

Burnout Amongst Faculty at DSU

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INTRODUCTION

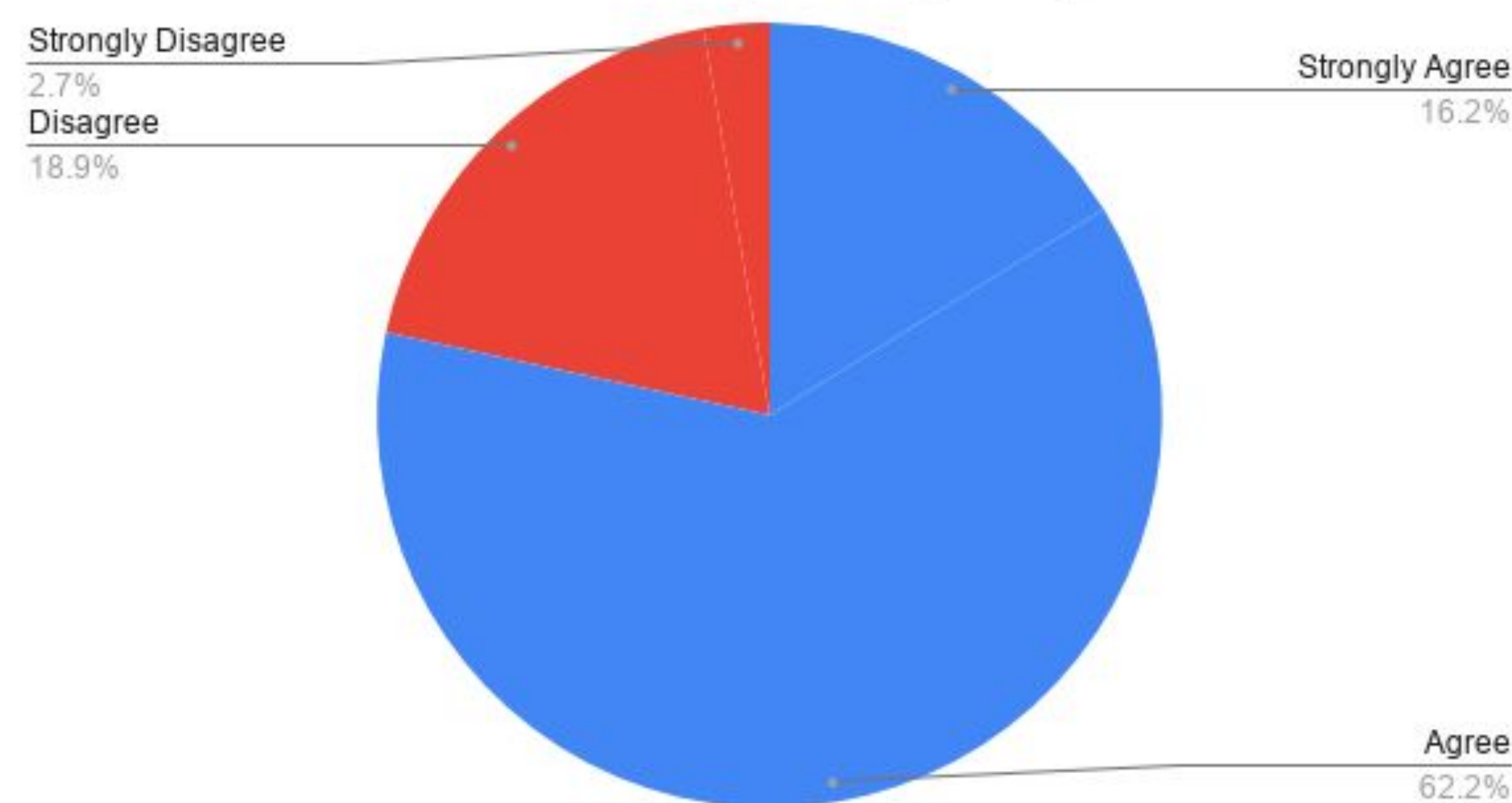
Though burnout seems to be a new concept, it has been a component of professor life. Why do professors burnout even though many are aware that it is a problem? One idea comes from American sociologist Robert K Merton. Merton based his social strain theory on two criteria: One's motivations or adherence to cultural goals; One's beliefs in how to accomplish or attain their goals. Needs or goals of a professor can only be accomplished by adhering to cultural goals. To be a successful educator, one has to learn to deal with little personal time, lazy students, and technological complications. As a society, we have learned to accept stressors in our occupations which will most likely lead to burnout (Libretexts. 2019).

Through literature review study and data analysis, I have identified the six identifiers of burnout amongst professors. Some professors may get unfair treatment from administration, colleagues, or students. They lose strength and drive because they have an unmanageable workload along with unreasonable time constraints. There can be a lack of role clarity when professors are working at home or outside of the workplace. There can be a lack of support when professors do not have the necessary health and wellness resources. Finally, there seems to be a decrease in face-to-face communication with students and professors. However, after conducting a survey to faculty at Dixie State University, I have concluded that professors or faculty at this university do not show as many signs of burnout as previous research has shown.

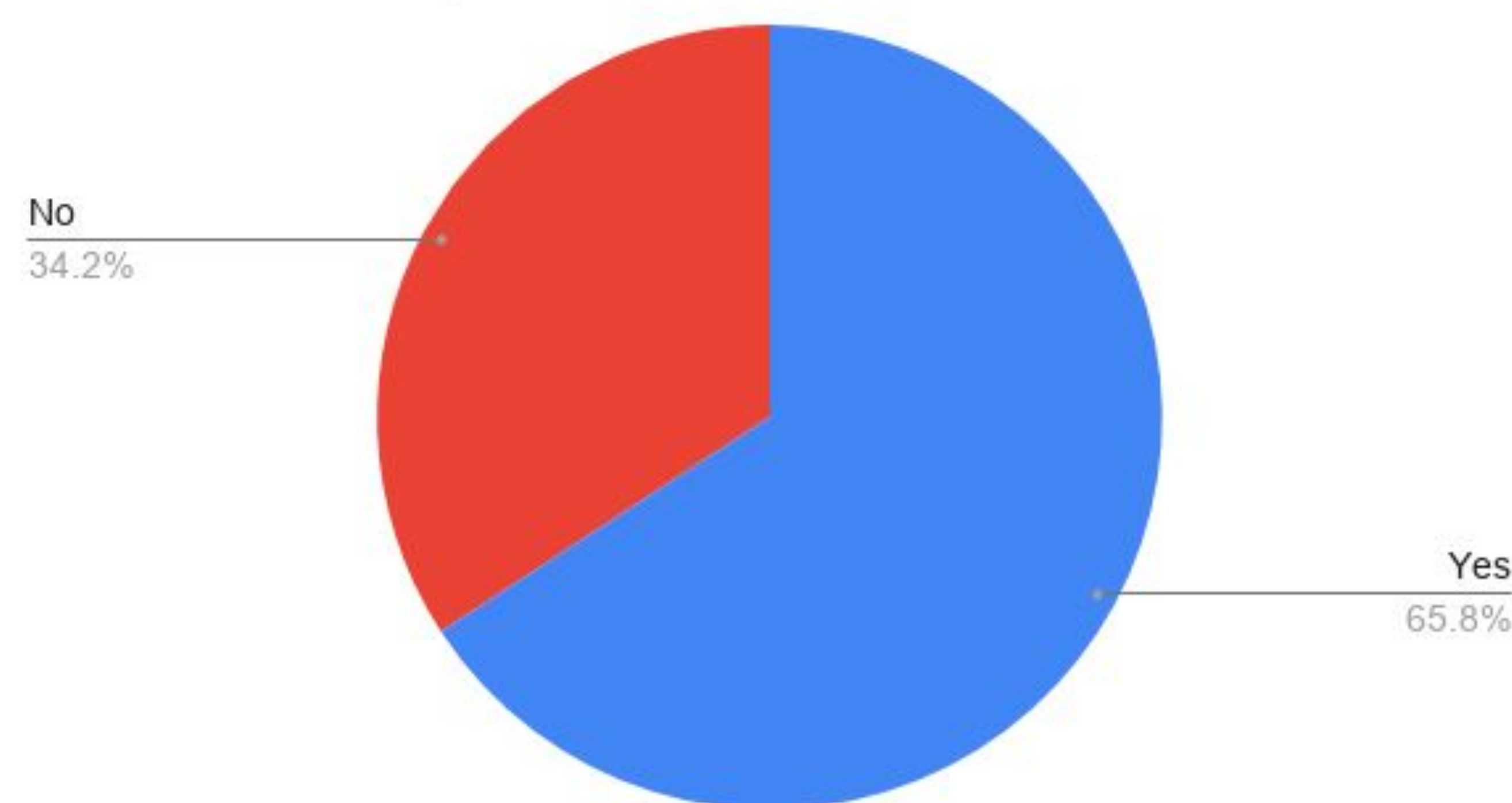
METHODS

The Dixie State University Institute for Social Research (ISR) team conducted a survey for students, faculty, and staff at Dixie State University (DSU). In the survey, the ISR team asked participants a number of questions regarding the quality of life they experience at Dixie State University. I analyzed the data pertaining to professors and/or faculty members who teach at the University and compared these results to my findings from previously reviewed articles.

I Am Able To Complete My Daily Tasks



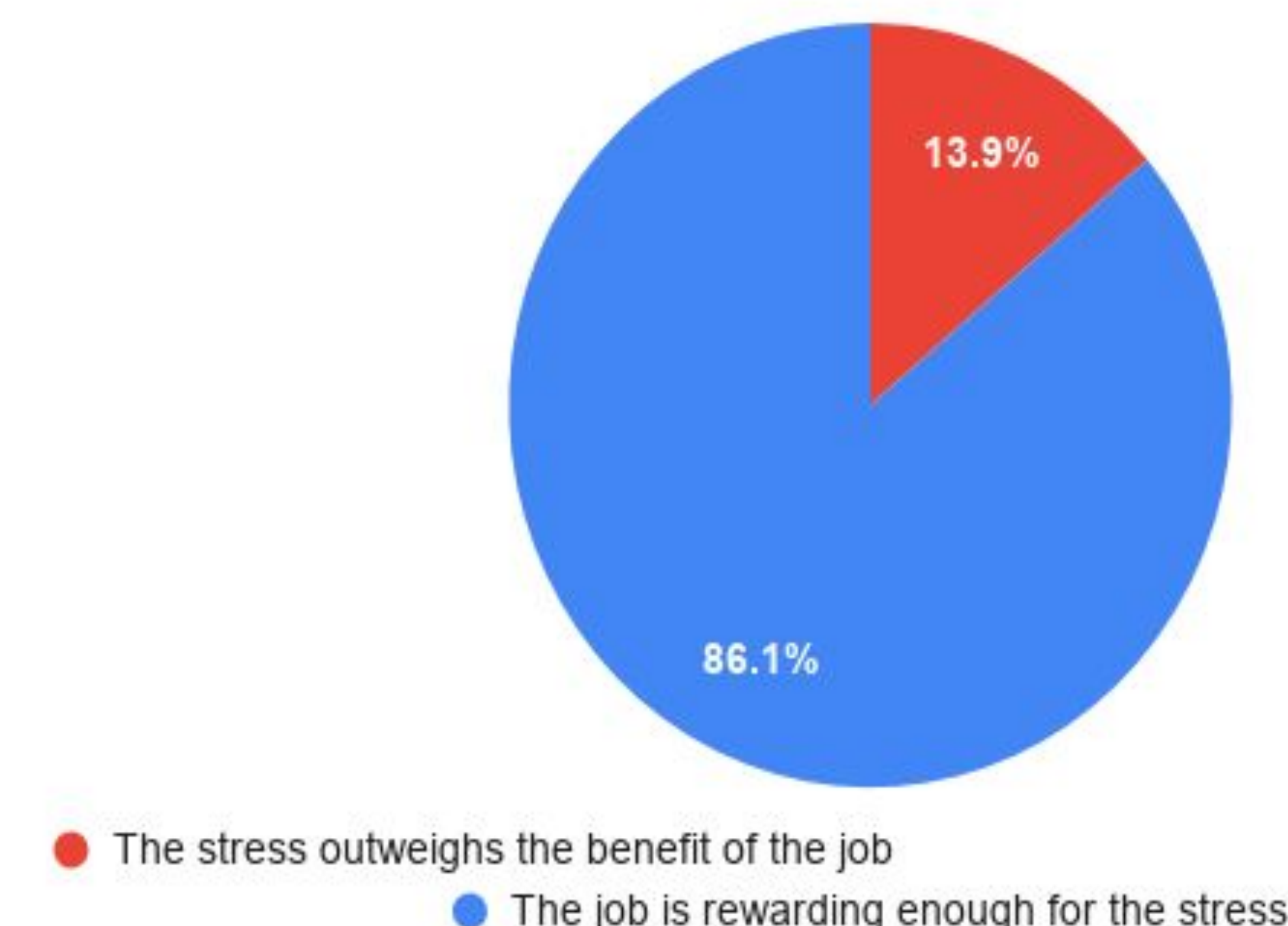
Have You Experienced Exhaustion From Your Job?



DATA ANALYSIS

- Approximately 78% of respondents felt they were able to complete their responsibilities and other commitments in a given day.
- About 65% of faculty members have experienced exhaustion (physical or mental) at some point because of their job.
- Of those who said yes, 60% felt that the exhaustion of their job was justified.
- Approximately 86% of participants said that their job is rewarding enough for the stress.

Stress and Rewards of Job



CONCLUSIONS

DSU faculty members seem to be able to handle these challenges and stressors better than most. Many feel that they are able to manage their time wisely, have adequate communication with students and support from the school, and are treated fairly.

Burned-out professors cannot teach and be the educators students and universities need them to be. It is an ongoing issue that faces not only professors, but many occupations in society. Many can agree that there is no benefit to being so stressed out and overworked to the point of extreme exhaustion both mentally and physically. It needs to be taught and shared that it is okay to ask for help when feeling the effects of burnout. Finally, institutions need to take a closer look at how burnout affects the quality of a student's education and instructors' lives.

REFERENCES & ACKNOWLEDGEMENTS

- Libretexts. 2019. "7.4B: Strain Theory: How Social Values Produce Deviance." Social Sci LibreTexts. Retrieved December 4, 2019 ([https://socialsci.libretexts.org/Bookshelves/Sociology/Book:_Sociology_\(Boundless\)/7:_Deviance,_Social_Control,_and_Crime/7.4:_The_Functionalist_Perspective_on_Deviance/7.4B:_Strain_Theory:_How_Social_Values_Produce_Deviance](https://socialsci.libretexts.org/Bookshelves/Sociology/Book:_Sociology_(Boundless)/7:_Deviance,_Social_Control,_and_Crime/7.4:_The_Functionalist_Perspective_on_Deviance/7.4B:_Strain_Theory:_How_Social_Values_Produce_Deviance)).
- Institute for Social Research Fall 2019-Spring 2020
- Dr. Robert H. Oxley