



Women's Leadership Series

What Current Research Tells us about Workplace Stress in Higher Education

presented by Dr. Krista Lynn Minnotte

co-facilitated by Dr. Anne Kelsch & Carrie Herrig

22 February 2019



Reflective write (10 minutes)

■ HANDOUT

- **Thoroughly** address **Question 1** on your handout
- With **remaining time**, address **Questions 2 – 4** as best you can



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What Current Research Tells us about Workplace Stress in Higher Education

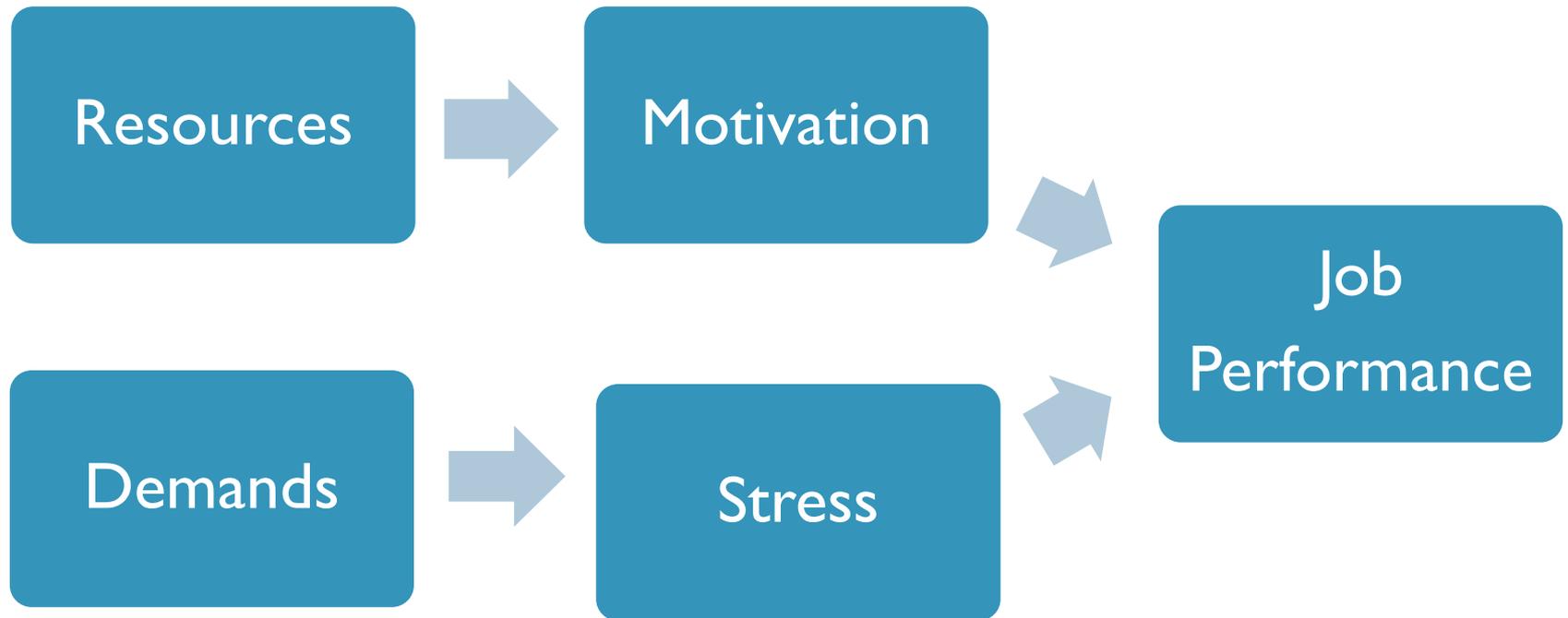
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STRESS IN HIGHER EDUCATION

- Public concern about cost and value of education
- Changing student demographics
- Student retention and persistence to graduation
- Budgetary constraints

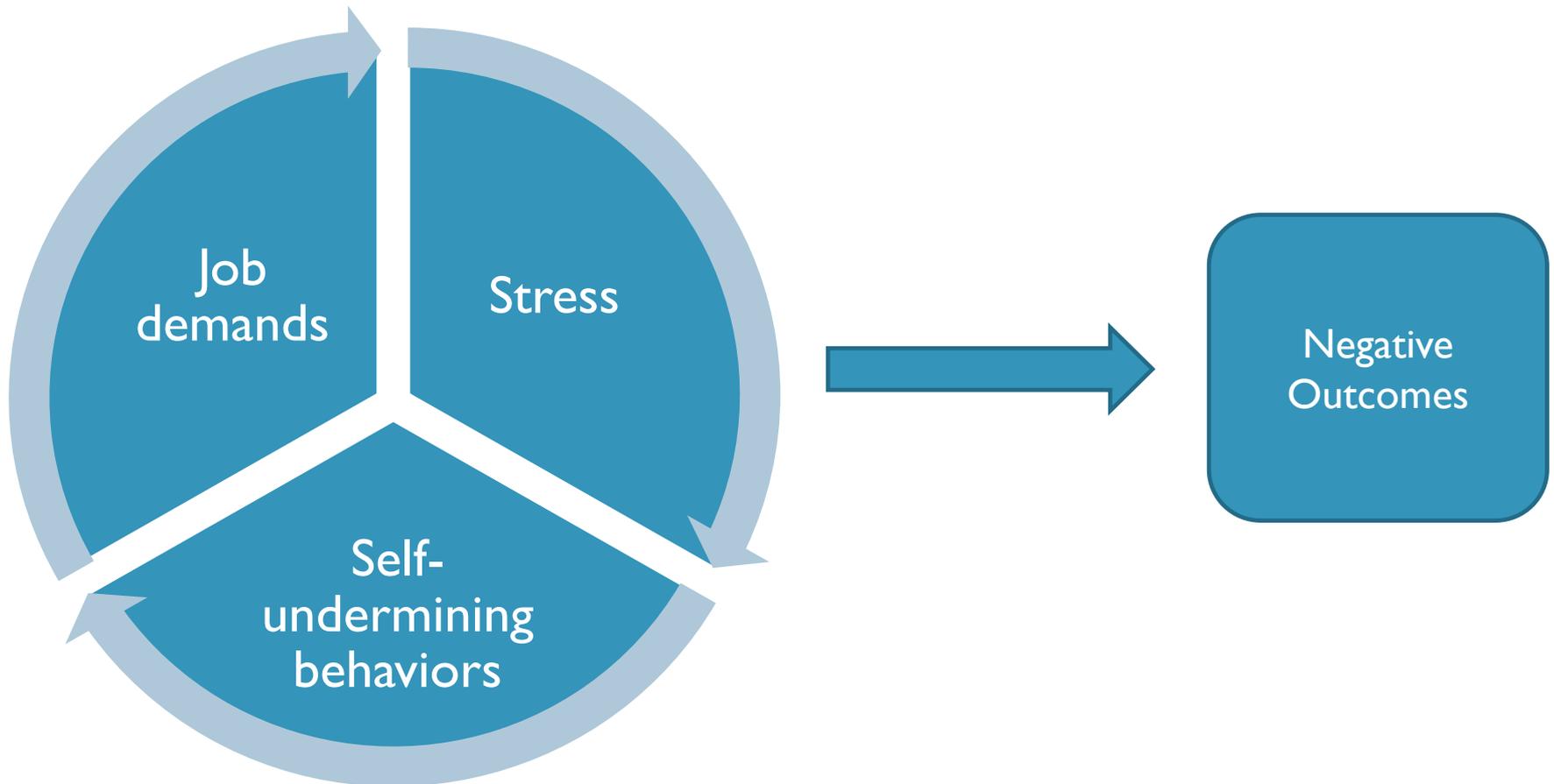
JOB DEMANDS-RESOURCES MODEL



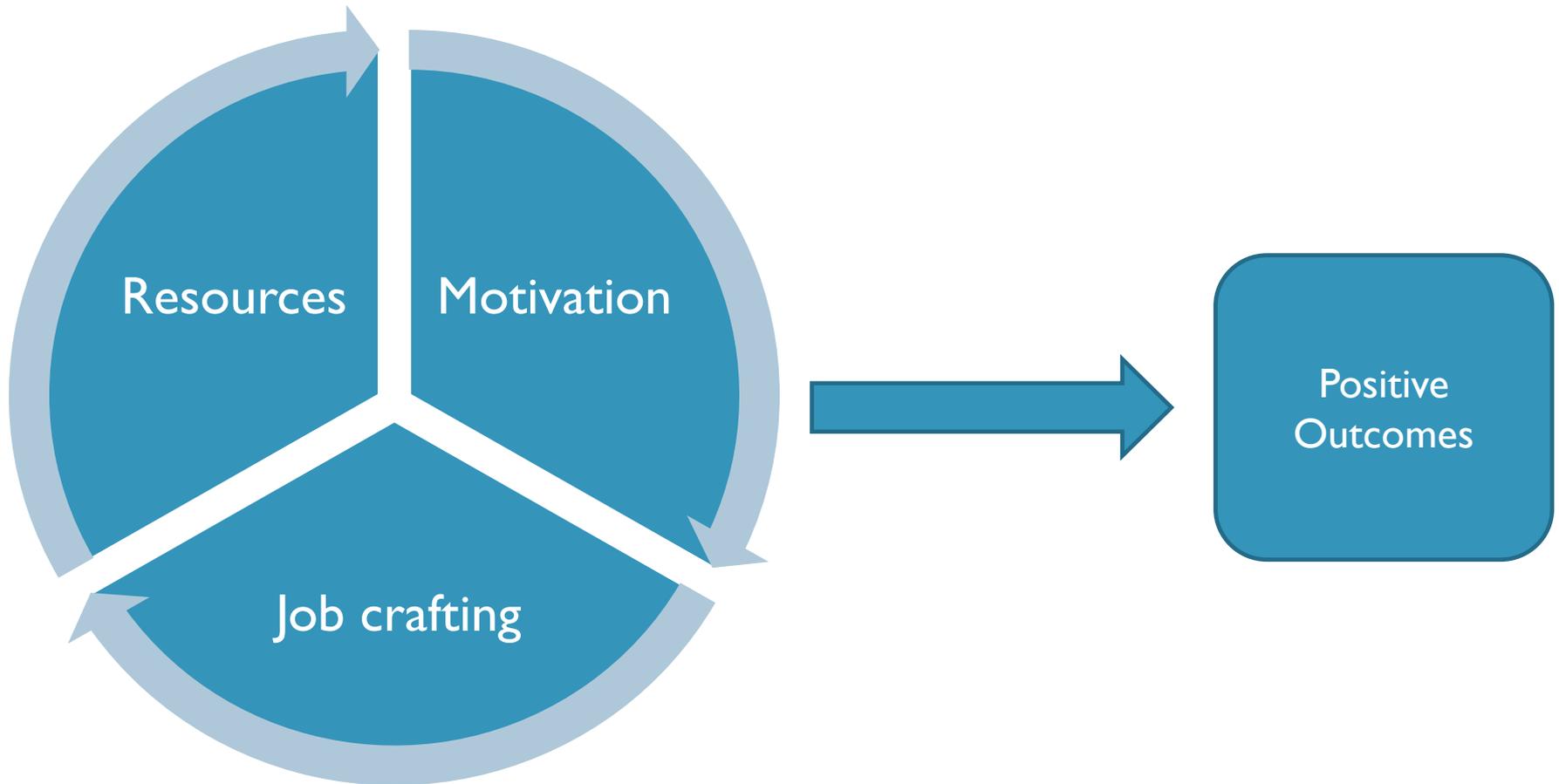
JOB DEMANDS-RESOURCES MODEL

- People are not just reactive
- Job crafting
 - Proactive ways people shape their jobs, often making them more rewarding and meaningful
- Self-undermining behaviors
 - Obstacles created by employee behaviors that may undermine performance

LOSS SPIRAL



GAIN SPIRAL



Adapted from Bakker & Demerouti, 2017

CONTEXT AND SOCIAL LOCATION

- Type of college or university
- Position and length of employment
- Gender
- Race/ethnicity

WORK-LIFE ISSUES

- Ideal worker norms
- Open-ended job duties
- Emotional labor
- Departmental environment
 - Positive, negative
- Beyond the workplace

SERVICE

- Undervalued
- Misalignment of time
- Inequalities in service distributions
 - The “gendered gully of service”
- Source of frustration and stress
- Differing views of service
- Patterns in service requests

Agency

“Taking strategic and intentional actions or perspectives towards goals that matter to oneself”

- Departmental environment
- Connections
- Transparency and clarity
- Person-department fit
- Self-efficacy

Reflective write (8 minutes)

- Focus on addressing Questions 2-4

Table discussion (10 minutes)

- What do you need to do in order to exercise the control or agency you have in this situation?
- How can others support you?

Women's Leadership Series

- resources
- upcoming sessions

Conversations that Inspire: Coaching for Learning & Change March 4 from 2:30-4:00 pm; River Valley Room

The Impact of Gratitude on Institutional Culture April 12 from 2:30-4:00 pm; EERC

Advancing Career Goals: Writing as Process & Product, April 25 from 2:30-4:00pm; Education 5