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

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.

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

Additional Reading


