

THE STRUGGLE IS REAL!

Understanding and creating solutions for faculty burnout

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FACTORS AT PLAY



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graph TD; A[FACTORS AT PLAY] --> B((Nurse Faculty Demographics)); A --> C((Higher Education & Professional Arena)); A --> D((Nurse Faculty Role));
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Nurse
Faculty
Demographics

Higher
Education
&
Professional
Arena

Nurse
Faculty
Role

Burnout Described...

“State of exhaustion resulting from drained energy, strength and resources”
(Freudenberger, 1974)

“As a result of prolonged stress or frustration” (Merriam-Webster, nd)

Emotional exhaustion, depersonalization and diminished sense of accomplishment

Gaps between work/resources and result of values conflicts

Job satisfaction, compassion fatigue, stress and work-life quality.

Manifestations of Burnout

Sleep
Changes

Appetite
Shifts

Somatic
Complaints

Cynicism

Decreased
social
engagement

Changes
In
Concentration

Anger

Depression

Faculty Member

Personal Effect
Work Performance
Career State

Students

Quality outcomes
T-S relationships
Loss of role model

I
M
P
A
C
T

Colleagues

Relationship shifts
Partnership
Changes
Loss of mentors

Employer

Productivity
Loss in \$ intake
Faculty turnover
Unit Morale

This!!...

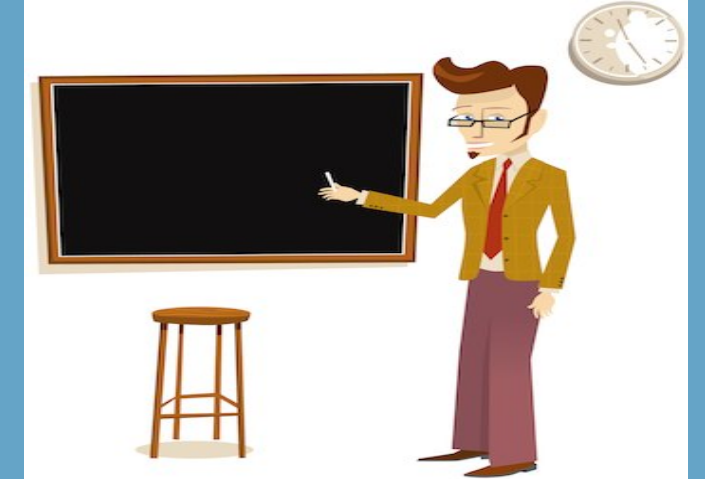
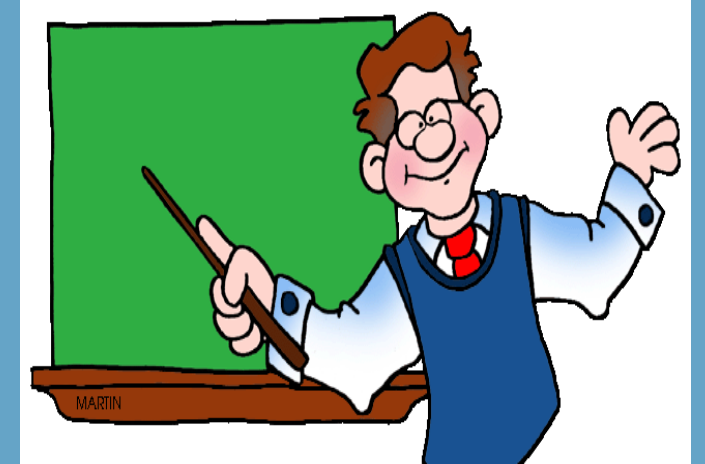
The “unbounded nature of academic work is at the heart of the problem”

(Bailyn, 1993).



Faculty Scenarios

Situations & Response



Consider “Yvonne”



- Assistant Professor, PhD, APRN
- Highly involved in political arena
- Well regarded by peers
- Building record of scholarship
- Consistently highly ranked by students

- “Last year, I was stressed. But THIS year? I really don’t care. It seems the more I do, the more I have to do”.
- “I just can’t focus anymore on goals. And really, does it matter? I focus less and less on what matters to me and more and more on what doesn’t”.
- Peers notice – “working from home”; no social activity with peers; seems disinterested in what used to fire her up!



Action Response ...

- The answer is Yvonne's own words
- FOCUS
- INTERESTS

Meet Peter ...



- A busy “junior” faculty member
- Recipient of teaching awards
- Pursuing a doctoral degree
- Very engaged with UG students
- Reputation to always ‘steps up’ to anything

- “LOL – does trouble sleeping and these killer headaches come with the job description? Sure not worth it.”
- “I’m not one to dial it in but this place has sucked it out of me. I’ve been feeling worse about it, now its day by day. Sure not what I was hoping for. ”
- “Well, you can do all you want teaching, but that’s not what counts around here. What a stupid mentality – stupid.”



Action Response ...

- What's up with that "junior role"
- It's all about priorities – where rests your reward?
- The risk of " All things to all people"

Greetings to Barbara...



- A prolific scholar
- Seen as a college leader and ‘institutional historian”
- Announcements of her presentations and publications continuous
- Expert researcher in clinical specialty
- Junior faculty ‘adore” her

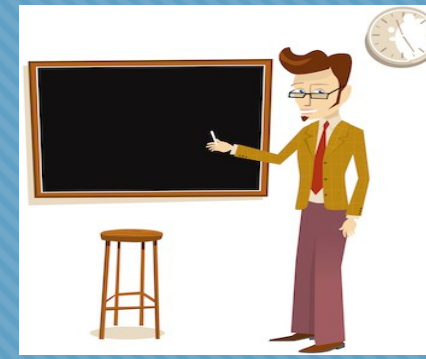
- “I feel like a hamster on a wheel, doing the same stuff over and over”.
- “ The competition has drained me: Maybe I should just clear the way for others”
- A fall-off in her usual rate of productivity and goal-setting for scholarship surprises her chairperson.



Action Response ...

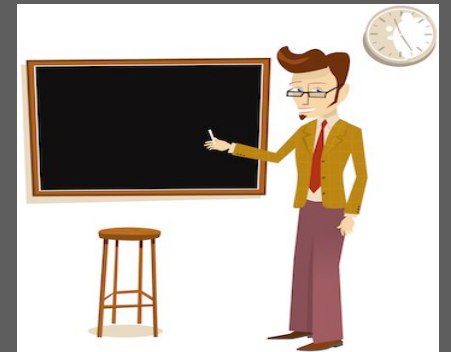
- Value!
- Sometimes, there comes a time
- Re-engage and contribute in new ways!

What's up Jeremy...



- APRN, Pursuing a DNP
- Highly involved in international mission work
- Recipient of multiple service awards
- Mentors SNA and GSA council students
- Chairs committees on multiple levels
- Juggling challenges of young children
- And aging parents with complex health issues

- “Service is my wheelhouse. But something has to give –I can’t find the purpose anymore. Who around here notices anyways”.
- “You think I would sleep. Cannot. Sleep. How I yearn for sleep”
- Friends surprised that he declines going out after work, he has always loved that and made time!



Action Response ...

- Oh, Jeremy!
- Use your talents to both contribute and find reward
- "To thine own self be true"

Conclusion

- Burnout poses **concern**
- Can we adapt the system and the culture?
- **Pay attention** to your well-being
- Learn to negotiate in **your own interest** as well as that of the workplace.
- Leaders - **anticipate** the needs of faculty, **respect** their differences.
- **Support others and take care!**

Nurses are a
UNIQUE KIND.

They have this insatiable need to care for others,

WHICH IS BOTH THEIR
BIGGEST

Strength

AND

Fatal Flaw.

(Dr. Jean Watson)

Thank you for the opportunity!

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