

Overworked & Underpaid: The Manifestations of Burnout in Student Affairs Professionals at IU Bloomington

Research Questions

- How do student affairs professionals at IUB define burnout?
- What factors of student affairs work at IUB contribute to burnout?
- What recommendations are being identified by student affairs professionals to address burnout at IUB?

Methods

- Qualitative
- Interviews approx. 40- 60 minutes long
- Analysis of departmental organizational charts, job descriptions, and other relevant documents.

Sample

- Purposeful and stratified sampling approaches were used to allow for participants and data to be as representative as possible of the IUB student affairs professionals community
- Burnout levels, gender, race, functional area, and career level were considered



Currently experiencing burnout



Has not experienced burnout



Is not experiencing burnout but has in the past

Results & Findings

Burnout = the need to "just get it done"

Organizational Factors Create Experiences of Burnout

Burnout is Mitigated by Current and Future Actions

Feelings of burnout at IUB Manifest through:

- Insufficient staffing
- Unclear & unrealistic work expectations
- Lack of personal and professional fulfillment at IUB

