



# **The Resilient McNair Practitioner: Overcoming Burnout**

## **2019 McNair Promising Practices Institute**

February 1, 2019  
3:00PM



UNIVERSITY OF MINNESOTA  
**Driven to Discover<sup>SM</sup>**



# Introduction

## Who I am:

- McNair Director Since 2012
- Work is highly personal (Proud TRIO SSS Alum)
- Postsecondary Education, Communications, History
- Teaching/Advising/Advocacy/Program Management

## University of Minnesota/McNair Program Profile:

- Large Urban Public Research One
- Housed in College of Education—w/ TRIO UB and SSS
- Celebrating 28 years of continuous funding
- Serve coordinate and MN institutions with no McNair access





## GOALS

- Begin a meaningful conversation about burnout prevention in the McNair professional community
- Provide resources to inform, inspire and remind that we are not alone in our work



# Why a Conversation on Burnout?

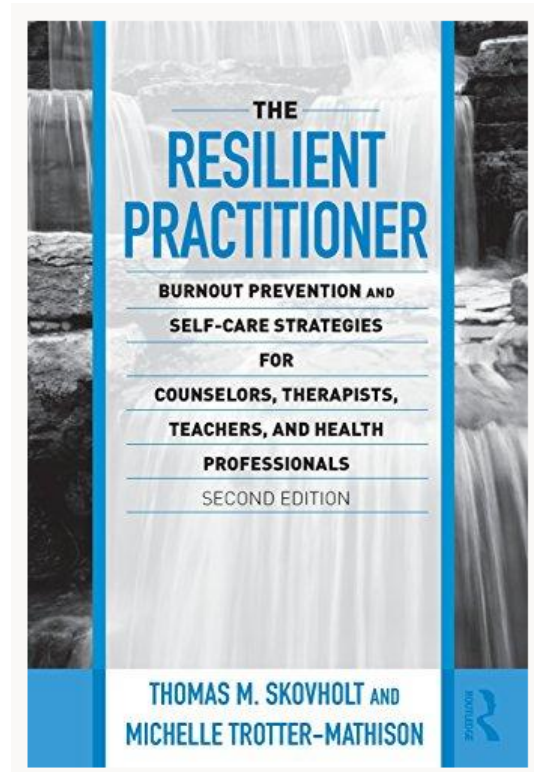
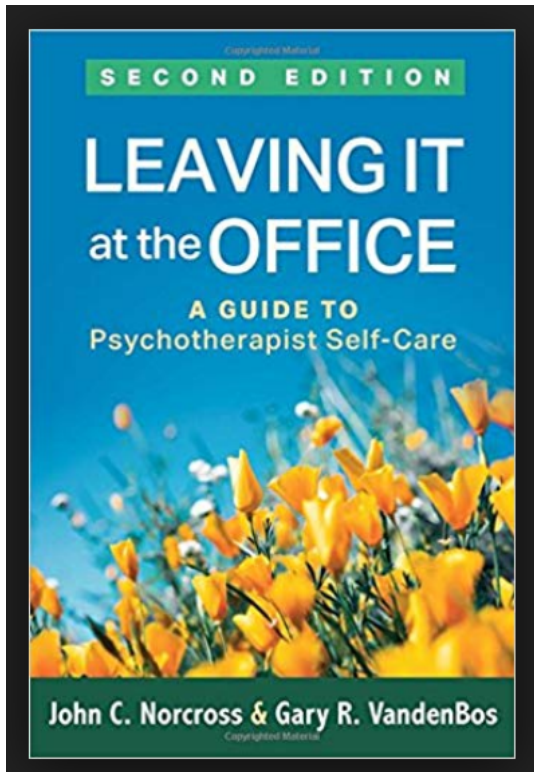
The McNair community has experienced **SIGNIFICANT** and **SUSTAINED** volatility. Including, but not limited to:

- Navigating extremely competitive grant process in a dysfunctional political environment
- Slates released mere weeks/days before start of new grant cycle
- Direct calls for program elimination based on blatantly false and misleading premises
- PROSPER Act
- Required to do more with less. Co-opted work.
- Day-to-day stressors of high impact job in a helping profession
- Factors such as institutional politics, HR, and other *unique* stressors (double spacing, APR Fields 38, 39, 40 & 43)
- McNair work at intersections of the academy---can feel isolating
- Work constrained by legislation that has not been meaningfully updated for past two decades
- Many new McNair colleagues getting their “sea legs”
- Macro implications to long-term success of McNair Programs

**How do we reduce our chances of burning out and losing sight of McNair mission?**



## Presentation Material Adapted From:





# Recognizing Burnout

## Fully Engaged

Energy

Involvement

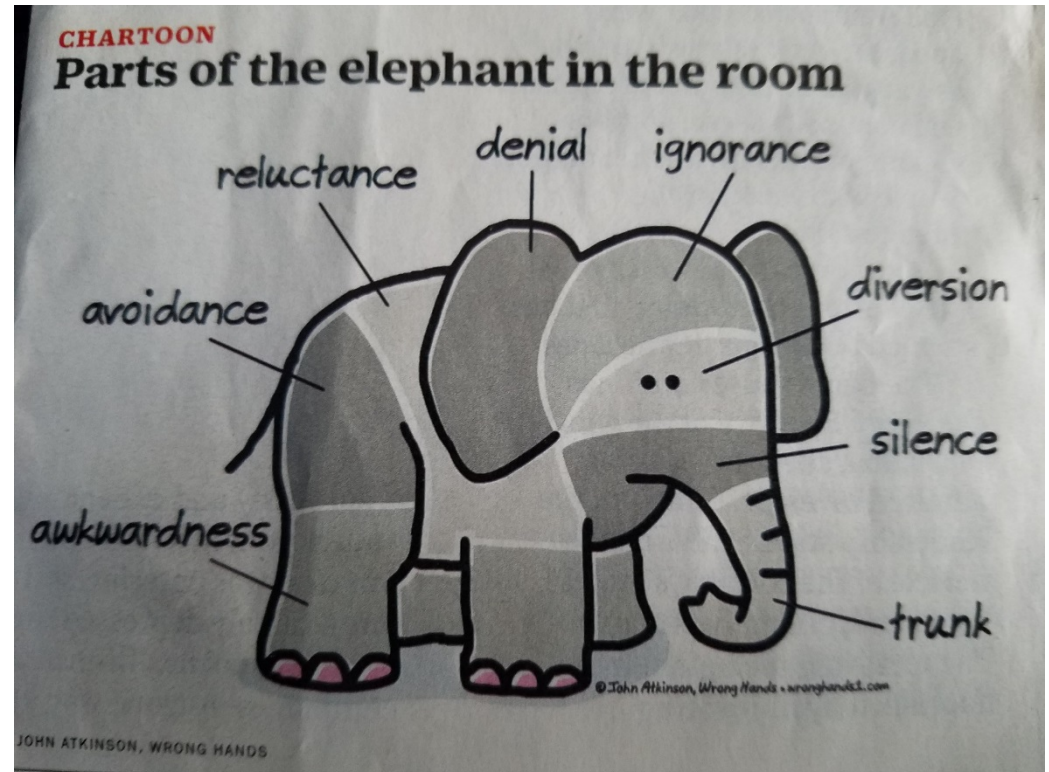
Efficacy

## Burned Out

Exhaustion

Cynicism

Ineffectiveness





# Burnout Creation vs. Burnout Prevention

Burnout Creation		Burnout Prevention	
Work overload	vs.	Sustainable workload	
Lack of control	vs.	Feelings of choice and control	
Insufficient reward	vs.	Recognition and reward	
Breakdown of community	vs.	A sense of community	
Unfairness	vs.	Fairness, respect and justice	
Significant value conflicts	vs.	Meaningful valued work	
Lack of fit (incongruence) Between person and job	vs.	High job—person fit	





# Strategies for Overcoming Burnout

***Losing one's Innocence*** about assertive need for self-care

**Increasing intellectual excitement and decreasing boredom by reinventing one's self**

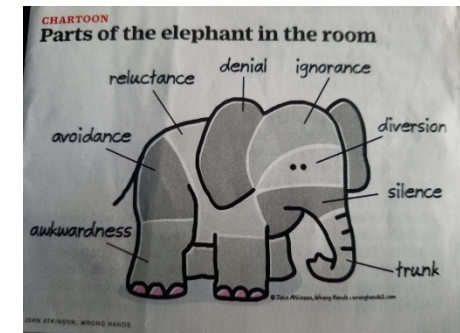
**Minimizing ambiguous professional loss**

**Learning to set professional boundaries**

**Creating a *Professional Greenhouse***

**Understanding the reality of pervasive early professional anxiety**

**Avoiding the grandiosity Impulse and relish the small victories---Think Long-Term**



**Return of the Elephant**





## Reflections and Resources

“One generation plants the trees, and another gets the shade.”

(Chinese Proverb)

“One of the greatest threats to TRIO comes from within [....] complacency and compassion fatigue.”

(Dr. Arnold Mitchem, President Emeritus, COE)

**The Resilient McNair Practitioner Resources:**  
**Google Form (Open Link to See & Share)**



# Discussion