Services and Resources

The Office of Faculty Professional Development offers 1:1 faculty consultations to support faculty experiencing stress, overwhelm, and burnout, a monthly support group for women+ faculty experiencing burnout, and workshops to support faculty development and well-being.

The Employee Assistance Program provides no-charge counseling, resources to support work/life balance, and support for navigating stressful workplace incidents.

Health Initiatives offers workshops and events to support the well-being of the Tech community.

**Understanding and Identifying Burnout**

Burnout: prolonged, chronic workplace stress, resulting in symptoms in three dimensions:

- Emotional, mental, and/or physical exhaustion
- Feelings of cynicism and/or detachment
- Feelings of ineffectiveness/inefficiency and lack of accomplishment

*Source: World Health Organization, 2020*

**Strategies**

- Normalize discussing burnout, stress, overwhelm, and well-being
- Regularly share resources to support faculty well-being and prevent burnout
- Recognize and publicly praise faculty contributions, which helps support a sense of connection community and accomplishment
- Recognize that faculty of color, women+ faculty, and LGBTQIA faculty perform disproportionate amounts of service and mentoring and be mindful of these inequities in assigning teaching and service
- Be proactive in reducing workloads when possible, recognizing that not every task is equally urgent
- Be strategic about reducing meeting overload, communicating via email rather than meetings when appropriate
- Consider which committee(s) can be sunsetted when creating a new committee or service request
- Reach out individually to faculty members to check in
- Arrange regular opportunities for faculty in your department to socialize and be in community
- Encourage and model taking breaks and setting healthy boundaries around work hours

**Additional Reading**

*Burned Out and Overburdened: How to Support the Faculty* (Chronicle of Special Report, 2021).


