

GWUFA Mental Health Questionnaire Detailed Report, May 2021

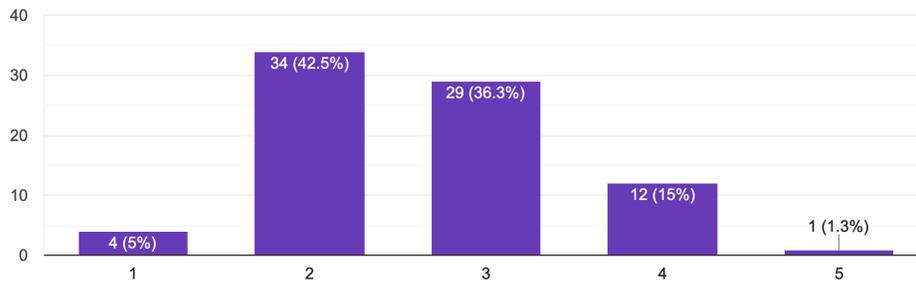
Our Mental Health Questionnaire was launched on March 29, 2021, and 81 faculty contributed. Here we present aggregate data on our responses along with narrative comments where permission was explicitly granted for inclusion in this report (between 35-42 narrative responses per question). We thank all participants for their heart-felt vulnerability and honesty in informing us of what they've been up against this year.

Our primary goal was to get a sense of the mental health climate on campus in order to better advocate for faculty needs as we determine our future planning initiatives. While we are not survey professionals and did not seek to develop a formal survey to cover the broad range of mental health challenges at GW, we did obtain relevant information that we call on university leadership to address.

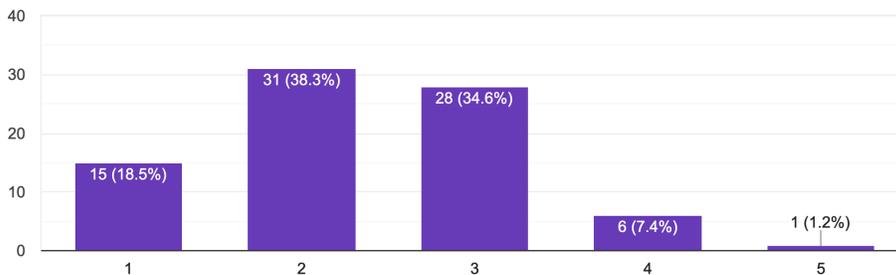
We present the following data in the spirit of shared governance and cooperation. We hope that university administrators will acknowledge the circumstances presented here, and we hope that our colleagues find some small solace in knowing that they are not alone.

For the following tables, #1 represents the low end and #5 the high.

How would you rate your overall mental health during the 2020-2021 school year?
80 responses

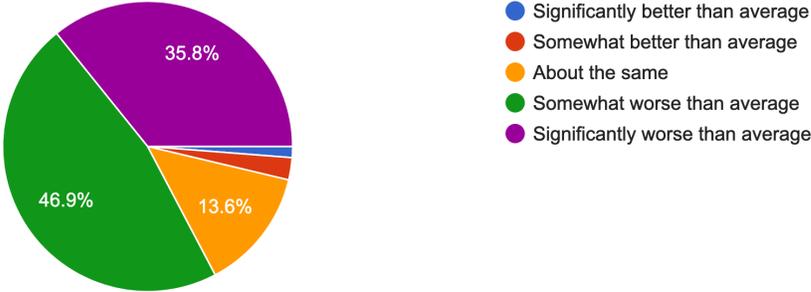


How easy or difficult has it been for you to prioritize your mental health this year?
81 responses



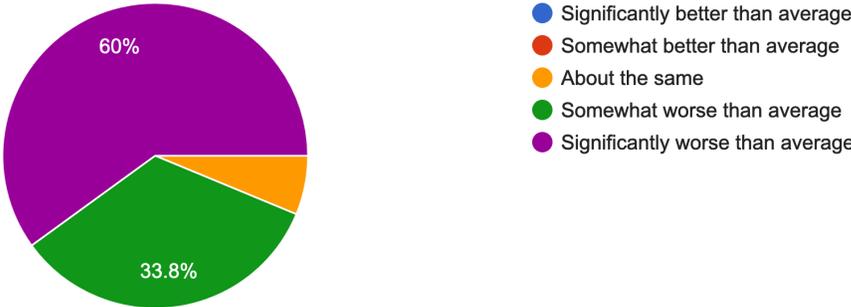
How would you rate your mental health during the 2020-2021 school year as compared to previous years?

81 responses



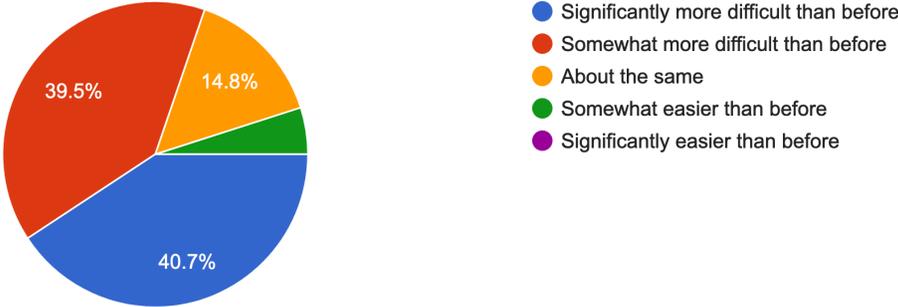
What is your perception of current student mental health, based on your interactions with students in and out of class?

80 responses



Has the pandemic impacted your ability to take care of your mental health?

81 responses



The following pages include all narrative comments approved (by respondents) for distribution in our report. *We have chosen to include them in their entirety (with any identifying details redacted), in order to present a complete portrait of the range of responses we received.*

Readers will see that GW faculty are struggling: colleagues identify the following as their top 5 stressors:

- Work-life balance (79%)
- Managing students' needs (76.5%)
- Personal expectations for workload (69%)
- General uncertainty about the future (64%)
- Health concerns for family members (53%)

Several trends are worth underlining here:

- More faculty rank as stressors their personal expectations for their workload than those who worry about health and safety. Narrative comments confirm that we remain committed to serving our students and have maintained a commitment to our educational duties despite very difficult situations at home.
- Students are dealing with their own set of significant challenges, and faculty are frequently on the front lines of managing student crises.
- Faculty struggle with work-life balance and have little time for personal “down time” or decompression. While this is common in academia, it has been dramatically aggravated by the pandemic. Zoom fatigue is very real for all of us.
- This struggle extends into mental health care: several faculty note the difficulty in finding and affording the right type of therapy. We need more resources devoted to this issue.
- Faculty are particularly frustrated with the communication from the administration. Many cite the changing directives on our teaching conditions, and anxiety about the Fall 2021 semester runs high. Faculty would like flexibility to determine their teaching modalities next year.
- Most faculty do not feel deeply connected to GW: several mention looking for other jobs or quitting academia entirely.

Based on this information, we ask that the university look into providing and/or maintaining the following resources:

- The Headspace app has worked well for some; we request maintaining access.
- Zoom fitness classes are appreciated but often at times that are difficult for faculty to attend. A closer look at scheduling options may make them more useful.
- Other fitness apps (such as Down Dog Yoga) may also provide additional decompression for the GW community.
- Many struggle with finding therapists in the area who are available and/or who have appropriate specializations (particularly for our LGBTQIA and/or BIPOC colleagues). It would be helpful if GW can generate a list of in-network local providers or find another way to make therapy access more straightforward.

We also acknowledge and accept the critiques mentioned on our survey and its questions. We have included them here (when permission was granted) for the sake of full transparency.

Have you been satisfied with the support you have received from GW this past year? If so, which resources have been helpful? If not, what support do you wish you had received?

No. The university seems to think that we are automatons with no feelings, families, desires for stability or support. The financial instability and the threats of cuts with which they started this pandemic has remained with me, and have added an enormous amount of stress to an already very stressful year. It feels really upsetting and deflating to feel so disregarded and unsupported by the school. Friends at other universities across the sea have had much better communication, support, and stability from their administrations.

For me, I think the most draining part of this year has been the expectation that faculty and department chairs continue to do the same amount of work, teaching, research, etc. Also, I think the budget constraints have added even more stress to faculty --like curtailed spending on our R-funds instead of letting us use that to support faculty for things that might help them with research or teaching. Finally, teaching students is far more time consuming on line because many just don't read your emails or instructions for assignments, and as a result, I often wake up and find 23 emails asking me questions about something that I posted 5 times, but they didn't bother to read...

Yes -- the tone of the introduction to this survey assumes that the pandemic is the administration's fault. Not everything bad that happens is LeBlanc's fault. I say this as someone who doesn't particularly like him.

Satisfied with the support of my program head and other colleagues in the department. Less satisfied with the support from upper administration.

No. The workload expectations, particularly service, have increased. We are asked to give more and more even though we are utterly depleted.

I don't actually feel I've been supported by GW. We have been expected to carry on as if nothing is different while in reality everything is different. Beyond a flurry of "how to teach online" workshops over the summer, I'm not aware of any other resources GW has made available to faculty, nor am I aware of any official conversations related to expectations of either faculty or students while we are in "pandemic mode."

What support? I'm on my own out here.

No; helpful: junior faculty; support I wish I had received: check ins from senior faculty, extra stipend to cover software I used for online teaching and materials to prep online teaching platform (lighting, tablet, stylus, headphones, etc).

It's hard for me to think of what the University could do about our mental health other than to spend more resources to support faculty teaching, administrative work, etc. Of course this is difficult because University personnel and resources are limited. Someone has to suffer. Still, my Department's administrative support was threadbare since I joined GW, and faculty had to do a lot of administrative

work that would have been unimaginable where I got my PhD. The number of faculty has always been far from adequate considering how many undergraduate students we have to teach, and support for our PhD program has also been far from adequate. Now add a pandemic to this mix. If our Department was struggling to function before the pandemic, it is no surprise that some faculty are now at breaking point.

The headspace app was useful, but I mainly used it to navigate anxiety caused by the fact that the university cut retirement benefits and fear that my salary would be cut as well! I then used to manage anxiety that my "productivity" will be measured against those who did not face the childcare issues I did this year.

Not at all

No. And I don't have the mental capacity to even think about what specific support I need right now. That is the job of administrators.

Initial support for online teaching was inadequate. Unsure about University expectations for research.

Workload is the primary stressor. The volume of work INCREASED with less support.

The GW administration's constant announcements of cuts to salaries and benefits, changes to teaching parameters, increased and early reporting, upper administrative hires, and dismissal of faculty needs and perspectives are truly demoralizing. It's clear the administration doesn't give a shit about the regular faculty who do the work of teaching and advising or the students whom the whole institution is supposed to serve.

General recognition of the challenges of this year would have been appreciated, not through cheerleading emails but by allowing us to use our considerable GW resources to hire people we need rather than letting go so many people and disallowing hiring of any new staff. Even now that the pandemic is ending, we are so short-staffed it is impossible to do the work required to teach our students and conduct research. I wouldn't expect mental health support per se, but ongoing support of our university teaching and research missions is dismal and disillusioning, contributing to poor mental health across the university. Rather than giving us a free mental health app, allowing us to use the funds we bring into the university for teaching and research would have supported overall well-being.

I don't find online resources particularly helpful for mental health. I tried the headspace app but it just didn't click with me. I am not sure what would be helpful.

More technical support. OTS has been fantastic but I continue to struggle with IT related issues, teaching on Zoom. Individualized training would help me significantly, versus the many workshops that were provided.

I've appreciated having Headspace App for morning meditation. However, I am feeling over stressed with all of the additional tasks being asked of each faculty as a result of the massive layoffs. Everything is so

much harder to accomplish and takes so much for time to complete. Every ounce of energy and creativity goes into logistics for my research rather than writing papers and grants.

No. I've felt completely adrift since coming here three years ago and being met with a number of racist and classist responses to my occupation of my space here, with people confusing me for a member of the grounds crew to thinking I "seemed so smart" until they learned my rank and position here at the university. GW contributed significantly to the obliteration of my mental health, which I have only just been able to start rebuilding. I will leave this university at the first opportunity that pays anything close to what I make now. If I'm ever not reappointed, I'll worry about paying my bills, but I will not mourn leaving this place in the ways that I have my previous institutions.

I didn't seek any support so I guess I can't criticize the University for not giving me any.

No lack of any sense of comradeship between faculty and "leadership".

No. Completely tone deaf to the parents (let's face it, mostly moms) who have no choice but to parent and teach their children all day; piled on unnecessary work (ie, changing the annual report deadline with four weeks notice; provost memo to defend our programs against closure; ZERO outreach to check on parents/mothers)

No. Don't even know b/c the vacuum is so enormous. Well, that's unfair, when I finally had time to attend an Instructional Core workshop, it was actually very helpful. The initial tutorials re: how to use Webex, etc. were terrible, but it seems like they learned a lot and made a lot of progress over the following months.

The medical insurance is very good (highest level plan), but I pay out the teeth for it, it is too expensive and a financial burden, but I need it for my chronic illness.

GW has created a toxic work environment during this pandemic. We faculty are tasked with so much and we are constantly under threat. We keep our students going ! And the nuts and bolts of this institution, yet we are disposable as was clearing indicated through threatening emails about non-existent "fiscal concerns." Our benefits are slashed, no merit raises and more work is heaped on us than ever before. We should get double raises this year, full reinstated benefits, and a minimum of \$2000 stimulus bonus per faculty.

Yes--I've been satisfied.

What support?

Assistance in getting on-line learning up and running last summer was helpful. The absence of secretarial presence in the departmental office has been very detrimental in the smooth functioning of the department and offloading trivial work from faculty.

Emotional support and positive feedback from faculty within my department has been the most beneficial support I have received from GW; I do think the university has done better than many by NOT forcing faculty and students back into the classroom prematurely, and I can't even imagine where I would be if that had not been prioritized. Other than that . . . I don't think there's been much support for mental health. What would have helped? Idk, across the board cap reductions in all sections? Course releases for everyone? free therapy?

"No. But department support has been awesome--my colleagues have been great too, and I couldn't really ask for more.

From GW, however, I need more certainty about my ability to opt out of in-person teaching for fall and a reversal of the change in annual report dates. Compensation for additional work would be nice too, but I realize this is unlikely. (So many of us are doing so much more). And most of all, I need more support for my students. I've filed CARE reports but do not receive responses, and it took some effort to contact advising as well (although at least I did get a response). Our students need more support. Some of my students on campus are feeling isolated. Several students (home or on campus) have contracted or been exposed to COVID-19. I wonder if the university knows how many are dealing with it directly (themselves or family members). Many are just struggling with extra stress, family hardships, and general anxieties. I'm not sure it's clear what kinds of supports are available to them, other than those who qualify for support from DSS, athletics, etc. Students seem tired (understandably) of being on camera and of navigating all the additional factors present this semester. GW can support me by making it clear how students can get general overall support (not just counseling or advising) and offering that support frequently and accessibly (and in many different forms)."

The university does not provide targeted resources for BIPOC faculty members; we are always left on our own. I have personally reached out to members that are new or that recently joined our community but it's hard. We are all struggling and D.C. is not particularly known for having trained specialists and psychologists to meet our needs (the university does not have even those resources for our students). My former therapist is no longer covered by our insurance plan so I was left alone and I do not have the emotional bandwidth to look around for one in the midst of all of this. So, a list of therapists covered by our insurance that are properly trained and not monolingual for those of us who speak more than one language or several--that's a very concrete thing. But ideally GW will fund and support an institute or program to RETAIN BIPOC faculty, which it has historically failed to do.

What support? Headspace app? Give me an f'ing break. Zoom fitness? Wouldn't' even think of attending. GW Wellness newsletters? Good lord, no.

I really appreciate IT classes and our IT technical support. I have not been offered any other forms of support

Absolutely not. I wish the university would offer personal counseling services for faculty and staff. Not a hotline, but something more stable that could provide real support.

Has the university supported your engagement in at-home activities? If so, what has been helpful? If not, how do you wish the university had supported them?

Not even a little bit. The university has hung us out to dry, except for the occasional email thanking us for our efforts, which is completely disingenuous when it is not accompanied by any actual measure of support. It is more like rubbing salt in the wound.

Please please please do not end the Headspace app subscription!

No

Why should this be the responsibility of the university? Again, a loaded question.

By allowing/mandating actual days "off". No more 24-7 emailing from program heads. No more endless additional online events required (recruitment, info sessions, talks outside of our immediate courses). We need to be able to turn OFF and step away from the computer. Corcoran faculty teach 2-3 4.5hr courses per semester. Just that time alone in front of the computer, never mind assignment correction, course development, meetings with students, and all the other seemingly endless asks, is draining and unhealthy, mentally and physically. We are barely hanging on.

I've not been familiar with ANY university effort to support engagement in "at-home activities." Unless you count required evening Zoom sessions organized by the university on top of our usual teaching obligations. A regular occurrence over the past year is to spend hours in the morning in a virtual meeting, followed by 4.5hrs teaching a studio in the afternoon (1-5:30P), and then spend another 1.5-2hrs on Zoom in the evening during FAMILY DINNER TIME to do some evening info session.

No. I am expected to work even more, filling in the time that would have been commuting with work and being available at any hour. I long for the ability to address my mental health, but I cannot dedicate time to self care because of my work and caregiving obligations.

I don't think the university has even acknowledged that we have at-home activities, or that the pandemic has often increased these activities and responsibilities.

No. The university is a non-presence in my life.

No. As an untenured faculty member, I have constant anxiety around being responsive and timely. The expectations increased this past year, while support decreased. If nothing else, I wish the senior faculty and admin had encouraged us to leave our computers in the evenings. Instead, we had passive communications about "tips for mental health" without the ability to do any of them. I am aware of friends and family that have had ergonomic workshops, stipends for home office tech, weekly chats with work groups, "holiday party" money given to them in the form of an extra bump, etc. I am shocked that one of the most expensive universities in the world was unable to offer any of this to faculty.

The University provided Headspace access but I can't get my family to agree to use it. Other than that, the University has done nothing, nor can I think of anything other than what I wrote earlier. The University is not to blame for the pandemic nor for the murderous response of some state and federal officials to the pandemic. But it is responsible for not adequately supporting our Department before the pandemic, making any additional pressure very hard to handle. It should not be hard to tell which Departments have teaching loads that are excessive compared to others, and to do something about it.

No

No, they haven't. I wish the university would put out some resources for faculty and staff to engage hobbies online together. This could include book clubs or cooking demos or anything online that involved compensating people for time to organize. It would help colleagues feel connected and have space for peer support.

Very little support

No support.

GW-UHC medical benefits have been particularly stingy this year--I had to submit an out-of-network claim for mental health care three times before UHC would deign to even process it and then I had to resubmit it again for UHC to approve it and reimburse the covered portion of the expenses. It has been more difficult to get Payflex reimbursements too. And then I was charged the full cost of a virtual visit to my in-network primary care doctor. It seems the university is endeavoring to cut spending by trying to make it more difficult to access health benefits.

It would have been helpful to have resources to alleviate stressors in working from home, including fiscal support for using home resources as a home office. All the indirects we bring in, all the tuition we bring in seems to be being pocketed by the university. Some stipend for the cost of working from home (wifi, paper, printers, space, etc.) should be provided for the last year. Or at least a transparent accounting of where those indirects and tuition funds have gone - they certainly have not gone to support the students or the faculty!

I wish that existing deadlines were kept the same this year. I am a department chair and moving the faculty annual reporting up 1.5 months nearly killed me. It ruined my research schedule also, as I now have to prioritize faculty reports over my research papers, just as I was in the final push to get the papers out.

Teaching online is double the work. The university has also moved up the annual report deadline. That means the workload is exponential. It would be nice if the university pushed back the annual report deadline with the understanding that graduation is pending, as is the end of the semester.

No. Messaging around better work life balance would be important to communicate.

No. The university doesn't even see me as a legitimate member of the university-community, never mind a human being with a home life.

I appreciated that the U made the Headspace App available for free, but I've not had time to take advantage of it.

No support. Significant personal cost of equipment/office upgrades for effective prolonged teaching.

I still have a pay check...

Honestly I am not sure what the university could have done/could do. We have a ton of work as professors. Many obligations. They can't do the work. They could give us more money, that would certainly help. They could hire more people, that would help, but is not easy. They can't give us course releases, that just burdens others or screws over the students. They can't buy me a beach house. I don't need any more chocolate or a t-shirt.

Not at all. It was nice to offer zoom classes, but they are not at convenient times for my schedule.

By working at home, I have saved commuting time, and this has given me more personal time.

No support at all.

When I asked for help with my GW laptop computer at home, and indicated that the IT help person should call my cell phone, I discovered a voice mail recording on my office phone. There is clearly a consistent and ongoing discoordination of IT support at GW. The problem has never been resolved.

I'm not sure how it could. I mean, another break would have been nice, but I don't know how feasible it is.

As far as I am concerned, the university doesn't exist with regard to anything but "do this, do that" re teaching, filling out forms, etc. I'm not sure I need GW to play the role of "big brother" - it probably does so, though in the negative way. But I would like greater tech support, a source of considerable stress to me, with tech issues eating up lots of time and generating lots of anxiety. In providing our own computers and internet, we are subsidizing GW's operations. GW does provide software and CCAS's OTS is pretty good... but still: Overall, I feel like we're out here entirely on our own.

I believe that many colleagues would appreciate it. Not sure it works for me. I experience a strong Zoom fatigue, so not very excited about an idea of spending more time on Zoom

No.

No support from the university.

How has the pandemic affected your ability to form and maintain personal and professional relationships?

Absolutely! It has shut down my field (performing arts)

I miss my colleagues as much (if not more) than the students. It has been difficult to not have the casual interactions over coffee or in the hallway. I have always thought email is a dangerous form of communication because the receiver can read/misread a message in terms of tone, or meaning. Yet, many are so zoom fatigued that they don't want to do more zoom meetings than they have too. All around, much exhaustion among my colleagues.

No

Good god yes. The overwhelming workload has stopped my research work nearly in its tracks.

Yes

Yes - obviously not seeing people in person makes relationship formation difficult at best. The pandemic hasn't prevented me from bringing engaging guests into virtual classrooms, but it has certainly impacted friendships, family relationships, and the normal professional relationship-building that would occur.

It has made it more difficult. I miss the time to interact with people on a personal level--with Zoom, it's all business all the time.

Negatively. The inability to attend conferences and in-person meetings has certainly impacted my professional relationships, though I have been able to maintain some that were in-place and essentially long-distance before the pandemic hit. Gathering for drinks and conversation via Zoom got old fairly quickly, and while I have tried to arrange in-person, outside, socially distanced get-togethers, the winter presented challenges and the isolation levels went up.

I am staying within a small circle of personal relationships and my professional relationships have almost completely disappeared.

Greatly. Especially professional relationships. I struggle with acculturating to GW.

Impossible.

Yes. Zoom and Webex are no substitute for an evening out at one of DC's restaurants. I miss the special weekend outings I scheduled with friends, when we would sample a series of restaurants and bars in a particular neighborhood in DC--H Street, Capitol Hill, 8th Street, the Waterfront, Penn Quarter, and Georgetown. I hope our favorite spots survive this ordeal.

It's been mixed. But maintaining connections that are personal and professional requires a great deal more effort and time and intent now. And to not maintain them is just untenable for my wellbeing as a person

Severely restricted such efforts, of course.

New personal relationships are nearly impossible to develop and professional ones are difficult to maintain. Zoom is no substitute for in-person interactions. All the conferences have either been canceled or moved online. All the public lectures and works-in-progress seminars are on-line. Often, the forums are closed so that we can't tell who is in the audience with us and can only see the speaker or the panelists. That is a truncated experience that prohibits the kind of intellectual interaction and networking that is crucial to academic excellence.

Yes! So many ways.

I miss seeing my friends and I miss seeing my colleagues.

I found this extremely difficult to do this. As a person who lives alone without family in the area, I have suffered from severe loneliness at times.

As with just about everyone in society it has made socializing with friends impossible and that has created some sense of isolation. Zoom happy hours are not an adequate substitute for sharing a meal in person. I would say very much the same thing about relationships with students. The ability to enjoy a lunch with small groups of students and get to know them informally has been a big negative over the past year.

I have maintained most current relationships with deliberate and ongoing effort of connectivity. No effective mechanisms to develop any new relationships.

I have a severe immunodeficiency and am homeschooling my only child, age six. We have no personal relationships this year.

In so many ways. First, I don't see people on campus, so a lot of collegiality is lost. Second, I can't get evening babysitters, so I pretty much can't attend evening events ever. Third, I have way less time for anything, so I attend fewer events during the day and say no to lots of opportunities.

Significant impact. I am lonely, I have lost some friends at GW and elsewhere due to strain (arguments, distance). I feel like I have nobody at GW that I can count on or confide in.

I have not been able to form any new professional relations. Maintaining personal and professional has not really been possible given my job and my family's needs.

Miss my children and grandchildren, but maintain zoom contact.

OBVIOUSLY

I have been unable to aid my graduate student properly so that she could finish her lab research. She has been forced to abandon the project.

I have really struggled to participate in unstructured online social events (zoom happy hour type things) because I can't talk about how things are going without getting weepy, and that's a pretty weird dynamic. I feel like I can't support my colleagues other than by saying affirming things, which is pretty weak.

Because everything takes more time and energy, by midway through the semester I just don't have as much enthusiasm for these things as I normally do. I'm exhausted. I do my job well, but after teaching, emails, student support, and service work, it's tough to have more to give.

Absolutely. In these years prior to my tenure review, it is crucial to cultivate strong personal and professional relationships. Instead I have been asked to do significantly more work with less resources. All the invisible labor I do--- supporting my students, particularly BIPOC and LGBTQI-- when I'm myself struggling with my own mental health has been quite taxing to say the least.

Pretty badly. I have initiated a divorce.

It takes its toll every day.

Is there anything you would like to tell President LeBlanc about mental health on campus?

Just please leave this institution

Please, try to work a bit harder at pretending that you truly care about the wellbeing of GW's employees (for now it is not possible to believe that you really do), but ultimately actions speak louder than words.

The fundamental disconnect between upper administration and the faculty has to be erased. It would be so much better to feel as if we are all in this together.

During the four or so years I've taught at Corcoran/GWU, I've always been struck by the prevalence of mental health issues among the student body. Post-pandemic, I can only imagine that these issues will be exacerbated, not just for students but for faculty as well. As such, providing robust mental health support for students + faculty will be a crucial consideration for the future.

The pandemic experience has shown why the world (and GWU) needs the Humanities, not just STEM, you moron.

I'm hoping that people are coping far better than I am, but he should know that there are probably a lot of people out there who are hurting terribly and asking them to keep calm and carry on is not only of little help, it actually makes things worse.

I am so disconnected from the campus that I have no idea what's going on with anyone else. Financial burdens have been a large strain on mental health for faculty and students, and senior faculty and admin seem to be unaware of the actual costs. I have heard very ignorant suggestions from senior faculty, from "get a nanny" to "get a hotel room for class." These comments are unaware of the costs and what it is like to be a student or new faculty at this time. It is so critical for faculty to validate student concerns and critically look at their own financial privilege before providing suggestions.

Our students are suffering. I've never seen anything like it in 25 years of teaching. They try, but they have so many crises, medical and mental. And just fatigue. And we, the faculty, are their first and often only point of contact with adult authority / support figures outside their homes or dorms. My office hours are full, my email is stuffed, and my students are taking up more of my time than ever in my career. I do everything I can for them, try to keep my classes lively and engaging, while also keeping it real and being flexible with them. I'm doing well by them. And still doing all the other academic work that keeps the system working -- evaluating manuscripts, sitting on committees, writing tenure letters. As, meanwhile, my goddaughter is in ICU, my husband is ill, and I'm so exhausted I wake up every day trying to remind myself that I will make it through my classes and my meetings and it will be OK. It would be SO easy to make the faculty (and the staff) feel appreciated, to let the students know you're aware of their difficulty, to send out messages that were about something other than how great the central admin is doing. I don't blame Pres. LeBlanc or GW for the fact that the pandemic has been hellish, obviously. And they made good decisions about online teaching, about not cutting faculty salaries (beyond retirement). But the sense of isolation and invisibility has been resounding.

I'm puzzled that GW faculty and students seem unable to get vaccinated at GW Hospital. I was finally invited by DC Vaccinate to schedule an appointment. The closest option was Howard University Hospital. Why isn't GW Hospital on this list?

I don't think our healthcare options have kept pace with the realities of living and working in the DC area. It is almost impossible to find a psychiatrist in network in our area. It is also very difficult to find a therapist/sw who is not using cognitive behavioral methods, which are useful but mostly as a short-term fix.

Students are struggling more than I have ever seen in 12 years of teaching. They are in many cases lashing out at faculty and staff for things over which we have no control.

People are struggling and his lack of leadership makes it so much worse. Communicate clearly with us. Do not pass contradictory information to staff and faculty.

It has been a tough year for all, especially so for people who have to support anxious graduate and undergraduate students. The lower down the pyramid you go, the more you have to grapple with real-world personal problems. I would be very grateful to have to deal with a budget!

LeBlanc, you're racist, rude, dismissive, arrogant, sexist, and comfortable only with yes-men from your own circle. You are a detriment to GW. Morale has never been so low, and it's not all because of the pandemic. If you weren't running our university into the ground with your skewed priorities, we would be coming together with our colleagues and students to weather the pandemic in cooperation with one another. That's what's happening within departments and programs. But your constant interference and unreasonable demands based on corporate crap keeps us from feeling the community support we would otherwise be experiencing. We distrust you. We resent you. We want you gone. You do not have the mandate necessary to revamp our university. Go away.

Make decisions about return status as soon as possible, and respect faculty wishes as to how they think it best to run their classes (in person, virtual, hybrid...) Saying we'll be in person "to the extent possible" doesn't reassure faculty that their personal concerns will be respected.

What I think is most frustrating is that the "fixes" GW proposes for mental health are all bandaids. Structurally, GW needs to acknowledge that we are in the middle of a pandemic and that normal measures of productivity and effectiveness are unreasonable. I commit myself 100% to my students and put on a cheerleader face for each and every class to make it the best learning experience I can despite everything that is going on. But the students are struggling and there is only so much I can do to help them. They need the administration to do more.

The experiences I have had since March 2020 -- and really since George Floyd was murdered -- you can't unsee. We spend a lot of time talking about "student experience" but none talking about "faculty and staff experience". Just because I do not pay tuition does not mean that I am not valued and important. Do universities have to be measured on faculty and staff retention for it to matter? There has been very little regard for our mental health. To watch long time colleagues be dismissed or to have to re-apply for their

job that will pay less money. To have to make financial sacrifices while new senior administrators are hired. To have to see/read/hear "we're all in this together" when we never were. The students at least have the Office of Student Success and Academic Commons. Where was the Office of Faculty Affairs in all of this?

Thanks for your recent session with SPH faculty where you discussed plans for the fall and the University's response to the pandemic. That was helpful.

You're a horrible leader. Your administration directly contributes to the marginalization of large swaths of students and faculty. Your administration, propped up as it is by the BoT, are doing irreparable harm to GW's reputation. And, even worse, you're contributing to the mental and emotional suffering of your stakeholders with callous policies, heartless lay-offs (while attempting to expand the administration's top earning class), casually racist remarks and behaviors. Sod off. There's no saving you and there's no redeeming this institution without completely gutting administration and The Board.

YOU HAVE DONE A TERRIBLE JOB IN SUPPORTING YOUR FACULTY AND STAFF. YOU HAVE KEPT US IN A HIGH STRESS ENVIRONMENT WITH UNCERTAINTY AND NO SUPPORT. FACULTY AND STAFF COME LAST AND OUR HEALTH IS OF NO CONSEQUENCE TO YOU.

Any effort to incorporate remote teaching methodologies after the end of the pandemic should be off the table. The students HATE this type of instruction, it is enormously fatiguing to faculty who must work twice as hard to do a less effective job than is possible teaching face-to-face.

Please do NOT let the advantageous economics of "distance learning" seduce you.

Students and faculty are struggling.

Faculty are struggling. Many feel isolated and like there is nothing to hold at GW. I have forgotten what I am working for. I think about how I might quit often. Thanks for doing this survey, I really appreciate it.

Pushing up the date for turning in Annual Reports really didn't help in terms of supporting our mental health.

I appreciate the flexibility that the administration showed when it shifted to online classes last summer after attempting to have live classes. This left me stress-free for COVID issues and saved me commuting time to devote to personal activities and to improve teaching.

The added emotional labor required to take care of our students' mental health needs in addition to our own has been substantial and exhausting. In addition to teaching, we have to be monitors, counselors, and sounding boards. Teaching online is hard enough and having to do the additional work to take care of the students without recognition and facing pay cuts, curtailing of benefits, and a general lack of appreciation is frustrating and saddening to say the least.

My dissatisfaction with the University has led to me actively look for other jobs.

Your emails paint a rosy picture of campus and pandemic life. They are difficult to read, given the realities many of us are facing. I consider myself to be doing okay, all things considered, even given the stress and exhaustion, but I know others are struggling more. Many of us are doing so much extra work, with no additional compensation, and wider recognition of this work (beyond department support) feels like it comes only in platitudes. And my students--they are awesome and trying hard, but this is tough on them, and I'm not sure that they have enough outlets for support (and space to step away and take breaks without stressing about school work).

Take our mental health seriously; assess the precarious situation in which most of us find ourselves; and then do something about it please-- fund programs, provide support, and recognize and acknowledge what we have been asked to do.

We could really do with more concrete action and better communication. It's come too late and with the wrong messaging. For example, we frequently get employee appreciation emails directly followed by exhortations for more work. Our annual reviews in Lyterati are a key case in point. The date has been moved forward to the most stressful time of the year. We are told this is so we can get merit based pay increases. Increases that barely keep pace with inflation. At the same time, we have zero information about when our pensions will be restored. We all know the effects of the neoliberalization of universities, living through it is beyond stressful.

Please announce a search for a new GW Vice Provost for Mental Health, Wellness, and Happiness; I'm sure that Heather Swain or some clone of hers would do a wonderful job making us feel better about GW in these trying times. Or perhaps, as a reward for our extra work, LeBlanc can send all of us - not just his hand picked sycophants - to Orlando for a deep Disney immersion experience, or at least put us on some real rides. Just so there is no misunderstanding here: I'm kidding. I do feel that our upper administration, nice words notwithstanding, dislikes the faculty immensely (as does the Board of Trustees). We still don't have anything resembling shared governance. But we all know that - given the findings of the Senate's survey. Alas. One last thing: Every time I get one of the Provost's or President's emails, my mental health deteriorates. (I am speaking metaphorically here, not literally). Take Provost Blake's announcement not long ago about Post-COVID academic innovation" and his task force. How can I not roll my eyes or bang my head against the computer screen when I read that: "...we strive continuously to improve our academic programs and deliver on our value proposition to students, we must embrace innovations in technology, course instruction, and more, in order to realize our goal of preeminence as a comprehensive, global research university. With promising vaccines seemingly on the way, it is time to think about potential innovations that can strengthen our academic future." Perhaps we can play a drinking game with the term "preeminence" and "comprehensive, global research university." And I propose that we dock an administrator a month's pay every time they use the phrase "value proposition" with regard to what we do here at Home Depot - I mean GW. Buzzwords, cliches, and more - that's what we get. It's impossible to have any confidence in our upper admin - on mental health or any other issue - when they can only communicate in corporate speak. I've heard 'em answer questions in person - it's either memorized notecards or corporate jargon. I have no confidence in this crew. And I marvel that we have colleagues - more in other colleges than in CCAS - who actually can't see this and who credit LeB for doing some good. Go figure.

One of my students was hospitalized due to mental breakdown, many students complained about Zoom fatigue and feelings of apathy, loneliness, low productivity. One student was physically abused at home. We need to bring our fantastic students as well as our professors back to campus.

The university should prepare to deal with the mental health crisis not only of students, but also of the faculty and staff. It should offer free personal counseling services for faculty and staff.