“Tissues are Only for Students!” UFS Ethics Faculty Burnout Survey 2022-2025

Report to Faculty Assembly, SUNY Oswego

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Study Background and Methodology

- Idea Proposed in wake of COVID Crisis, Fall 2022
- First a response to stress and divisions committee noted about both faculty and staff
- Collected Campus Data across staff and faculty leadership, union reps, governance leaders
- Complied a multi-method survey
- Survey Collected over 1,000 Responses, Data has been analyzed
- White paper is on its way, Chair needs to stop being burned out!

Background on Well Being and Burnout

Well-being for professors and university professionals encompasses a state of fulfillment and balance. One may experience:

- Intellectual stimulation,
- emotional satisfaction,
- professional accomplishment,
- healthy work-life integration.

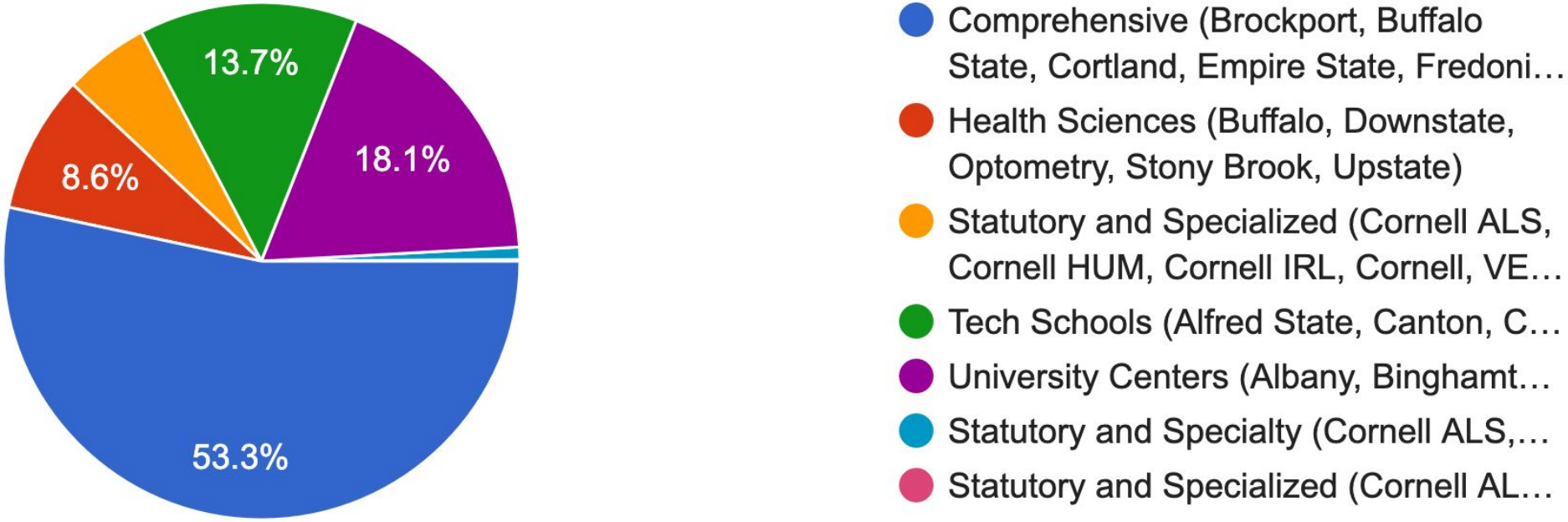
Burnout for professors and university professionals is a state of acute and ongoing stress and exhaustion. One may experience:

- emotional fatigue,
- cynicism towards academic responsibilities,
- disengagement,
- diminished sense of personal accomplishment and effectiveness.

Demographic Data: Who Participated

Which sector is your campus located in:

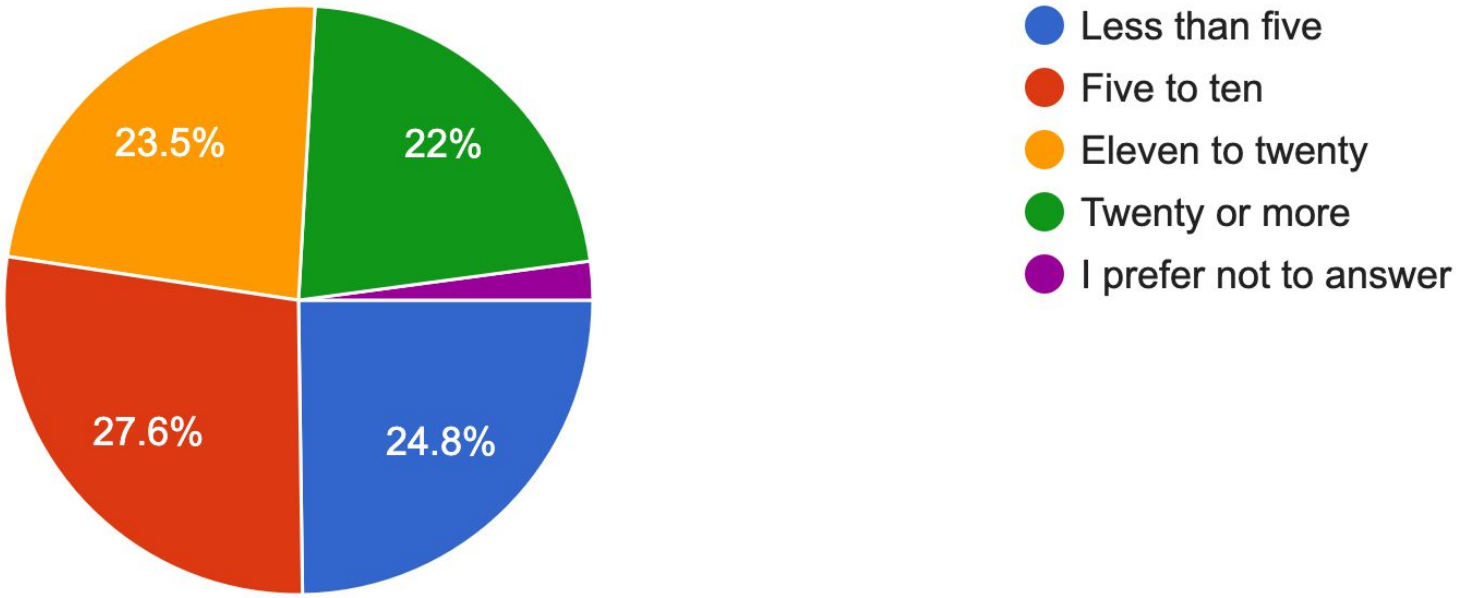
1,031 responses



Years at Institution

How many years have you been at your institution?

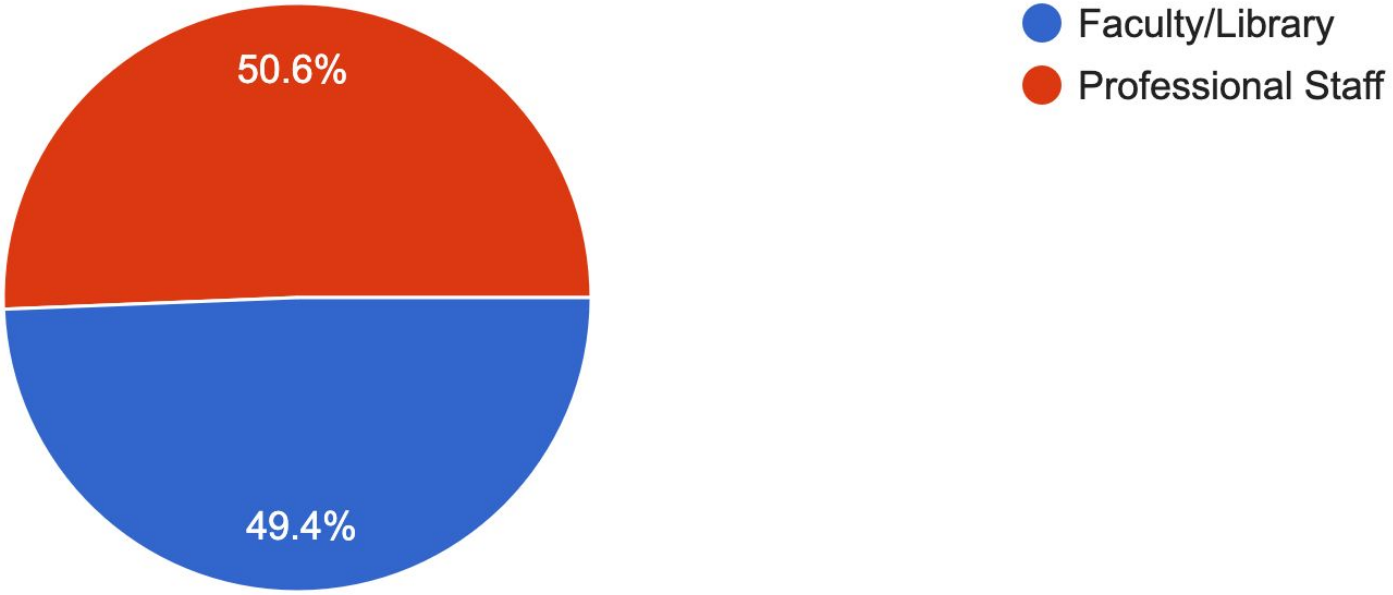
1,033 responses



Who participated

Are you a faculty member or professional staff member?

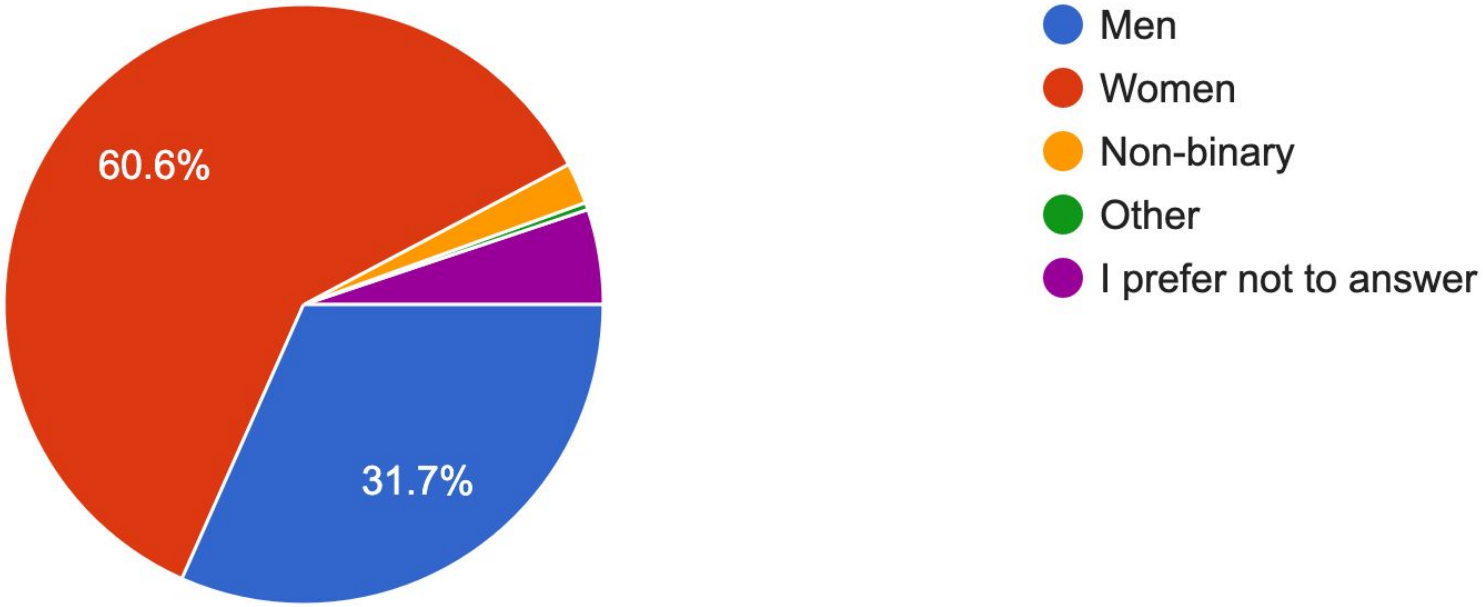
1,029 responses



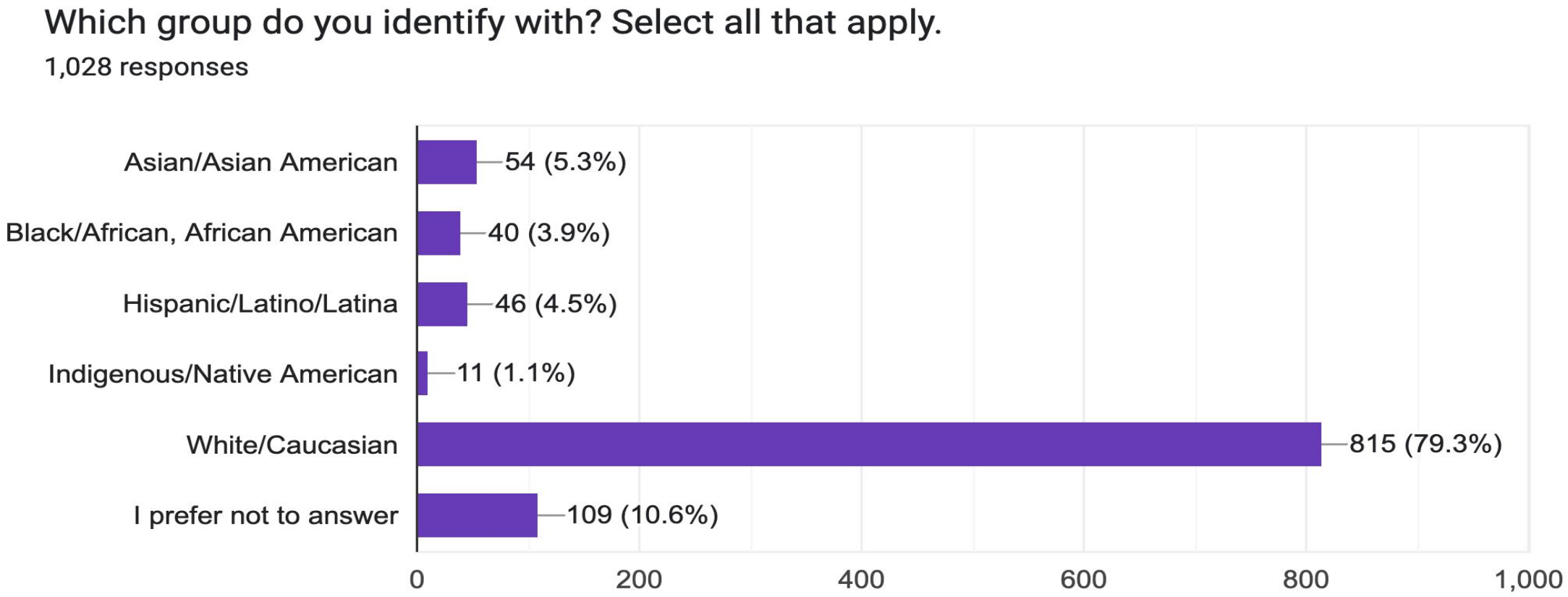
Some Demograhic Trends: Gender

Which group do you identify with?

1,033 responses



Race/Ethnicity



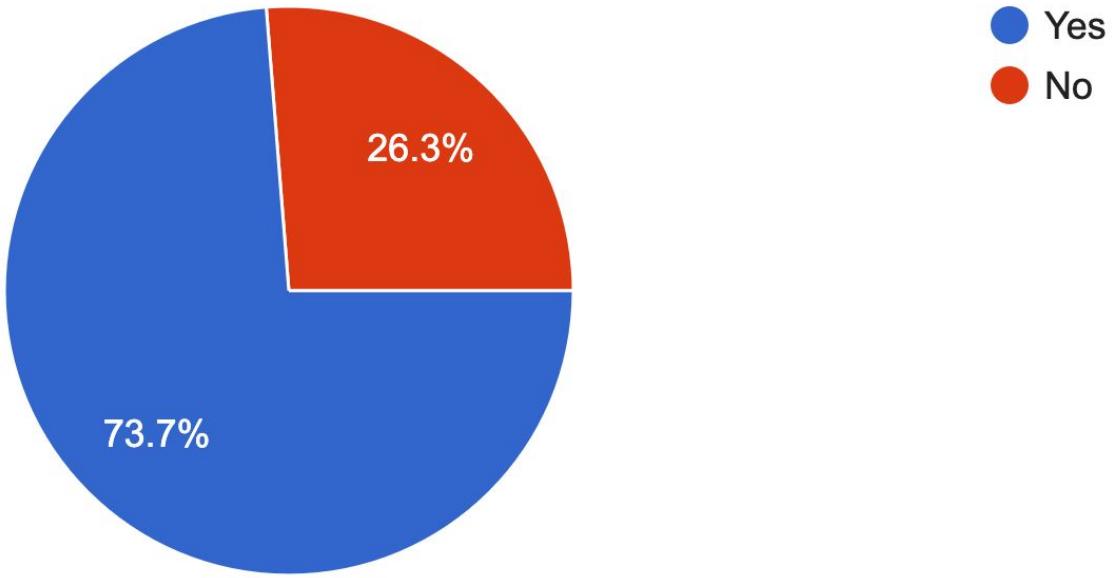
Themes from Qualitative Comments

1) "Doing More with Less"
2) "Unequal Workload",
3) "More work from SUNY, no expertise, no supervision "
4) "No Work Life Balance
5) "I and my Field/Work don't matter" or "Administrative Expansion"
6) "Too much and too little communication”
7) “I don’t think we can take another crisis!”
8) “Its Our Job” “It’s a Mixed Bag” and “Burnout is less important than other Issues”

Some Indicators of Loss of Control and Burnout:

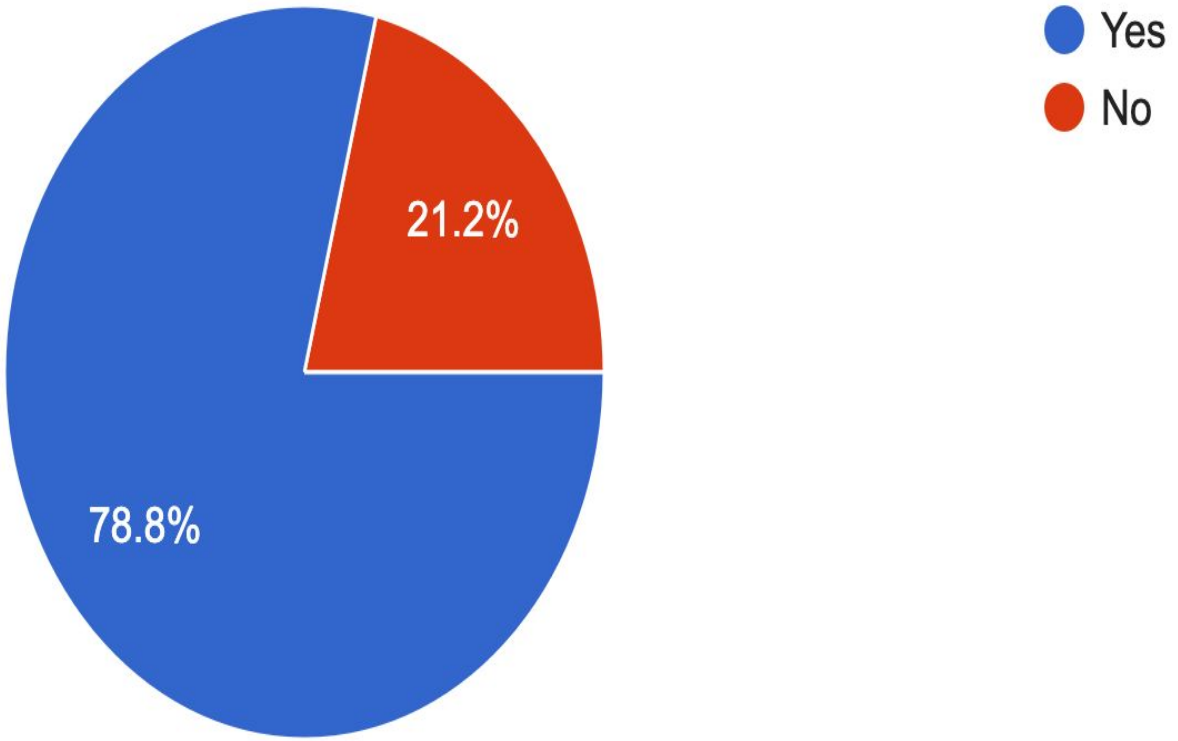
Have you experienced an increased workload due to colleagues leaving or a decrease in staff/faculty numbers?

1,024 responses



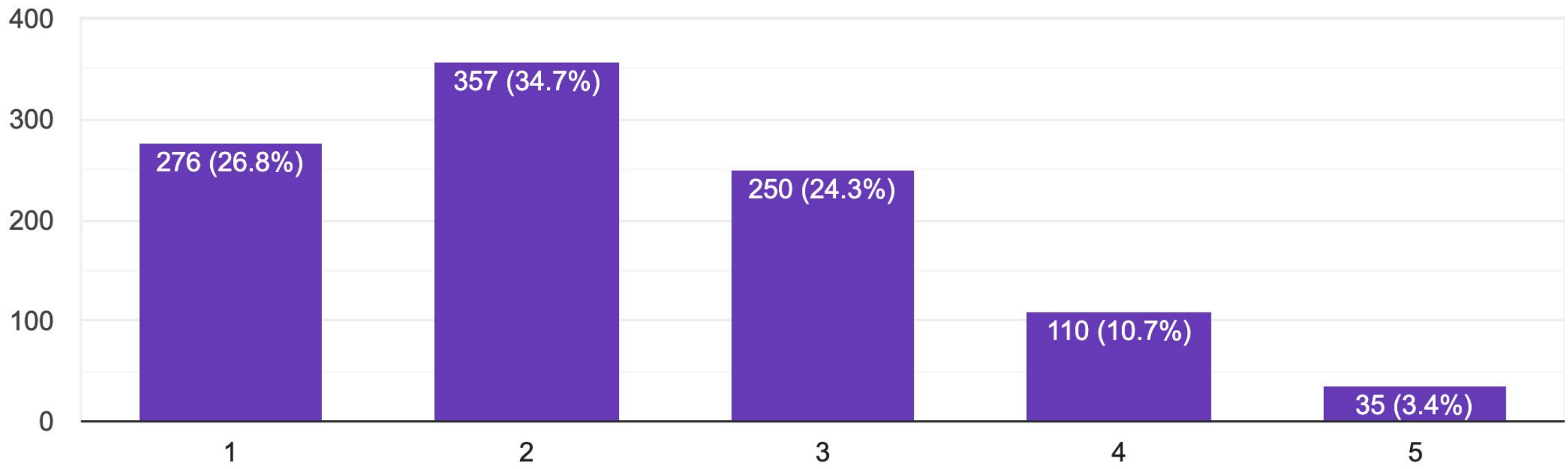
Have you experienced an increased workload due to institutional expectations?

1,026 responses



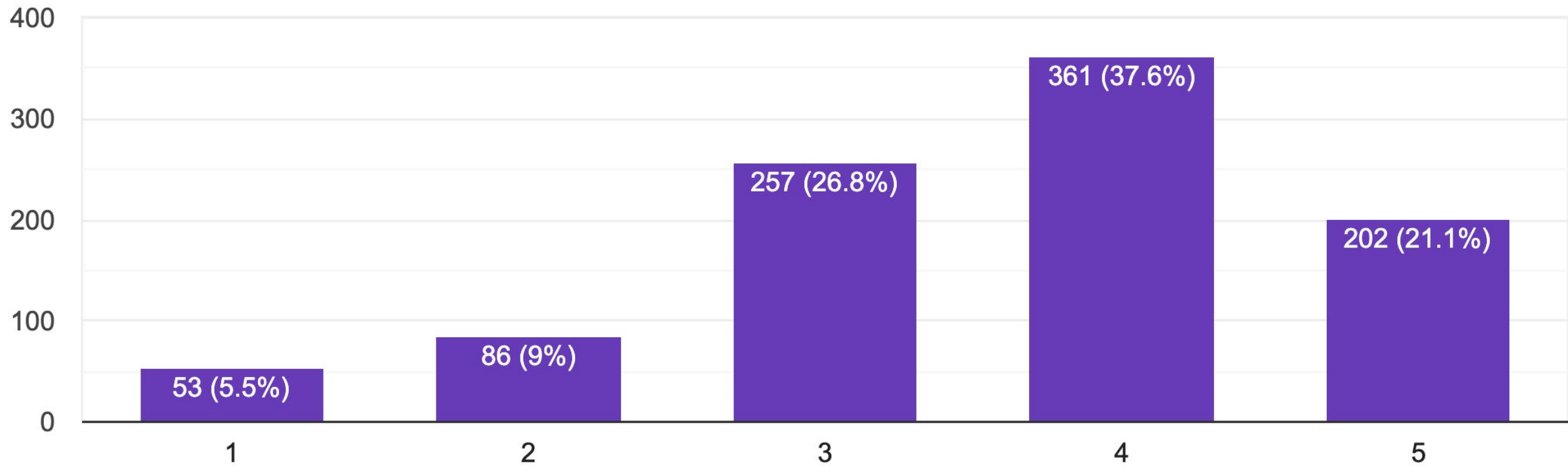
Do you feel that your campus's workload expectations are equitable among your colleagues?

1,028 responses



If you have experienced an increased workload, how much has this affected your feeling of control over your responsibilities?

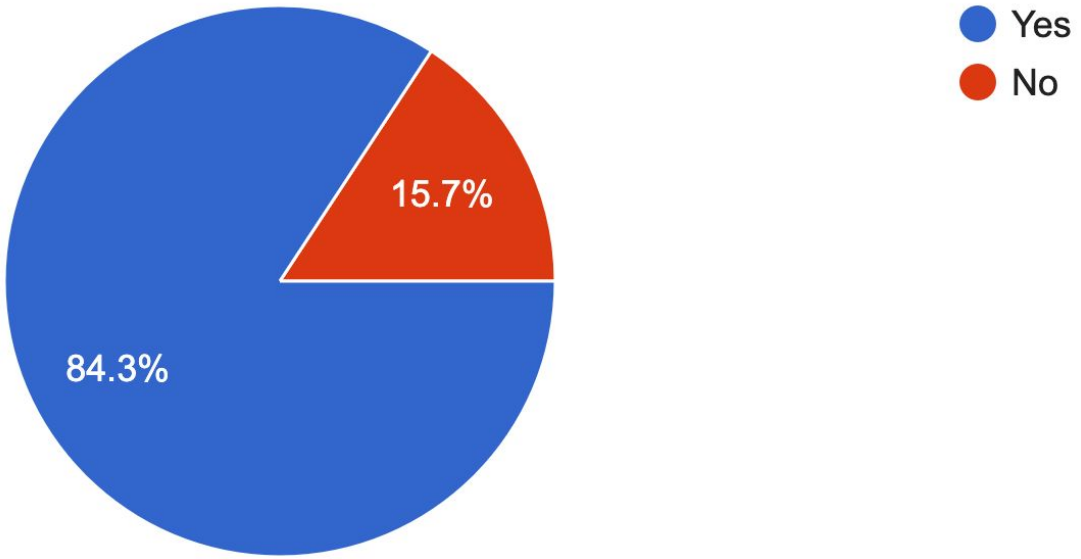
959 responses



Burnout Related to Administration Leadership

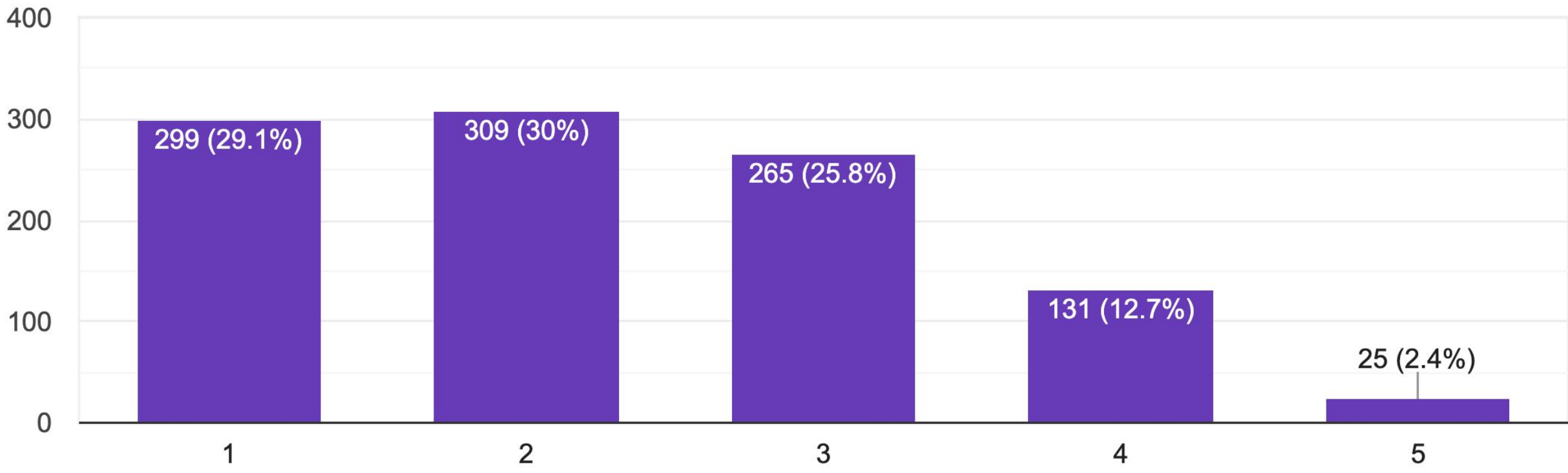
Have there been instances where you felt that decisions made by upper management were not in the best interest of faculty and staff well-being?

1,017 responses



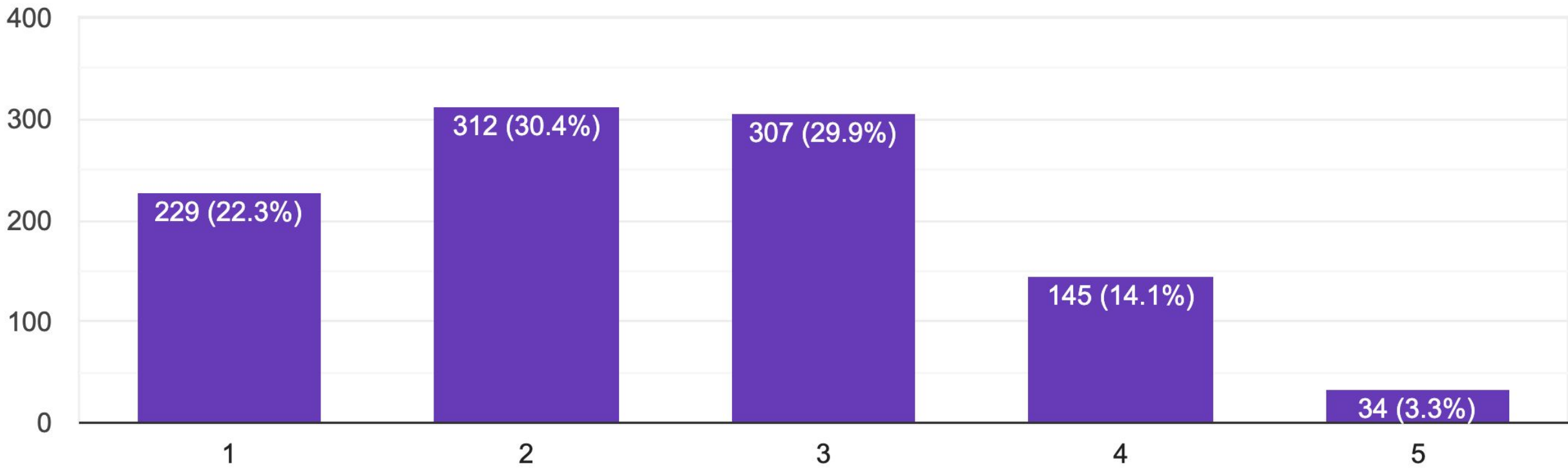
How well do you believe campus administrative leaders and top-level decision makers understand and take into consideration the well-being and concerns of faculty and staff?

1,029 responses



To what extent do you feel that the administration on your campus genuinely hears and considers your concerns and suggestions?

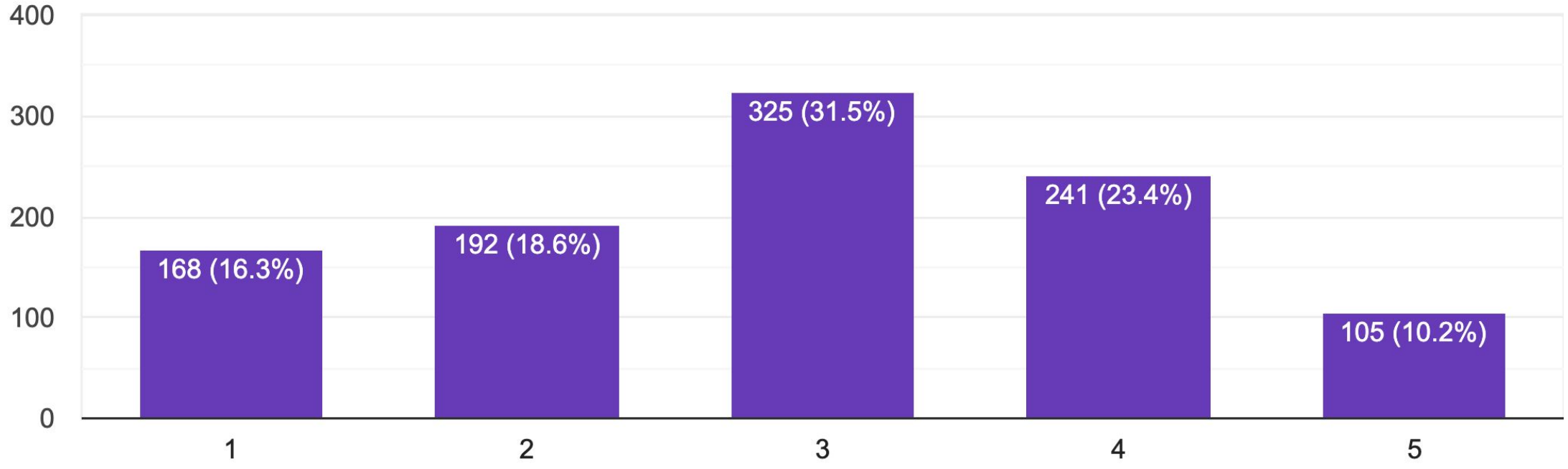
1,027 responses



Burnout and Eternal Factors: Finances, Communication, and SUNY Initiatives

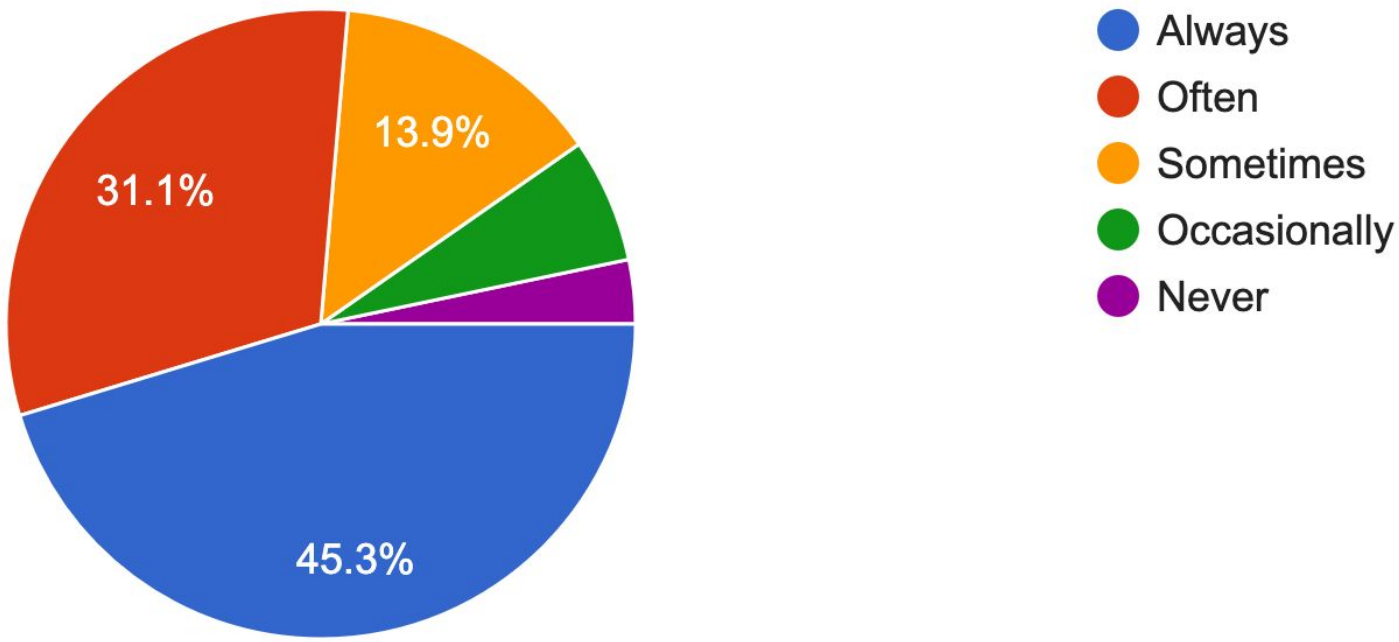
How confident are you in the financial stability of your campus?

1,031 responses



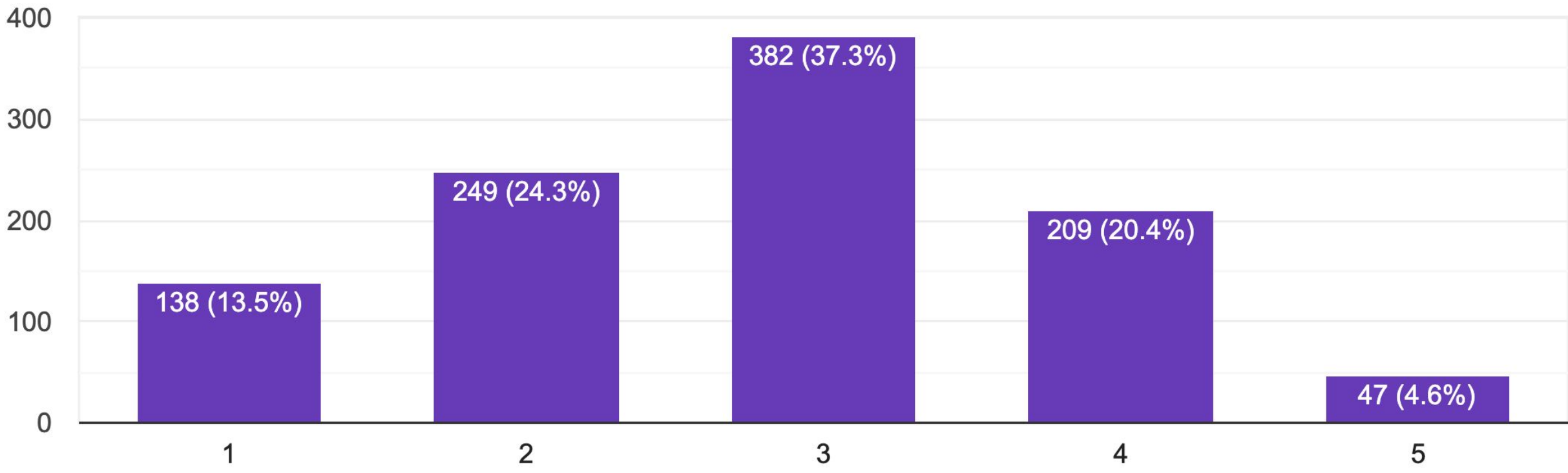
How often do you feel pressure to "do more with less" in your role?

1,033 responses



How effective would you rate SUNY's and your campus's communication of important information that impacts your work and well-being on your campus?

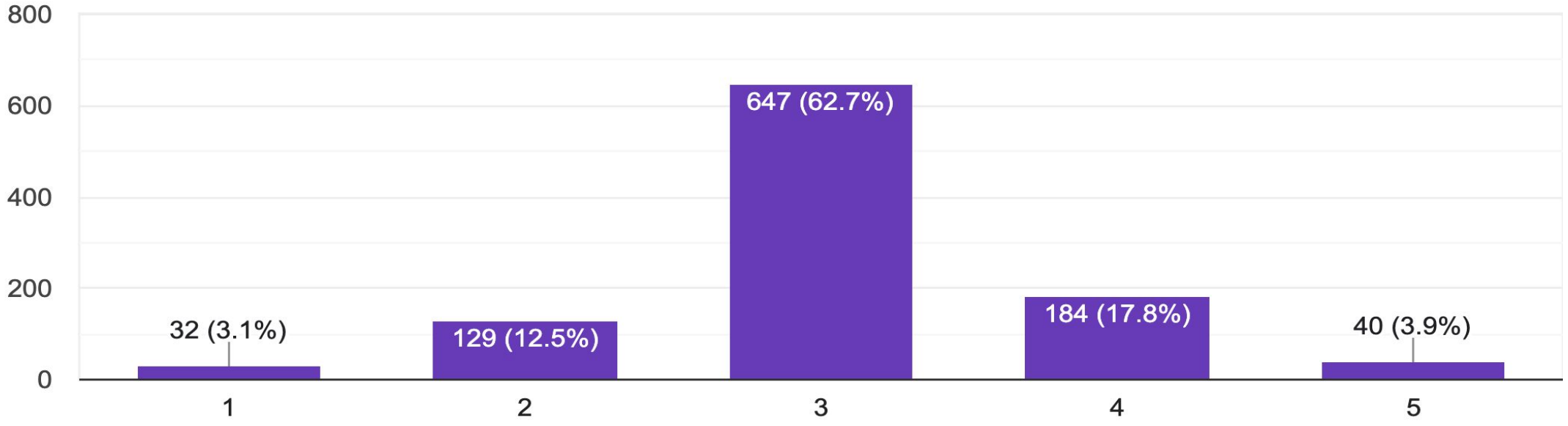
1,025 responses



Burnout and Wellbeing: Whose Job is it Anyway?

Do you see your well-being as an individual responsibility or something the institution should actively support?

1,032 responses



Conclusion: Ethics of Community Burnout

- COVID did not lead to mass dissatisfaction with structure, but reviled the cracks in the system impacting staff and faculty well being issues
- Has been considerable consideration and initiatives to help with student mental health and adjustment to college-student services explosion
- How can a community that is built on student well being and success ignore the people who are serving them?
- Some attention is being discussed, but initiatives are spotty at best
- This data is through 2024, what now in 2025!?!