

Questions from the Virtual Session

Do you know if there is any recognition on campus that burnout is now a widespread issue, and efforts to address this on a systemic level?

I think that many areas of the University are aware of low morale, feeling overwhelmed, lots of work with less staff at times and are trying to combat this by connecting with EAO and/or LifeMatters for presentations, activities, outreach and consultations – as well as individual appointments. Covid has really done a number on people and folks are trying to navigate these transitions (back to seeing people in person, trying to negotiate flexibility due to change in household – such as caring for a parent or caring for a sick child who is isolating, not feeling safe in-person, meeting new staff members, etc.). Staff wellbeing and student wellbeing seem to be a priority, but I don't know that Burnout is named as something to address on a systemic level – as many people could be experiencing signs of burnout.

How would one encourage their team to be on camera?

Giving the team a heads-up that the next meeting will be on-camera might help. Sometimes there are really specific health reasons (physical, emotional) that would keep people from turning on the camera, but perhaps encouraging people to reach out prior to the meeting to let their supervisor know they will not be on-camera (and why – IF they choose to disclose) might help as well. “Bad hair day” does not sound like a feasible reason, so letting the team know in advance would be good!

I didn't realize there was a limit on # of sessions for EAO, is 5 the max ever for an employee?

It is 1-5 meetings PER year PER issue.

What are your thoughts when an organization requires having video on?

I have different thoughts regarding video requirements. Each organizations/units/departments have specific policies/procedures regarding being on-camera. The pros: engagement, seeing people “in-person”-ish, reading facial expressions and other body language. The cons: folks could be having a bad day, they could be dealing with health issues and being on-camera might not be right for them at that moment, light from the screen could bring on headache, some people might be able to gather their thoughts better without the pressure of being on-camera.