Faculty Wellness Program

Northwestern’s Faculty Wellness Program offers assistance to full-time faculty members who are experiencing difficulties in their professional or personal lives.

Life as a faculty member at a prestigious university can be stressful. Faculty members balance multiple roles as teachers, researchers, mentors, and managers. Three-quarters of university faculty report moderate to high stress levels, with 10 percent reporting serious levels of stress. High levels of stress are the best predictor of a faculty member’s deciding to leave academia.

Stress can also lead to a wide range of personal and professional problems. There is a strong correlation between stress levels and career satisfaction, as personal problems can interfere with professional success and create obstacles to research, teaching, and working with others. By identifying and addressing stress and the problems it causes, faculty members are better able to achieve their professional and personal aspirations.

Support for Northwestern University faculty

northwestern.edu/provost/faculty-resources/work-life/faculty-wellness.html
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The program's goal is to contribute to Northwestern faculty members' professional success and personal well-being.

The most commonly reported challenges for faculty members include

- Depression
- Anxiety
- Stress
- Family strains
- Workplace relationship problems
- Alcohol or drug abuse
- Burnout
- Difficulties with students
- Work-life imbalance

A crucial element of the program's approach is identifying problems early so they can be resolved quickly, preventing the development of more serious impairments.
Accessing assistance

The first step in solving problems is deciding to address them and seek solutions.

The program offers free consultations for faculty members to identify appropriate resources for personal and professional concerns. Resources may be offered over the phone, or faculty members can meet with the Faculty Wellness Program director for further discussion.

Possible resources include

- Free, short-term counseling in a variety of areas through Northwestern’s Employee Assistance Program
- Referral for mental health or substance abuse services
- Specialized evaluation
- Consultation with the Office of Human Resources
- Assistance through Northwestern’s Office of Work/Life and Family Resources
- Executive coaching

For assistance, contact
Richard A. Carroll, PhD, director
312-695-2323
rcarroll@nm.org

Ila Allen, program coordinator
312-503-1424
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Program administration

The program is offered by the Office of the Provost and staffed by a faculty director and administrative coordinator.

The director is Richard Carroll, associate professor in the Department of Psychiatry and Behavioral Sciences at the Feinberg School of Medicine. He is a licensed clinical psychologist and has extensive experience in working with university faculty.

“\textit{This program is essential because the health of our faculty is essential. We take their well-being seriously and hope that this program will be a valuable resource, making it possible for faculty members to excel in their teaching, advising, research, and creative work.}”

\textbf{Lindsay Chase-Lansdale, associate provost for faculty and Frances Willard Professor of Human Development and Social Policy}

“\textit{The Faculty Wellness Program is designed to provide resources, information, and services to support the overall health, morale, job satisfaction, and quality of life of our faculty. These services are provided in a private and caring manner to support individual faculty needs and to foster a productive, positive work environment.}”

\textbf{Pamela Beemer, vice president for human resources}
Faculty Wellness Program
Northwestern University
1-112 Rebecca Crown Center
633 Clark Street
Evanston, Illinois 60208

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