

Actions that could reduce stress (faculty, n=13) #1

- Better IT systems that provide the overview I need
- Getting other departments in our faculty; reminders that we should avoid long mail exchanges and just talk with admin
- Guided pilates or other stretching / meditation sessions
- Align expectations with administrative sections
- Removal of “course evaluations”

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Actions that could reduce stress (faculty, n=13) #2

- Commonly agreed on slots for meetings
- Cooperation around teaching so that travels are possible
- Alternative to "PhD supervision is re-imbursed by PhD students' help with courses".
- More TA hours for big courses (>40 students)
- Discussions with HoD and others about what not to do ;-)
- Administrators should treat faculty time as a scarce resource
- Perceiving that my contribution is appreciated.

Actions that could reduce stress (faculty, n=13) #3

- Teaching "discounts" when writing large grant applications.
- Regularly talk to faculty to understand their situation, trying to address stress points.
- Teaching the same course for several years
- Mentors for new staff
- E-mail policy
- Improved self-service applications, ...
- More efficient (group) supervision of projects and theses
- Research philosophy course - or just writing – for students

Things that cause stress (faculty, n=13) #1

- Too many admin duties and uncertainty about what to do
- Any work-related stress I experience is related to executive management inconsistencies or administrative heaviness. Peter is shielding the department enormously in these respects.
- 8am lectures
- Unclear e-mails and unclear communication in general
- Expectation management in relation to teaching and supervision
- Isolation: In academia people tend to work alone for long hours even if they collaborate with other people

Things that cause stress (faculty, n=13) #2

- “Course evaluations”.
- Counterproductive measures from admin departments.
- Internally contradictory strategic goals; systematic history of “addressing” these contradictions by delegating downwards.
- Discrimination of well-performing groups.
- Morally corrupt and scientifically incompetent gender essentialism.
- Systematic ignorance of didactical arguments.

Things that cause stress (faculty, n=13) #3

- Research requires large(-ish) uninterrupted time intervals. These are virtually impossible to have when courses, meetings, supervision, etc. all compete with research for the same scarce resource: an 8-hour workday. Since faculty are very motivated to do research, but also expected to do it, scientific work overflows into free time. [...]
- I hope that by raising awareness we can help (junior?) faculty to better compartmentalize the various activities that constitute their position at ITU.

Other comments

- I do overwork and consider myself stressed, a consequence of my conscious decisions.
- Perceived own contribution versus perceived organisational appreciation causes frustration. (The balance is improving)
- Academics generally self-induce stress. Teaching is also generally stress-inducing. It's not an easy job. Make sure the environment allows sharing hardships with superiors.
- Bad things can happen to any of us. Let people know how to seek professional help in the future.