Program for Early Career Excellence
- A Rutgers' faculty development program

Call for Nominations

Who:
New Brunswick
Early career tenure track faculty

What:
Cohorts of 20-25 assistant professors participate over a three year period in workshops, senior mentoring, peer groups, and individual coaching.

When:
Nominations accepted through September 15, 2017

How:
Send nominations to Beth Tracy at beth.tracy@rutgers.edu

Program Co-Directors:
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Office of the Senior Vice President for Academic Affairs

Sponsored by:
The New Brunswick Provost Office of Faculty Development and Excellence
The New Brunswick Office of Diversity and Inclusion

Funded by:
The Office of the Chancellor, Rutgers - New Brunswick
Program Overview

The Program for Early Career Excellence (PECE) is designed to support Rutgers’ mission to recruit, retain, and advance a diverse faculty. It is a cohort-based program with approximately 20 new and early career faculty participating together over a three-year span.

The program addresses the needs of all new faculty; it also includes a focus on factors that have differential impact on underrepresented minority (URM) faculty.

All faculty need career support in:

- Balancing scholarly productivity with teaching and service demands
- Navigating Rutgers
- Making transition to faculty
- Communicating effectively
- Working collaboratively
- Building strong networks

Research indicates additional factors impact URM faculty

- Often asked to do more service
- Delicate balance related to negotiation, assertiveness and self-promotion.
- Isolation due to being the only “X” in the department.
- Unconscious bias: including student and peer evaluations

All faculty and university community benefit from:

- Understanding equitable distribution of service
- Awareness of and skills for addressing unconscious bias
- Ability to build connections across difference
- Skills in mentoring those with different experiences
- Developing cultural competency and humility

Program Goals

Support faculty in:

- Developing their scholarly work and identity
- Integrating into the Rutgers community
- Developing cultural humility and competency

By:

- Providing scholarly and professional support
- Creating opportunities for building networks

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Program Components

1. Interactive Workshops
   - Including informational and skill building topics

2. Mentoring
   - Two to four participants with trained senior mentor
   - Grouped by discipline

3. Peer Groups
   - Diverse demographics to support increasing cultural humility and competency

4. Individual Coaching
   - Opportunity to reflect, apply learning, and create actions

5. Writing Retreats
   - Space and dedicated time to make progress on writing and to support participants in developing habits for more productive writing

6. Writing Support Groups
   - In-person and virtual groups led by faculty for faculty with the goal of addressing the challenge of creating time for important scholarly work which does not have built-in day-to-day accountability

7. Common Interest Groups
   - Individuals who come together based on common interests and/or common demographics – e.g., Scholars of Color Thriving in the Academy, Academics Engaged in Health Disparity Research.

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