

**Peer-to-Peer Conversations
Needs and Benefits
University of Denver, February 2017**

Individual Needs

Growth and flourishing over career span.

Guidance on functional / strategic topics in areas of research, teaching, and service and on conceptual / philosophical questions about work-life balance and meaning.

Opportunities to connect with peers outside of one's department or program.

Ongoing ability to find a sense of belonging and meaning in one's work and life.

Incentive for making time for intentional, mindful peer conversations.

Community Needs

Connection, collaboration, and mutual support for faculty.

Ways to incentivize inter-departmental and inter-program conversations.

Opportunities to give all community members feedback, guidance, and support outside of formal review processes.

Increased well-being of community members.



Individual Benefits

Resources, perspectives, and ideas for solving problems, making changes, and deepening practices that matter to them.

Peer feedback and insight independent of merit and summative review processes.

Holistic and peer-driven support for professional development.

Opportunities to connect with peers in new ways and in ways that are institutionally valued.

Increased sense of meaningfulness in their work and sense of belonging in the DU community.

Community Benefits

Increasingly relational campus culture and ecosystem.

Cultivation of intentional, collegial networks that stretch across and beyond campus.

Challenge to traditional academic models of competitive individualism and isolation.

Potential for increased collaboration.

Increased campus-wide sense of belonging, mutual respect, and connection.

Continual faculty renewal and improvement.