

# Preventing and Recovering from Burnout: Resources and Strategies for Faculty



## 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

- ✓ Recognize that burnout is extremely common among faculty
- ✓ Set healthy boundaries around work hours
- ✓ Take regular breaks—short breaks during the workday and longer breaks throughout the semester
- ✓ Prioritize connecting with supportive colleagues and community
- ✓ Recognize that not all tasks are equally urgent
- ✓ Turn off email notifications when not working
- ✓ Prioritize sleep
- ✓ Recognize that burnout gets worse, not better if not addressed
- ✓ Prioritize work that is meaningful and fulfilling
- ✓ Practice saying “no”
- ✓ Consider what can be postponed or taken up in a future semester
- ✓ Understand that burnout is a result of chronic workplace stress and not an individual failing
- ✓ Seek the support of a mental health professional
- ✓ Create mindful transitions into and out of your workday
- ✓ Set meetings for 30-45 minutes rather than 60 minutes when possible

## 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.

## Additional Reading

Nagoski, E. and Nagoski, A. 2020. *Burnout: The Secret to Unlocking the Stress Cycle.*

Jiménez, J. 2021. *The Burnout Fix.*

Fowler, A. 2020. [“A Time for Boundaries.”](#) *Inside Higher Ed.*

Pope-Ruark, R. 2020. [“Beating Burnout.”](#) *Inside Higher Ed.*

Flaherty, C. 2020. [“Burning Out.”](#) *Inside Higher Ed.*

Gooblar, D. 2018. [“4 Ideas for Avoiding Burnout.”](#) *The Chronicle.*

Whitaker, M. 2018. [“Caring for Your Career as a Caregiver.”](#) *The Chronicle.*