Website link: https://sites.google.com/lynchburg.edu/uoflhornethealthyminds/faculty

Job Burnout Among University of Lynchburg Faculty

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Background:

According to the Mayo Clinic "Job burnout is a special type of work-related stress — a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity". Experiencing prolonged workplace stress can lead to burnout. In a 2022 Gallup poll, over a third of college and university employees reported feeling burned out at work always or very often, and was the second highest industry in the U.S. workforce.

Purpose:

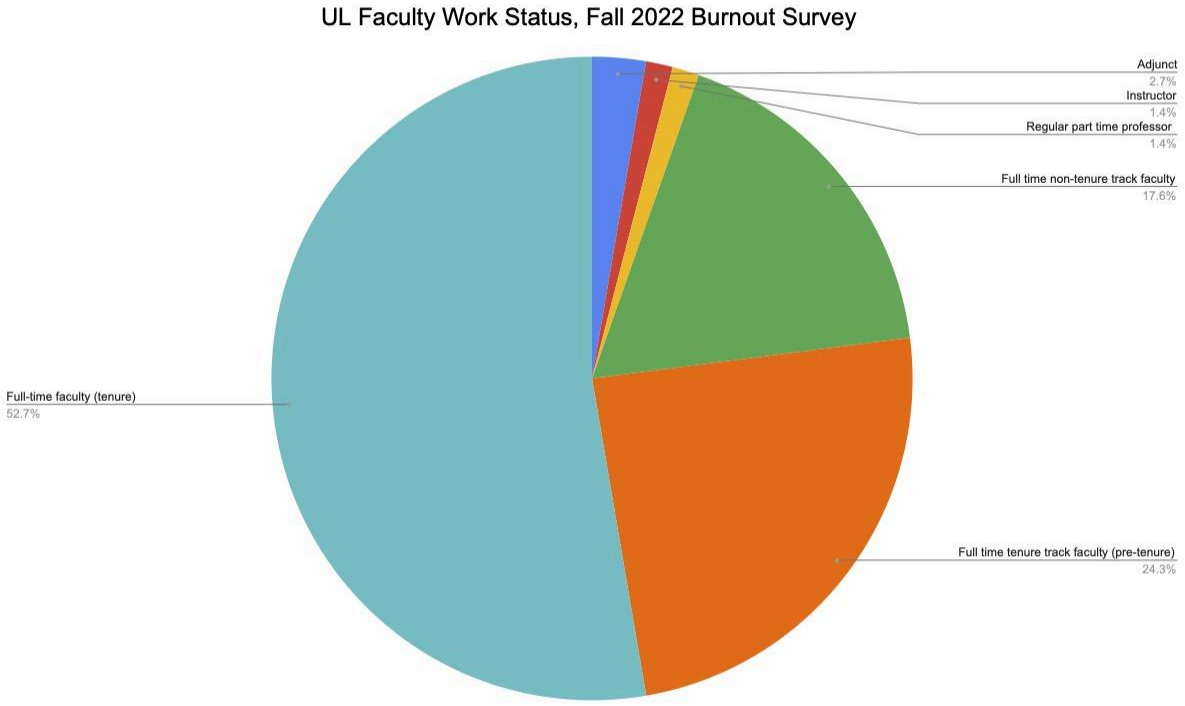
The purpose of this study was to identify if job burnout was an issue for the University of Lynchburg faculty.

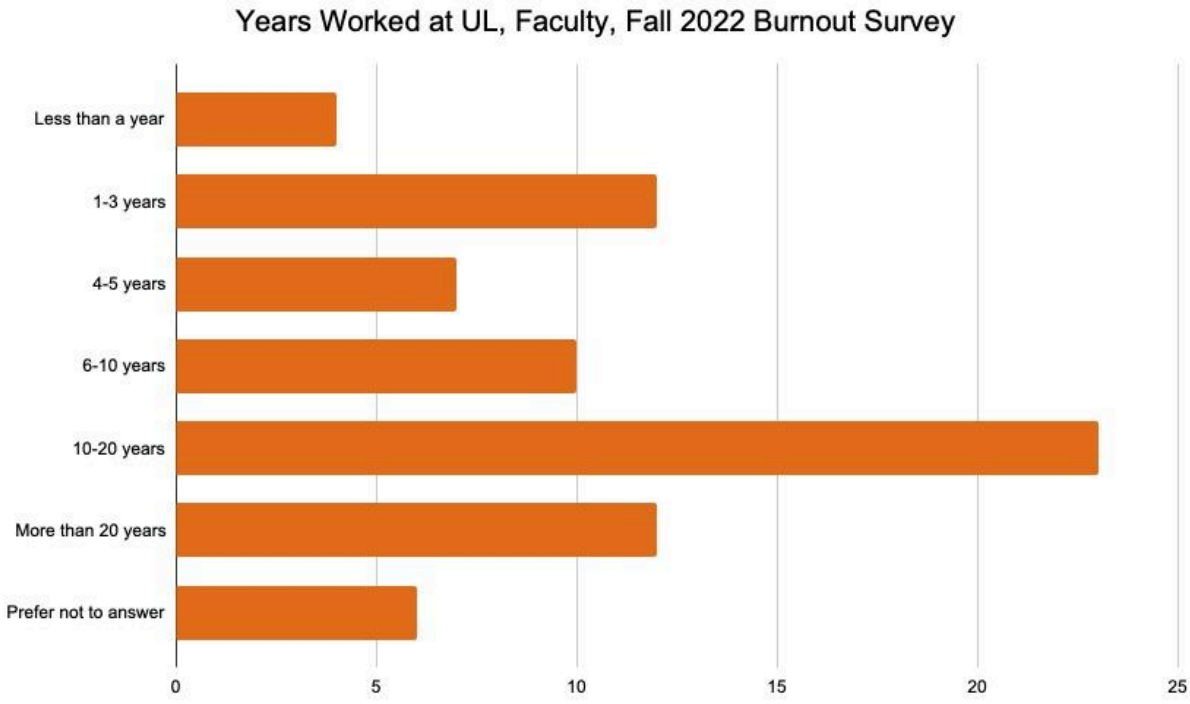
Methods:

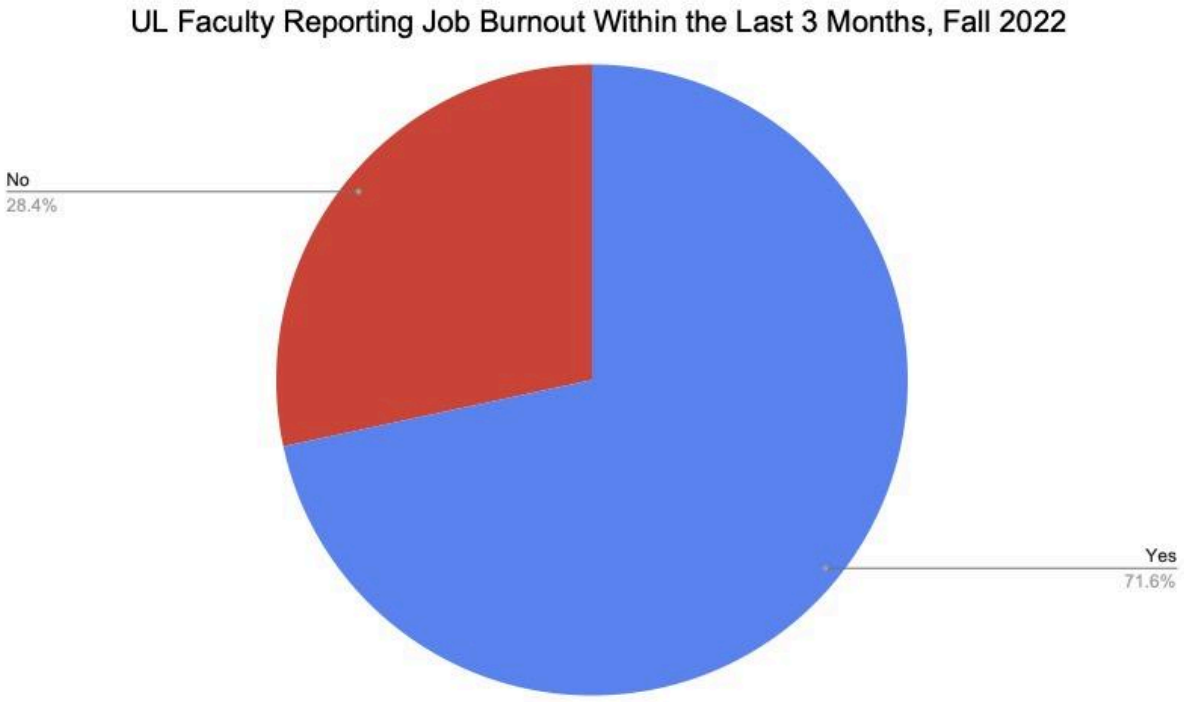
A cross-sectional survey was distributed to the University of Lynchburg faculty and staff in the fall of 2022 through the all-faculty and staff listserv email. The survey was designed using the validated Oldenburg Burnout Inventory Tool. Job burnout was defined in the survey using the Mayo Clinic's definition - "a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity." Descriptive and thematic analysis was used to analyze and summarize the results.

Results:

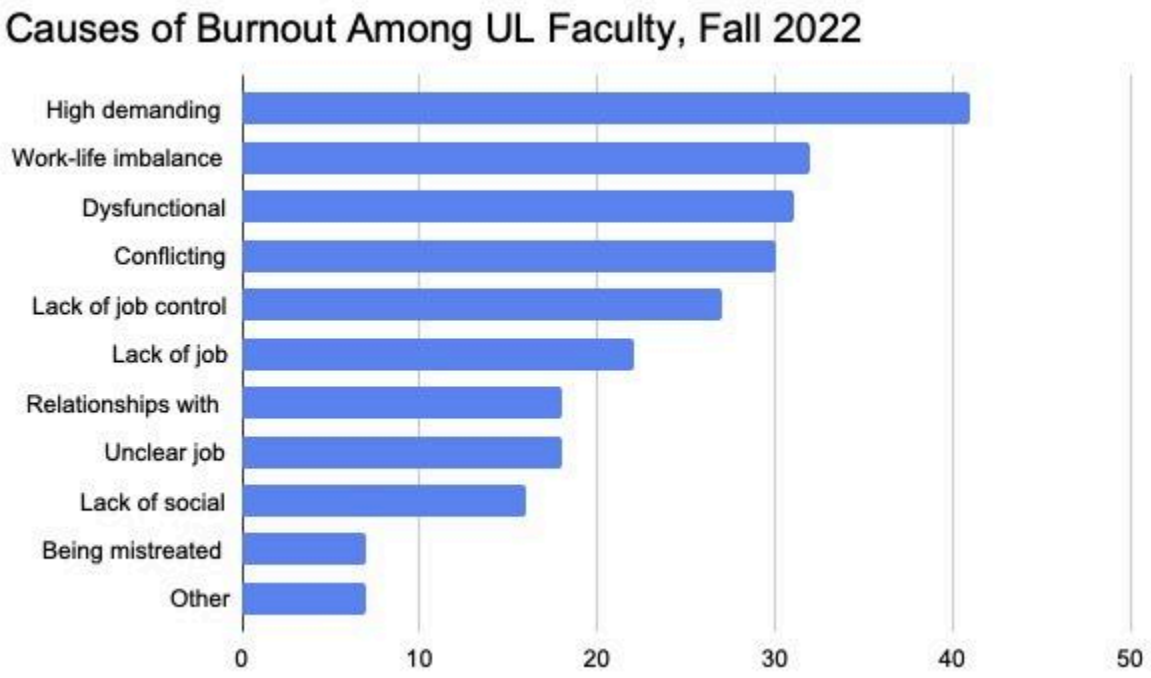
Seventy-four faculty participated in the survey. Over two thirds (71.6%) reported feeling job burnout in the past three months Top causes of feeling burnout were high demanding workload (77.36%), work-life imbalance (60.38%), dysfunctional workplace dynamics (58.5%) and lack of job control (50.94%). Two-thirds reported feeling emotionally drained during work (68.5%, 50/73) and three in five (63.9%, 46/72) reported finding themselves talking about work in a negative way more often. Themes identified in open-ended responses were demands for transparency and improved communication by the administration, a lack of appreciation/value, and recommendations for stress-relieving activities.

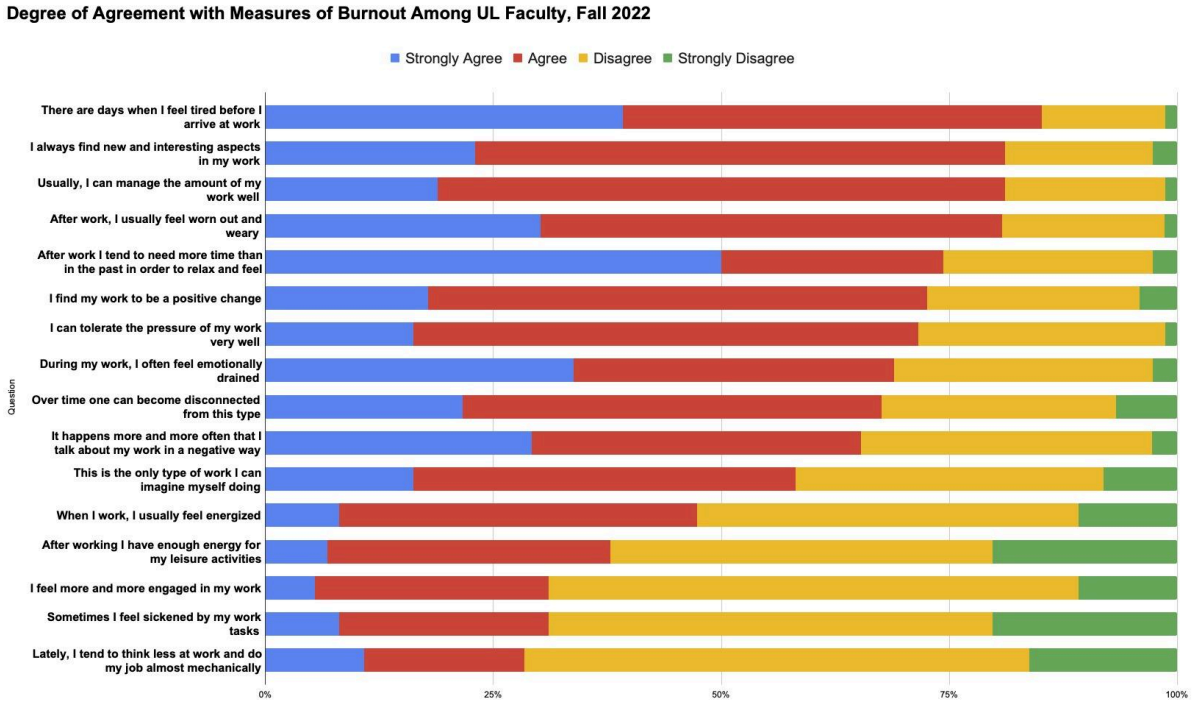

UL Faculty Work Status, Fall 2022 Burnout Survey
Adjunct
2.7%
Instructor
1.4%
Regular part time professor
1.4%
Full time non-tenure track faculty
17.6%
Full-time faculty (tenure)
52.7%
Full time tenure track faculty (pre-tenure)
24.3%


Years Worked at UL, Faculty, Fall 2022 Burnout Survey
Less than a year
1-3 years
4-5 years
6-10 years
10-20 years
More than 20 years
Prefer not to answer
0
5
10
15
20
25



Of those who said yes, said these were the major causes





Themes:

Demands for transparency and improved communication by the administration:

- “Offer transparency from administration, tell it like it is. I cannot plan if I do not know what is happening that might affect my job, income, and stability.”
- “Transparency from administration with clear communication and leadership that serves the faculty and staff.”
- “Greater transparency. This is given lip service as an institutional value but not evident in practice. Transparency isn't just not actively keeping a secret. It is proactively making sure everyone receives sufficient, accurate information in a timely manner.”
- “Clear communication from leadership.”

Lack of appreciation/ value:

- “The university should find ways to help employees feel valued…”
- “...*Respecting* employees and making them feel valued…would go a LONG way”
- “support from leaders”
- “... recognition does hardly exist”

Recommendations for stress-relieving activities:

- “Social gatherings and intentional conversations”
- “Collaboration, support groups are good when needed, peers and mentors to support new hires.”

Conclusion:

Job-related burnout has been experienced by many faculty at the University of Lynchburg. Providing more opportunities for faculty to de-stress and socialize with their colleagues, making faculty feel more valued and appreciated, reducing workload, being transparent, and providing clearer communication could help feelings of burnout and improve work-life imbalance.

Interventions:

Website QR code:

Staff and Faculty Event Flyer:

For Staff and Faculty ONLY!!

Hornet Healthy Minds Presents...

DELL DAY!

FUN TIME WITH COLLEGUES

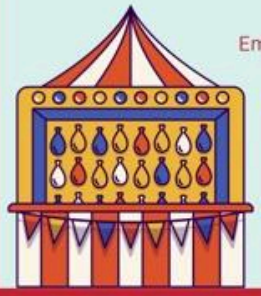
REDUCE BURNOUT AND ANXIETY

Date: April 28th

Time:11-1

Location: The Dell Near Schewel

FUN GAMES & PRIZES



Email us if you have any questions!
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