Faculty Wellness Program

Support for Northwestern University faculty

northwestern.edu/provost/faculty-resources/work-life/faculty-wellness.html
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. In addition to the demands of their personal lives, faculty members balance 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.
The program’s goal is to contribute to North-western faculty members’ professional success and personal well-being by providing support through professional and personal difficulties.

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
- 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.
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

For assistance, contact

Richard A. Carroll, PhD
Director, Faculty Wellness Program
312-695-2323
rcarroll@nm.org
Program administration

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

“Northwestern is committed to providing valuable resources for well-being through the Faculty Wellness Program, an essential component of our support for faculty excellence in scholarship, teaching, and service.”

Lindsay Chase-Lansdale, vice provost for academics and Frances Willard Professor of Human Development and Social Policy

“The Faculty Wellness Program is designed to provide resources, information, and services to support the 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.”

Pamela Beemer, vice president and chief human resource officer

Northwestern