Program for Early Career Excellence
A Rutgers Faculty Development Program

The Program for Early Career Excellence (PECE) is designed to support Rutgers’ mission to recruit, retain, and advance a diverse faculty. Approximately 25 new faculty join the program each year.

**Who:** All early career Rutgers faculty are eligible to participate (all Chancellor units, all disciplines)

**What:** Participants receive up to 3 years of career development support

**Where:** PECE programs are held on all RU campuses

**When:** Call for nominations in September 2018
   New cohort starts in February 2019

**During the first year, PECE faculty participate in:**
- 4 Professional development workshops with cohort
- 4-6 Individual coaching sessions with professional coach
- 3-4 Peer group meetings with other PECE faculty
- Group and individual meetings with senior mentors

**What PECE faculty say:**

“This totally changed my writing routine and time management for the better!”

“Fantastic job helping us to improve in three aspects: self-advocacy skills, ability to navigate difficult situations, and capacity to make and develop a career plan.”

“Helpful with respect to very complicated diversity and inclusion issues.”

“It has helped me connect to others in this vast, discombobulated university.”

**Program Goals**

PECE supports faculty in:
- Developing their scholarly work and identity
- Integrating into the Rutgers community
- Developing cultural humility and competency

Contact: Bernadette M. Gailliard, PhD • b.gailliard@rutgers.edu • 848-932-2354
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Program Components

1. **Interactive Workshops**
   Sessions focused on informational and skill building topics

2. **Peer Groups**
   Support and accountability from other PECE participants

3. **Mentoring**
   Senior mentors across disciplines provide group and individual advice

4. **Individual Coaching**
   Opportunity to reflect, apply learning, and create strategies

5. **Writing Retreats**
   Space and dedicated time to make progress on writing goals

6. **Writing Accountability Groups**
   In-person and virtual groups led by faculty to create accountability for scholarly work

7. **Common Interest Groups**
   Faculty who come together based on common interests and/or common demographics
   Current CIGs: *Faculty Women of Color, Health Equity Academic Researchers (RU-HEAR)*