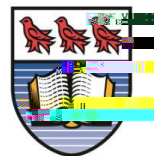


UNIVERSITY OF VICTORIA  
NEW FACULTY & LIBRARIAN  
SUPPORTIVE COMMUNITIES  
HANDBOOK



University  
of Victoria



## ROLE OF THE PEER SUPPORT:

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- **MANAGE THE RELATIONSHIP** – Peer supports take equal responsibility for working to build a rapport with their senior supports and peers in their pod and ensuring that times and locations are booked for meetings.
- **BE CLEAR ABOUT OBJECTIVES** – Peer supports need to consider what they want from their senior supports such as: advice on work/home balance, advice about career transitions and challenges, a particular skill set, or some other objective. Peer supports should communicate these objectives to their senior supports and peers, recognizing that these may change over time.
- **TAKE ADVANTAGE OF OPPORTUNITIES PROVIDED BY THE SENIOR SUPPORT** – Senior supports may be able to provide opportunities for social and professional engagement in a variety of communities.
- **ACCEPT RESPONSIBILITY FOR YOUR OWN DEVELOPMENT** – Peer supports must make their own decisions; senior supports can, if requested, provide advice and feedback, but peer supports are responsible for their careers.
- **SEEK INFORMATION** – Peer supports should come to meetings prepared with questions so that meeting times are focused and useful.
- **BE OPEN TO FEEDBACK** – Peer supports need to be willing to consider what their senior supports have to say with an open mind.

## ROLE OF THE SENIOR SUPPORT(S)



- Tentative schedule for meetings (either formal or informal with an understanding that not all pod members can participate in every activity)
- The procedure for handling informal contacts between formal sessions (e.g., text message, Microsoft Teams, email, etc.)
- Agreement on confidentiality

#### POTENTIAL DISCUSSION TOPICS:

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Meeting regularly is an important part of maintaining a successful supporting relationship. Senior supports and peer supports may have informal meetings, but might also consider creating a more formal list of agenda topics. Since this is not a formal mentorship program, we suggest focusing on learning about the broader campus community and Victoria more generally.

Many of these difficulties can be avoided with clearer expectations of the roles of the senior and peer supports and an agreement about what the goals and parameters of the supporting relationship. However, there may be other reasons why a supporting relationship may not work out, and these do not necessarily imply blame or inefficiency on either part. While the supporting relationship is not one that necessarily requires personal friendship, it is important that both the senior and peer supports are able to communicate openly and effectively and have some degree of mutual interests, trust and respect.

In cases of changing commitments, incompatibility or where the relationship is not mutually fulfilling, either the new faculty member/librarian or senior support should seek advice from Elizabeth Adjin-Tettey, AVP Academic Programs, at [avpap@uvic.ca](mailto:avpap@uvic.ca) about making a change.