
| How have professional experiences, in particular, those initiated personally, prepared you to promote Diversity, Equity, and Inclusion as a faculty member at Wayne State University? | - Has one or more experiences with initiating, planning and/or implementing successful DEI initiatives. - Identifies existing programs at WSU they would get involved with, with a level of proposed involvement commensurate with career stage. - Clearly formulates new ideas for advancing equity and inclusion at WSU and within their field, through their research, teaching, and/or service. Level of proposed involvement commensurate with career level.- Convincingly expresses intent, with examples, to be a strong advocate for diversity, equity, inclusion, and belonging within the department, and also their field. | - Participated in at least one involved, specific experience. If describing mentoring of underrepresented students, gives some detail about specific strategies for effective mentoring, or awareness of the barriers underrepresented students face and how to incorporate the ideas into their mentoring.- Mentions plans or ideas but more is expected for their career stage.  Plans or ideas lacking in detail or clear purpose  | - Participated in no specific activities, or only one or two limited activities. - Descriptions of performed and/or proposed activities are brief, vague, nominal, or absent. - Describes and/or proposes only activities that are already the minimum expectation of faculty (e.g., being willing to supervise students of any gender or ethnic identity). - Explicitly states the intention to ignore the varying backgrounds of their students and “treat everyone the same.”  |
| **Question 4** | 4 - 5Clear and detailed plans for modern and inclusive pedagogy. Course interests align with departmental needs. | **3**Some ideas about modern and inclusive teaching. Course interests partially align with departmental needs. | **1 - 2**No plan for inclusive or modern teaching. Course interests do not align with departmental needs. |
| Describe how your teaching philosophy is tailored to reach broad populations of students. Which subject areas would you be able and excited to teach? | - Identifies strategies to use updated/modern pedagogy (active learning and assessments outside of exams) to engage and include a broad range of student backgrounds.- Clearly formulates new ideas for inclusive teaching styles and provides discrete examples- Identifies course areas that align with the needs of the Wayne State Chemistry Department - Convincingly expresses enthusiasm to teach specific classes. | - Mentions that it is important to teach a broad range of students but does not provide detail into how they will teach inclusively.- Mentions plans or ideas for updated/modern teaching methods like “active learning,” “peer-based learning,” “project-based assessments,” etc. but no detail is provided.   | - Vague or no statements about how they would teach a broad range of students, if hired. - Explicitly states the intention to ignore the varying backgrounds of their students and “treat everyone the same.”- Describes only teaching activities that are already the minimum expectation of faculty (e.g., “lecturing” and “exam-based assessment” as the only teaching methods).- Does not outline potential courses in a Chemistry Dept. that they would teach. |
| **Question 5** | 3Clear and deep understanding | **2**Some ideas | **1**Little or no thought |
| What aspects of Wayne State University, both research and otherwise, are appealing to you? Describe the fit of your program with the broader department, potential collaborators, or location. | - Identifies one or more specific opportunities available at WSU, Chemistry, and/or regional area- Comments on research-related opportunities, as well as those beyond research | - Identifies general opportunities, although without specifics related to WSU, Chemistry, and/or regional area- Only considers one aspect of their program, instead of multiple levels of opportunity | - No clear effort or vague/minimal effort to link program activities to WSU, Chemistry, and/or regional area- Effort are at odds with resources available at WSU, Chemistry, and/or regional area |
| **Question 6** | No Concerns | **Flagged for discussion** |
| Identify the types of major facilities, equipment, or other resources that are integral to your proposed research program. | - Demonstrates careful consideration of research program/ project needs with specific and reasonable space/equipment requests. These needs are related to existing onsite instrumentation through LIC/other departments. - Identifies specific instruments not currently provided for by the University that can be reasonably purchased in a start up | - Cites instruments that we do not have currently available and that cannot be reasonably purchased in a start up |