

FAQ for Peer to Peer Conversations

1. Is this conversation part of my promotion and/or tenure?

No. This is a developmental opportunity but unlike an annual review or a pre-tenure review. The contents of a P2P discussion are not a part of the promotion packet. Units will establish policies best suited for their own faculty. There will be a location in Activity Insights for the participants to document their involvement in the P2P event.

2. Do I have to invite people from my own department?

No. When deciding who to ask to be your committee member, you can choose from people either inside or outside your department, division, or even the University. You can choose to include staff and/or administrators as well as faculty members on your committee.

3. Where should I hold a P2P conversation? Can't we meet at Kaladi's?

Would you hold a dissertation defense at a coffee shop? Think along those lines. Your options are open, but keep in mind that this conversation requires a space where all the participants can sit and think about the questions and musings that come forward during your time together. A quiet room will help foster this type of exchange. Plus, this is a time for focusing, which can be difficult in a space with a lot of distractions. Kaladi's has great coffee, but you can't even hear yourself think, let alone hear what others are saying.

4. How many people can I have on my committee?

The number of committee members is really up to you, but it is recommended that you have 2-3 committee members. This will give you a breadth of input without it being too overwhelming.

5. I've been asked to be on a P2P committee. What is my time commitment? What do I have to do?

Your time commitment is roughly 2 ½ hours. You will need to read a short document prepared by the convening faculty member and then attend a 2-hour conversation session = 2 ½ hours. The only requirement is to attend the P2P conversation and be an engaged listener who practices open questioning. Resolution or solving the question/dilemma is at the discretion of the convener. You may be asked to take notes during the conversation and then give these to the faculty convener. The only expectation after you leave the conversation session is confidentiality of the conversation.

6. What if I don't know enough people on campus to put together a well-functioning group?

Please refer to the Faculty Senate webpage for a list of possible volunteers willing to sit as a committee member. Also, you can include appropriate members from outside the DU community.

7. Whose great idea was this? Isn't this another way the University is pushing off its responsibility onto the faculty?

To be clear, this is not an initiative of the administration. P2P conversations is an idea conceived of and designed by faculty—your colleagues—who read research on career development and satisfaction among faculty, especially after tenure. We as faculty spend a lot of time helping others and attending meetings but seem to run out of time/space for connection and support for each other. Yet intentional discussions around career and life balance support faculty thriving and a sense of belonging. This is the purpose of P2P conversations.

8. Do I get any credit for doing this?

You can count your participation towards your service (if you are a committee member) or professional development if you convene a P2P conversation. There will be a dedicated site on Activity Insights for all parties to register their participation in a P2P conversation.

9. Will there be training opportunities for these conversations?

Please see the Faculty Senate website for upcoming training sessions for both faculty conveners and attending committee members.

10. How do P2P conversations differ from those we have every day with our peers?

The intention of the P2P conversations is to promote a form of professional engagement that is often missing from higher education communities because of current political, economic, and social constraints. P2P conversations are not intended to replace other forms of faculty to faculty conversations which occur in less formal setting or gatherings. The P2P conversations differ in that they are formally structured around key moments in the life of a faculty, focused on professional development, and are bounded by norms of confidentiality.