

How Do You Support Well-Being in Academic Affairs?

A Self-Reflection Exercise for Academic Leaders

Instructions:

This activity asks you to reflect on your role as an academic leader in combating burnout and supporting faculty well-being at your institution. Take a few minutes to consider the questions below and write down your answers.

- ▶ Which burnout drivers do you see show up the most on your campus? What efforts have you made to provide more support in these areas? For example, providing additional opportunities for faculty to connect with colleagues to address lack of community or implementing policies that better ensure equitable workloads to address workload concerns.

- ▶ What are some ways you, as a leader, signal the importance of faculty well-being as a priority in academic affairs at your institution? Examples might include setting reasonable workload expectations, sharing resources, and encouraging work-life balance boundaries.

- ▶ What are some ways you, as a leader, might be **unintentionally** signaling that faculty well-being **isn't** an important priority in academic affairs at your institution? A few ways this could show up include praising colleagues for overworking or modeling unhealthy work-life balance behaviors (e.g., emailing on the weekend).