Co-Mentoring Circles

- Clinical Research Professionals
- Peer Community
- Shared Governance
- Professional Development

Program Details

Program Name	UF + FSU Co-Mentoring Circles & Shared Governance	
Program Managers	UF CTSI: Mendy Dunn GN CRH: Carrie Saites & Clare Martin	
Time Commitment	4-5 hours / month	
Format	1 peer co-mentoring session / month	1 professional development workshop / month
Program Location	• Virtual meetings + workshops • Digital platform communication • In-Person Meet & Greet (January) • In-Person End-of-Program Celebration (June)	
Program Duration: 6 months (w/Dec. holiday break)	**Start Date:** 01/01/2027	**End Date:** 6/30/2027

What is this program? What to expect?

The UF + FSU Co-Mentoring Circles & Shared Governance Program is a 6-month, cohort-based professional development initiative designed to support Clinical Research Professionals (CRPs) and healthcare staff engaged in research build skills, strengthen peer connections, and lead improvements in clinical research - no formal leadership role required.

Co-Mentoring Circles

Participants engage in **co-mentoring circles** (5-10 non-hierarchical peer groups) that meet once a month to learn from each other, share challenges, and develop practical solutions to improve clinical research practices.

Shared Governance

A structured way for frontline CRPs to contribute to decisions that impact their work

“lead from your role.” It creates opportunities to influence processes, improve systems, and collaborate across teams.

Who Should Join?

CRPs, research staff, students, trainees, faculty, and healthcare staff who:

- Want to improve clinical research practices
- Are interested in peer learning and collaboration
- Want to lead change from their current role

What You’ll Do

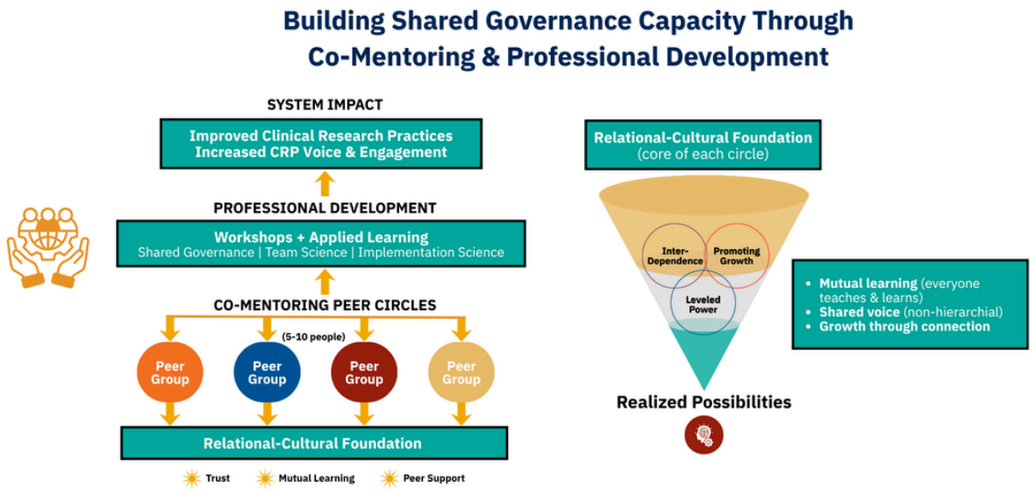
1. **Engage in Co-Mentoring Circles**
- Discuss real-world challenges
- Share ideas and strategies
- Build cross-campus peer networks

2. **Learn & Connect**
- Participate in monthly workshops on topics like:
  - Shared Governance
  - Change Leadership Development in Clinical Research (JTF 7)
  - Clinical Research Systems
  - Translational Science Principles, Implementation & Dissemination Science
  - Communications & Teamwork (Team Science) (JTF 8)
  - Peer-led change project pitches

3. **Develop Ideas for Feasible Small Change Projects & Present Your Work**
- Work with your group to identify real challenges and create a practical solution (e.g., improving workflows, communication, or study processes)
- Share your team’s project pitch at a final showcase with UF + FSU research and operational leaders

4. **Use Microsoft Teams Digital Platform for Communication & Sharing**
- Between activities:
  - Access shared resources
  - Ask peers questions in real time
  - Share best practices

Theoretical Frameworks & Program Impact



Learn More About the Topics

Co-Mentoring Circles for CRPs	Nelson et al. (2024)
Staff Engagement & Shared Governance	Brennan & Wendt (2021)
Shared Governance: Essentials for Building Competencies	Swihart & Hess (2019)
Defining Translational Science	Rubio et al. (2010)
Overview of Translational Science and Its Role in Improving Health Systems	National Center for Advancing Translational Sciences (NCATS, 2026)
Joint Task Force for Clinical Trial Competency	https://mrctcenter.org/clinical-trial-competency/
Change Management Within Clinical Research Operations	Advarra (2020)