



The COPHS Collaborative Experience – Partnering for Excellence

Program Overview

The COPHS Collaborative Experience (CCE) is a structured mentorship program that capitalizes on the strengths and values of COPHS. The program aims to better position all COPHS faculty, especially early stage faculty, to easily navigate through the increasingly complex demands of their careers, to thrive professionally, and to be active members of the COPHS community. The CCE program provides support for faculty excellence in the following key areas: Teaching, research and service, developing collaborative networks, understanding the criteria for promotion and tenure, and achieving career goals.

This is a voluntary program through which a senior tenured faculty (associate rank or higher) is paired with a junior (up to associate level) faculty to provide support, guidance and assist them in the early stages of their professional careers. A steering committee/Mentoring working group reviews the applications and identifies a potential mentor. Once pairings are made, new mentors and mentees are invited to a mandatory orientation session where basic expectations and guidelines on effective collaborative mentoring are shared. The formal mentoring relationship under the CCE program is expected to last for the first academic year. Each mentor-mentee cluster is expected to meet once a month. Mentors and CCE organizers also meet bi-monthly. At any point during the mentoring process, if a mentor or mentee feels that the relationship is not productive, the CCE organizers should be informed so that a different mentor can be assigned. Awards for excellence in mentoring/special recognition will be established to recognize the importance of mentoring for faculty excellence, and to honor mentors and mentees.

Goals and Outcomes:

1. Facilitate and strengthen professional growth and development through collaborative mentoring.
 - a. Increase knowledge of promotion and tenure
 - b. At least one grant/article in progress/submitted/awarded
2. Provide comprehensive and transformative curriculum to enhance teaching, service and research.
 - a. Establish and implement a sustainable curriculum centered on assisting and developing the research, teaching and professional skills of participants
 - b. Evidence of impact of program on their teaching
 - c. Evidence of impact on research
 - d. Evidence of impact on service
3. Foster an atmosphere of collegiality, collaboration and community.
 - a. Participation/Presentation at the Annual TSU-RCMI Collaborative Symposium
 - b. Evidence of collaboration and partnerships among participants or other colleagues
 - c. Improved faculty morale
 - d. Develop a database of faculty expertise and productivity to facilitate collaborative and mentoring initiatives

CCE Program Schedule

Date	Focus Area	Topic
September 13	Research/Teaching/Service	CCE Program Orientation
October 4 (open to all COPHS)	Research	Scholarly Writing Workshop
October 5	Research	Scholarly Writing Retreat
November	Research/Teaching/Service	Meet with Mentors (on your own)
December	Service	Mid-Program Debrief with Mentor
January	Research/Teaching/Service	Mentorship Progress Report Due
February (open to all COPHS)	Research/Teaching/Service	Promotion and Tenure Informational/Q&A
March	Research/service	TSU Research Week Symposium
April	Research/Teaching /Service	End-Program Debrief with Mentor
May	Research/Teaching /Service	Capstone Program Celebration

Curriculum Description

CCE Program Orientation: This is the mentorship orientation for all participants. The workshop is designed to set the guidelines and expectations for mentors and mentees participating in the program. It is an all-day program and is mandatory.

Scholarly Writing Workshop and Retreat: Faculty participating in this event on Friday will attend a full-day series of workshops with experts to learn the basics for writing grants and publications. The sessions will include: *How to develop research questions- How to write grants and publications- How to form collaborations.* The following Saturday will be devoted to applying the skills learned at the Scholarly Writing Workshop. Faculty will have the opportunity to further develop their research and complete their projects without the distraction of work. These sessions are open to all COPHS faculty.

Promotion and Tenure Informational: Participants will learn about promotion and tenure in the College and direct questions to panel of senior faculty about the process. The panelists will share their experiences and wisdom for attaining promotion and tenure. This session is open to all COPHS faculty.

TSU Research Week Symposium: The CCE participants will have the opportunity to participate in a full day workshop and share their progress on their project with their mentor. Session topics will include: *Leaders developing leaders (CCE progress video)-How to find and read a grant solicitation-How to maintain research integrity and avoid misconduct-Discussion Panel: How to develop a research agenda-How to manage and use grant money.* These sessions are open to all COPHS faculty.

Capstone Program Celebration: Participants will showcase their projects and talk about their experiences in the program. Selected faculty will be presented with COPHS Teaching/Research/Service Awards.

CCE Program Organizers		
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