The *Program for Early Career Excellence* (PECE) is a faculty development program designed to support Rutgers’ mission to recruit, retain, and advance a diverse faculty.

**Who:** All early career faculty in their first 3 years at Rutgers

**What:** Participants receive up to 3 years of career development support through workshops, peer groups, mentoring, and individual coaching

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

**PECE helps faculty to:**

Develop their scholarly work and identity

Build connections in the Rutgers community

Understand diversity and inclusion in academia

**APPLY NOW**

[academicaffairs.rutgers.edu/PECE](academicaffairs.rutgers.edu/PECE)

Application deadline: Friday, November 1, 2019

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Program Components

1. **Interactive Workshops**
   Sessions focused on informative 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 (FWOC), Health Equity Academic Researchers (RU-HEAR), Child Health and Well-Being Research Group (CHRG)