Strategies to Attain Faculty Work-life Balance

Joan Owens, PhD, RN, C-MNN
Jane Tiedt, PhD, RN
Carol Kottwitz DNP, PMHNP, ARNP
Jeff Ramirez, PhD, PMHNP, ARNP

Gonzaga University
Department of Nursing
Spokane, Washington
Trends in Higher Education

The academic environment is changing from the world of academia a decade ago.

**FACULTY DEMOGRAPHICS**
- More non-tenure track faculty
  - Hierarchical inequality
  - Less job security
  - Heavier teaching loads
- Lack of mentors/role models

**STUDENT DEMOGRAPHICS**
- Decline in high school grads
- More diverse
  - First generation
  - Low income
  - Minority
- More non-traditional students

**TECHNOLOGY EXPLOSION**
- Transforming teaching-learning
- Must learn new teaching pedagogies
- Information Overload

**GROWTH IN ONLINE EDUC**
- Growth in # of online students
- Growth in # of online courses
What is the impact?

FACULTY PERSPECTIVE

Faculty Hierarchical inequality ->
- (-) campus climate
- NTT Faculty are less satisfied
Lack of mentors hinders faculty success
- Unclear role expectations
Disincentivizes job satisfaction

Teaching Online is often an expectation
- Don’t receive adequate training or technological support
- Perception – teaching on-line is more time and labor intensive

Students are demanding tech-savvy instruction.
- Want more integration of tech in the classroom and online.
- Inadequate training/inadequate resources

Flattening/ Declining enrollments ->
- Increased class sizes
- Increased teaching load
- Decreased support for faculty development.
Faculty Life Balance

- **Role balance** (Marks & MacDermid, 1996)
- **Happiness from a balanced lifestyle that provides satisfaction with life as a whole** (Veenhoven, 2009)
- **Balanced need satisfaction** (Sheldon, 2009)
- **Satisfactory engagement in activity experiences** (Persson & Jonsson, 2009)
- **Satisfying patterns of daily life** (Matuska & Christiansen, 2008)

Responsibilities include teaching, advising, research and service.

In U.S. – on average faculty work > 50 hours/week (Jacobs & Winslow, 2003)

In U.S. – faculty spend an average of 17.6 hours/week on research activities (Bentley & Kyvik, 2013)

Bi-directional conflict

Work <-> Family (Fox, Fonseca & Bao, 2010)
Cognitive and emotional dissonances have been used to explain the discord leading to job dissatisfaction.
- May contribute to the belief that life balance is not possible.
- May lead to burnout.

Cognitive Dissonance
Emotional Dissonance
Strategies for Promoting Work-Life Balance

Self-Care Strategies for Physical Well-being

- Physical Activity
- Sleep Hygiene
- Dietary Habits
Strategies for Promoting Work-Life Balance

Self-Care Strategies for Mental Well-being

Connect Socially
Seek Social Support

Express Gratitude

Cognitive Training
Mindfulness Meditation

Thank You
Workplace strategies

- Regularly assesses and addresses faculty satisfaction.
- Modeling civility and promotes collegiality.
- Professional development and community-building activities.
- Support and facilitate faculty mentoring.
THANK YOU


REFERENCES CON


REFERENCES


