



# Faculty Wellness Program

Support for Northwestern University faculty

[northwestern.edu/faculty-wellness](https://northwestern.edu/faculty-wellness)

## Faculty Wellness Program



Northwestern's Faculty Wellness Program, offered by the Office of the Provost, assists full-time faculty members who are experiencing difficulties in their professional or personal lives.

In addition to the demands of their personal and family lives, faculty members balance roles as teachers, researchers, mentors, and managers. Three-quarters of university faculty in the US report moderate to high stress levels, and 10 percent report serious levels of stress. The COVID-19 pandemic has caused additional stress for many. High levels of stress and personal problems can interfere with professional success and create obstacles to research, teaching, and working with others.

### Removing barriers to success

Identifying and addressing stress and the problems it causes can help faculty members achieve their professional and personal aspirations.

The Faculty Wellness Program offers assistance managing stress and other challenges, including

- depression
- anxiety
- family strains
- workplace relationship problems
- alcohol or drug abuse
- burnout
- difficulties with students
- work-life imbalance
- meeting work demands

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

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 staff of the Faculty Wellness Program for further discussion.

*"The Faculty Wellness Program provides resources, information, and services to support the well-being and quality of life of our faculty. These services are provided in a private and caring manner to address individual faculty needs and foster a productive and positive work environment. Through this program, we demonstrate Northwestern's commitment to supporting faculty excellence in scholarship, teaching, service, and well-being."*

*Kathleen Hagerty, provost and professor*

*Lorraine Goffe, vice president and chief human resource officer*

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## Program resources

Resources available through the Faculty Wellness Program may include

- Free and confidential short-term counseling through Northwestern's Employee Assistance Program
- Free and confidential consultation with the University ombudsperson
- Referral for mental health or substance abuse services
- Specialized evaluation
- Consultation with the Northwestern Human Resources Well-being Programs team to access benefits (e.g., dependent care, retirement planning) and explore emotional, financial, and physical well-being resources



## About the program

The Faculty Wellness Program is staffed by faculty director Gaurava Agarwal, chief wellness executive for Northwestern Medicine and a faculty member in the Feinberg School of Medicine. He is a psychiatrist and certified leadership, organizational, and well-being coach.

The associate director is Jason Washburn, professor of psychiatry and behavioral sciences in the Feinberg School of Medicine. His clinical practice includes psychological interventions and psychodiagnostic, personality, and neurodevelopmental assessment.

## For assistance

[facultywellness@northwestern.edu](mailto:facultywellness@northwestern.edu)  
[northwestern.edu/faculty-wellness](http://northwestern.edu/faculty-wellness)

## For more information

For additional information on work-life policies and benefits plus well-being programs and resources, visit

- [northwestern.edu/provost/faculty-resources/work-life](http://northwestern.edu/provost/faculty-resources/work-life)
- [northwestern.edu/hr/benefits/work-life/view-benefits-by-audience.html#faculty](http://northwestern.edu/hr/benefits/work-life/view-benefits-by-audience.html#faculty)
- [northwestern.edu/hr/benefits/well-being](http://northwestern.edu/hr/benefits/well-being)
- [northwestern.edu/ombuds](http://northwestern.edu/ombuds)
- [northwestern.edu/hr/benefits/well-being/programs/employee-assistance-program/index.html](http://northwestern.edu/hr/benefits/well-being/programs/employee-assistance-program/index.html)

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