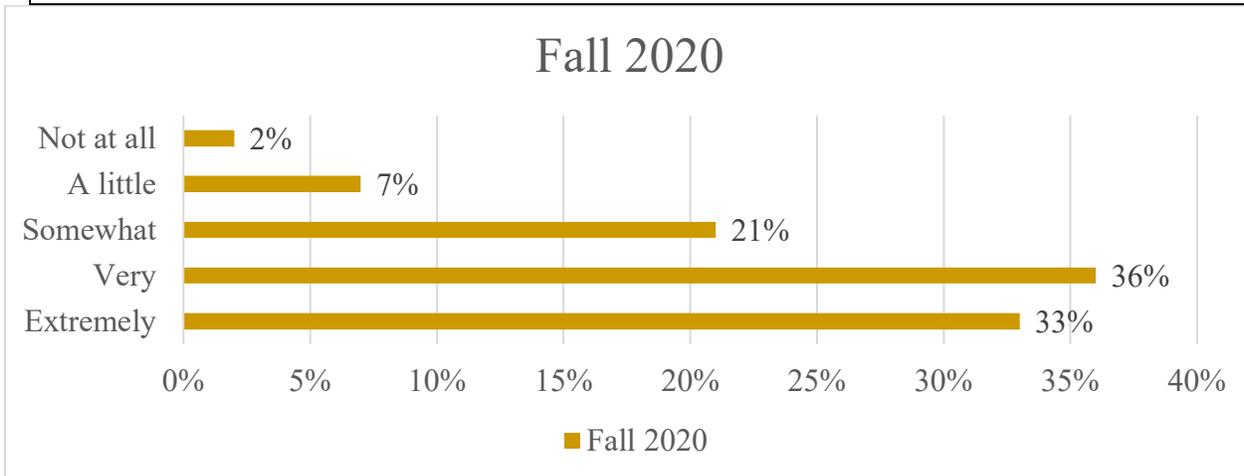


Definition of Burnout: exhaustion of physical or emotional strength or motivation usually as a result of prolonged stress or frustration

Causes	
<ul style="list-style-type: none"> ■ Number of hours worked. ■ Amount of responsibility ■ Management Style ■ Alignment of skills and interest with role 	<ul style="list-style-type: none"> ■ Strained Relationships ■ Neglecting non-Work identities ■ Lack of physical Well-Being
<p>WARNING SIGNS The feeling that every day is unproductive. Constant Fatigue A significant negative disposition</p>	
NOTES	



Our Top Two Stressors
1.
2.

<ul style="list-style-type: none"> ■ Mental Exhaustion in method of instruction. in workload. in “human connection”. 	<ul style="list-style-type: none"> ■ Disparate effects on duties of Women, people of color, non-binary and disabled. who come from communities with higher rates of 9
<p><u>Institutional Response</u> For the most part seen as favorable Tangible actions to confront obstacles</p>	

Issue	Solution
Faculty teaching with technology with little experience	Students, most on work study, hired to assist faculty with their remote teaching needs. They handle moderation and breakouts among other things
Faculty with young children at home “home schooling”	Virtual Tutoring Corps of students on work study or hired to provide tutoring for children 5 -16 years old
Disrupted and delayed advancement opportunities and Tenure Tracks	Offer to back pay successful candidates back to the original date it would have been feasible to receive tenure/advancement
Campus focusing on Student Health while faculty are providing frontline advice	Universities switch to focus on Faculty Mental Health

Issue	Idea

To Improve my effectiveness and to decrease stress, I will

Start	Stop	Keep

To Reduce My Stress I will do one thing that re-charges me within the next week.

Mental	
Physical	
Social Emotional	
Spiritual	