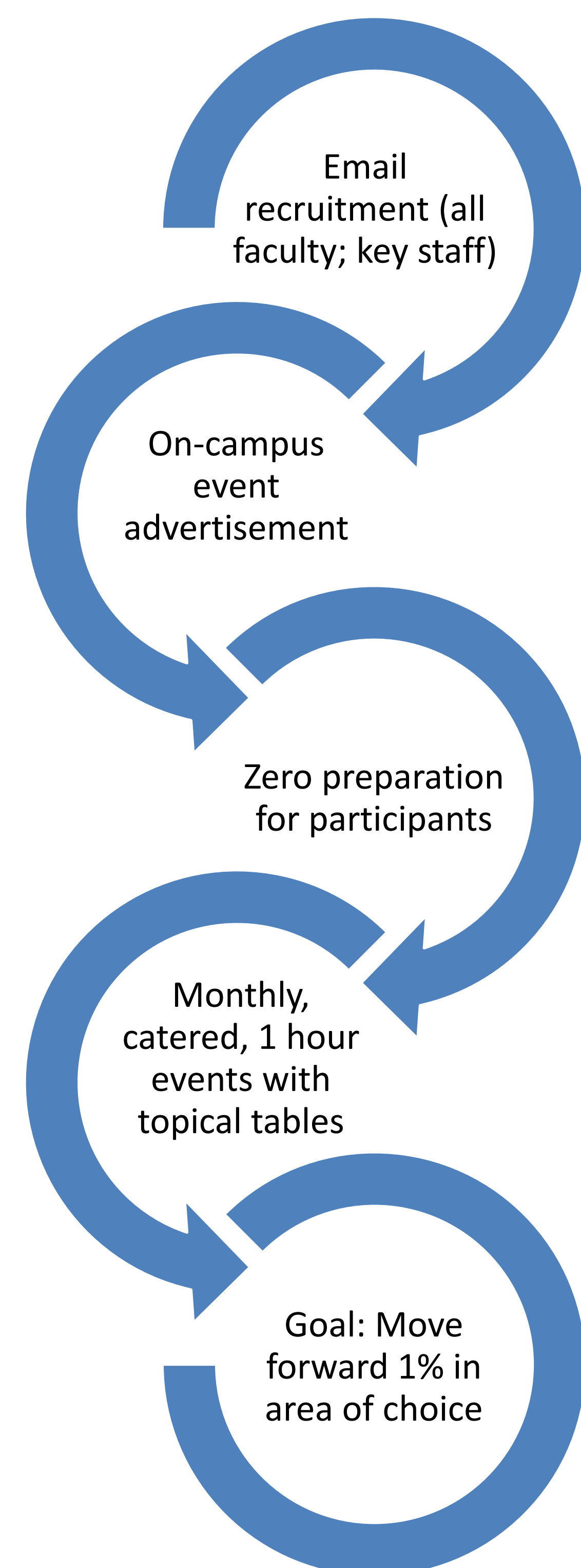


## Objective

The Helping Others Prosper through Encouragement (HOPE) initiative is a 3-phase program to foster mentorship, growth, wellbeing, and collaboration among Belmont University's campus community through regular low-effort engagement opportunities.

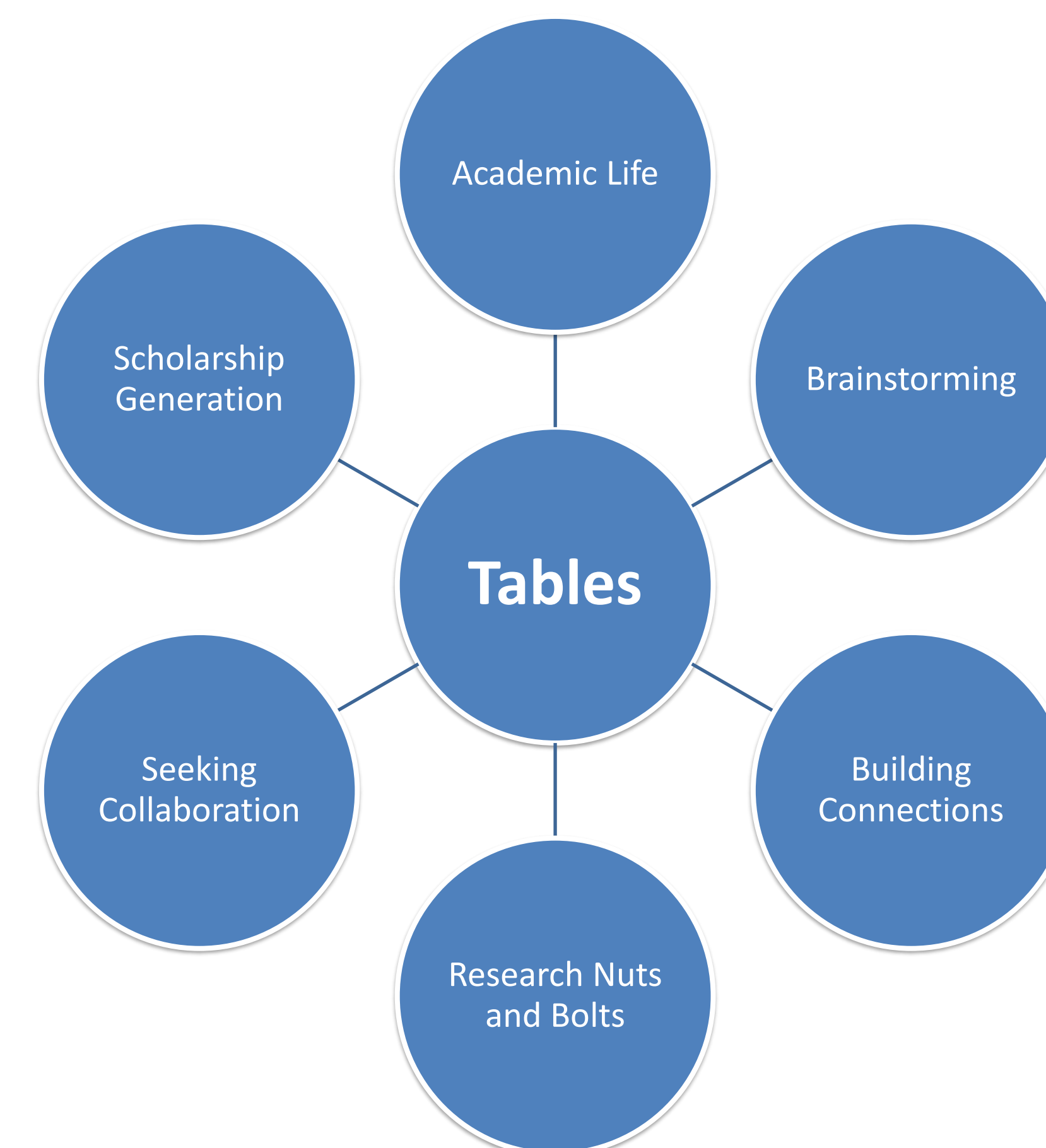
The first phase, **Incubator Coffee Hour**, was conceived to build synergy among faculty initiatives, support belonging, faculty formation and flourishing through interdisciplinary encouragement, collaboration, and problem solving.

## Methods



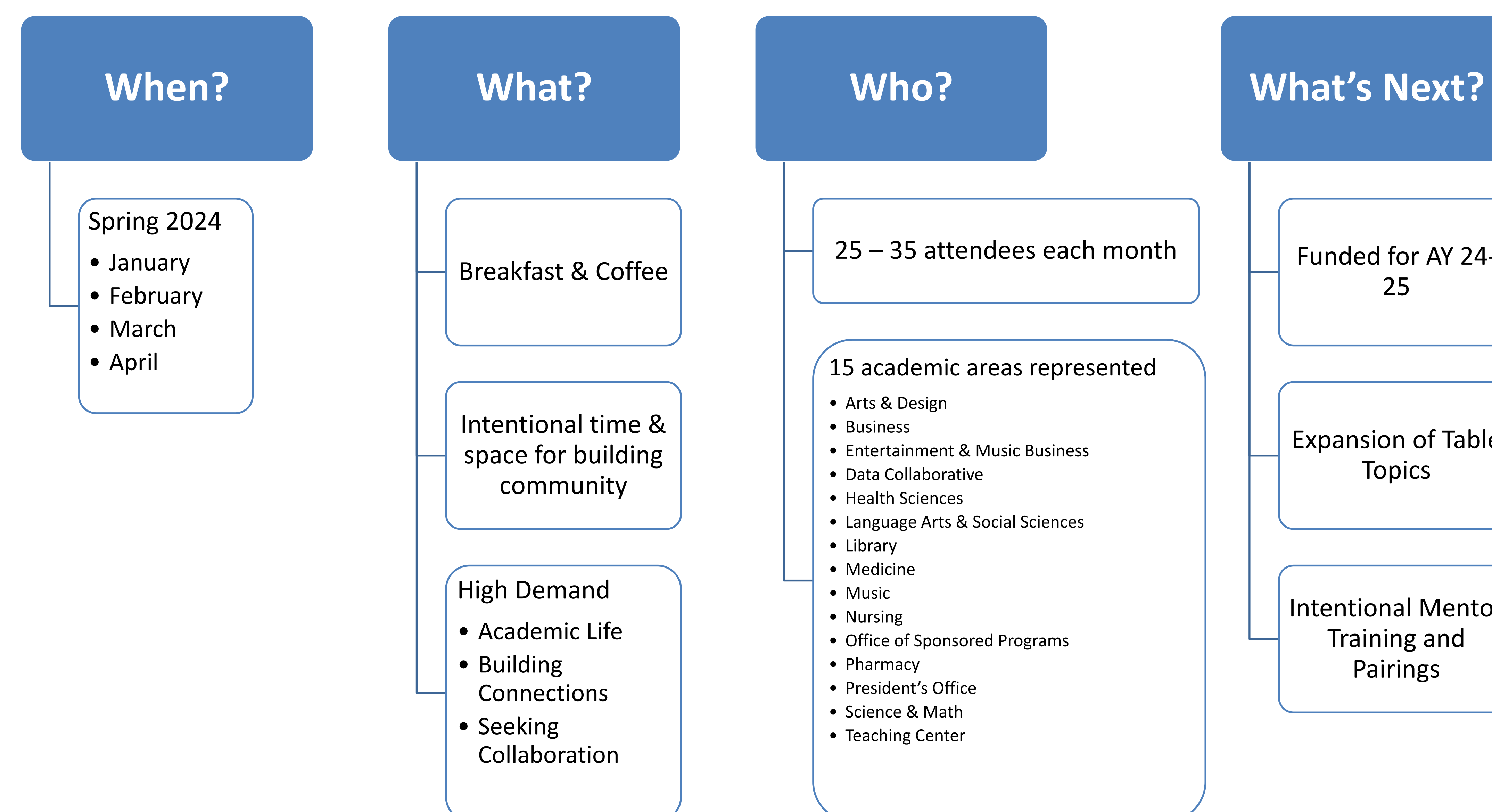
## Methods, continued

### Incubator Coffee Hour Table Topics



Strategic Partners	Key Role
<b>Office of Sponsored Programs</b>	Communicate grant opportunities, Grant management support
<b>Tenure, Promotion &amp; Leaves Committee</b>	Respond to FAQs for tenure, promotion, and leaves
<b>Institutional Review Board</b>	Respond to FAQs for strengthening IRB applications
<b>Teaching Center</b>	Communicate faculty resources and programing available to support teaching
<b>Data Collaborative</b>	Support strategic collaborations for research and data sharing

## Results



## Conclusion

Informal development opportunities through proximity to key campus services and peer experts foster creativity, belonging, and interdisciplinary collaboration.

Faculty expressed greatest interest in the table topics of academic life, building connections and seeking collaboration.

Providing space for connection across departmental areas is an investment in faculty success that supports the future of the institution.

## References

Etzkom, K.B., & Braddock, A. (2020). Are you my mentor? A study of faculty mentoring relationships in US higher education and the implications for tenure. *International Journal of Mentoring and Coaching in Education*, 9(3), 221-237.

Roos, B.H., & Borkoski, C.C. (2021). Attending to the teacher in the teaching: Prioritizing faculty well-being. *Perspectives of the ASHA Special Interest Groups*, 6 (4), 831-840.

## Acknowledgements

The authors extend deep appreciation to the *Kern Family Foundation*, the *Lilly Network of Church-Related Colleges and Universities*, and the *Belmont University Office of the President*, without whom this project would not have been possible.