



WESTERN MICHIGAN UNIVERSITY

Department of Chemistry

Seeks Candidates for Assistant or Associate Professor

Qualifications: The successful candidate must complete a PhD in chemistry, organic chemistry or a closely-related field by August 2023 with preference given to candidates with postdoctoral experience. Desired qualifications include a strong track record of excellence in research, experience with evidence-based teaching practices, an interest in instructional innovation, departmental leadership potential, and a focus on supporting and engaging students from diverse backgrounds. This position will be in the Department of Chemistry with the expectation that the successful candidate will engage in collaborative and interdisciplinary interactions. WMU has a strong focus in health sciences and environmental sciences, and we would especially welcome applicants who can contribute to these interdisciplinary areas.

Responsibilities: Primary responsibility will include teaching organic chemistry at the undergraduate and graduate levels, including both lecture and lab instruction; establishing a globally-recognized research program that includes graduate and undergraduate students in the successful candidate's specific area(s) of expertise; actively seeking external funding to support research and scholarly activities; conducting and publishing scholarly research in high-quality peer-reviewed journals; student mentoring and advising; a strong commitment to inclusion and student success; and service to the department, college, and university. The successful candidate will demonstrate a record of contributions or a commitment to integrating inclusivity and equity into their scholarship, teaching, service, or student mentoring.

Western Michigan University

We would like to recognize that Western Michigan University is located on lands historically occupied by Ojibwe, Odawa, and Bodewadmi nations. Please take a moment to acknowledge and honor this ancestral land of the Three Fires Confederacy, the sacred lands of all indigenous peoples and their continued presence.

Western Michigan University (WMU), located in Southwest Michigan, is a vibrant, nationally recognized student-centered research institution with an enrollment of more than 19,000. We seek to recruit and retain a diverse workforce to maintain the excellence of the University, and to offer students richly varied disciplines, perspectives, and ways of knowing and learning. WMU delivers high-quality undergraduate instruction, has a strong graduate division, and fosters significant research activities. The Carnegie Foundation for the Advancement of Teaching has placed WMU among the 76 public institutions in the nation designated as research universities with high research activities. Western Michigan University is a globally engaged university that promotes success for learners at all levels and stands out among America's more than 4,600 public and private degree-granting colleges and universities.

This hiring coincides with ongoing anti-racism efforts at the university focused on creating an inclusive environment and equitable structures for hiring, teaching, learning and research. These include the Racial Justice Advisory Committee, which is charged with making recommendations to address systemic racism on campus, and the president's Mountaintop Initiative, a \$2 million fund to advance these recommendations, as well as other proposals from the WMU community. Western Michigan University also recently received a \$550 million endowed, multi-year Empowering Futures Gift, which will fund many projects and initiatives

that aim to break down the barriers created by historic inequities. The Empowering Futures Gift is the largest gift for a public institution of higher education in U.S. history.

INSIGHT into Diversity consistently honors WMU for its outstanding commitment to diversity and inclusion.

- **Military Times** ranks WMU among the best institutions for veterans, and WMU is the only Michigan school to appear on all nine years of its annual Best for Vets list.
- **U.S. Department of State** data shows that WMU was No. 6 among producers of American Fulbright Scholars in 2016-17.
- **WMU** operates the nation's largest and most comprehensive collegiate support program for former foster-care youth and is an international model for teaching, research, learning, and public service related to foster care and higher education.
- **Washington Monthly** ranked WMU first in the state of Michigan on its impact on alumni earnings 10 years after graduation.

Kalamazoo is a cultural hub midway between Chicago and Detroit, and just 45 minutes south of Grand Rapids. With 263,000 people in the greater Kalamazoo area, the community offers an array of cultural events, entertainment, and all-season recreation. The city supports a nationally recognized symphony and has earned a reputation for a vibrant community theatre and visual arts scene. Kalamazoo is in one of Michigan's designated research corridors, maintaining a strong life sciences/biotech presence and supporting two leading medical centers, and has been designated a "National Historic Chemical Landmark" by the American Chemical Society for the significant contributions by the former Upjohn Company in Steroid Chemistry. The Kalamazoo community is committed to social justice, community development and the elimination of generational poverty through its Shared Prosperity Kalamazoo initiative, with structural budgetary support provided by the City of Kalamazoo's Foundation for Excellence program. Kalamazoo also is the home of the Kalamazoo Promise, a scholarship program offered to all Kalamazoo Public School students that covers up to 100% of tuition and mandatory fees to any Michigan public (and many private) institution of higher learning.

The College of Arts and Sciences: The mission of the College of Arts and Sciences at Western Michigan University is to ignite and sustain a passion for learning and discovery in the humanities, social sciences, and sciences, to help students, staff, and faculty succeed in life, and contribute to the betterment of our communities, from local to global. Our vision is to achieve excellence in all aspects of learning and discovery across the humanities, social sciences, and sciences while fostering a climate of intellectual freedom. As articulated in the College of Arts and Sciences strategic plan, we are committed to fostering a community of diverse, inclusive, equitable, and globally-engaged scholars, learners, and leaders. With 25 departments and interdisciplinary schools and institutes, WMU's largest college offers a broad range of learning opportunities and career paths for our students. CAS students are among the very top students in the country, having received awards including Goldwater Fellowships, Udall Scholarships, Boren Fellowships, and Fulbright awards, among others.

Department: The Department of Chemistry provides leadership in an environment that promotes teaching, learning, research, and scholarship. The Department of Chemistry values diversity and inclusion and believes they are essential to achieving excellence. The Department offers undergraduate (B.S.) degrees in Chemistry and Biochemistry as well as graduate (M.S. and Ph.D.) degrees in Chemistry. Core research instrumentation (400 MHz NMR, LC-MS, etc.) is available for use by faculty and is supported by an instrumentation manager. Our students become critical thinkers and problem solvers, enabling them to meet future challenges and become leaders in a complex and diverse global society. Faculty in the Department of Chemistry have garnered external funding from a range of sources and earned numerous

awards and scholarly recognition, including NSF CAREER awards and Fulbright scholarships. Undergraduate students majoring in chemistry at Western Michigan University graduate prepared for a career in industry, chemistry teaching, or graduate study in chemistry, biochemistry, medicine, dentistry, and pharmaceuticals.

Salary: Competitive and commensurate with qualifications and experience, with an excellent benefits package.

Expected Start Date: August 15, 2023

Application Deadline: Application review will begin on September 15, 2022, and applications will be accepted until the position is filled.

Required application documents will include: 1) a cover letter describing qualifications, accomplishments, and professional experiences related to the position; 2) a *Curriculum Vitae*, including a credential summary; 3) a *single* document outlining research plans suitable for an R2 institution, a teaching statement including evidence of teaching effectiveness, and a statement demonstrating commitment to diversity, equity, and inclusion in higher education; and 4) a list of three professional references with titles and current contact information.

Please visit <https://wmich.edu/hr/jobs> for detailed information and application procedures.

WMU is an Equal Opportunity/Affirmative Action Employer. Minorities, women, veterans, individuals with disabilities and all other qualified individuals are encouraged to apply.