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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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

Resources -> Motivation -> Stress

Demands -> Stress

Job Performance

Adapted from Bakker & Demerouti, 2017
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

- Job demands
- Stress
- Self-undermining behaviors

Negative Outcomes

Adapted from Bakker & Demerouti, 2017
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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
What do you need to do in order to exercise the control or agency you have in this situation?

How can others support you?
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- 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