

Office of the Vice Provost for Teaching and Learning

Dear Instructors,

At the end of the quarter when burnout is always high, and appears to be especially high this year, we want to pause and talk about the importance of caring for one another and our individual well-being. At UCI, we are one community and the mutual care and respect we show for one another is, as always, important. We know it can be hard to focus on anything beyond what feels most urgent at this moment. We hope this advice and the resources available to you will help in managing the stressors around us and remind you of the expectations we have of one another in our community.

First, **thank you** for your continued work during this unprecedented time. We appreciate you. This is a time to have compassion for yourself, for your peers, and for your students. Understand that both you and your students may be feeling stressed out by the uncertainty of the current situation.

- **Take care of yourself.** Consider that you may need to take a few extra breaks and get enough sleep to keep up your energy during this difficult time. Recognize that you are not in this alone. Ask for help from your department chair if you are in need of extra support.
- **Show respect for each other.** Remember, you may have differing opinions about what is happening on campus right now. We should all respect one another's rights to express or not express those opinions. Bullying and intimidation have no place on our campus. While academic expectations are expected to continue, retaliation for legal strike activity is not acceptable. If you have any questions about this, please direct them to continuity@uci.edu.
- **You have resources!** Remember that there are employee well-being services you have access to including [HR Wellness](#), the [Employee Assistance Program](#), and [Faculty/Staff Support Services](#).

As a reminder, here are some [pedagogical continuity strategies](#) to help mitigate stressors between you and your students. One of the most important is to maintain **transparency with your students**. Communicate with your students about your plans for the end of the

quarter exams or assessments. Tell your students if you plan on submitting your grades late so that they don't panic.

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