

Supporting Faculty and Staff Well-Being

Roundtable Discussion, 2023 Presidents Institute
Thursday, January 5, 3:45 p.m.–4:45 p.m.

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Roundtable Description: The pandemic environment shepherded in burnout, the great resignation, and quiet quitting. How can presidents foster commitment, fulfillment, and well-being among faculty and staff? Participants in this roundtable discussion will share ideas to support colleagues through initiatives such as small grants programs, virtual work, and wellness initiatives to support colleagues, keeping in mind that tuition dependent institutions continue to grapple with a challenging economic outlook.

Key Questions for Discussion:

- What are your strategies to promote faculty and staff well-being?
- How have you tried to extend initiatives to faculty when more traditional “office” solutions are not applicable?
- What ideas have you considered that you have not yet implemented? What are the roadblocks to executing these ideas?
- What are the lessons learned from things you have tried that you would or would not repeat?

Ideas Implemented at St. Lawrence University and Augustana College

- Professional rejuvenation grants to support small projects that foster reconnection among colleagues.
- Shared time off where possible, to give everyone a break at the same time, or additional time off.
- Flexible work schedules and operations, where possible.
- Expanding and enhancing awareness of employee assistance programs.
- Intentional focus on faculty service responsibilities to identify opportunities to promote equity and balance.

- Access to professional development opportunities that might rejuvenate work or define new directions.
- Support for social interaction among faculty and staff.
- Renewed focus on employee appreciation and development