

[To view this email as a web page, go here.](#)

THE UNIVERSITY OF ARIZONA



Agriculture, Life &  
Veterinary Sciences &  
Cooperative Extension

## Dear Colleagues,

This week, we welcome President Garimella as our land-grant institution's 23rd president.

In public comments since the announcement about his appointment, President Garimella's statements have aligned well with our divisional values of ingenuity, inclusiveness, and service to Arizona's families and communities. He has committed to fixing UA's finances, as well as business and budget models.

UA's financial crisis negatively impacted us all. I have heard you tell me of increased bureaucracy resulting in needless additional workload, funding losses, being professionally disrespected and feeling targeted, frustrating and seemingly arbitrarily shifting policies, and fearing retaliation. UA's financial problems started before the pandemic, and five years is a long time to have been under this stress and worry about your professional and personal futures.

At our [September 20 Business/Finance/Budget Retreat](#), I heard *again* of your *lived experience* today. I heard symptoms of burnout. I heard about your concerns about burnout in your colleagues.

***Burnout is a real thing.*** It is an *occupational phenomenon* with clinical symptoms including emotional exhaustion, depersonalization or increased mental distance from your work, feelings of negativism or cynicism related to work, reduced efficacy, chronic fatigue, irritability, constantly on edge, difficulty concentrating, and sleep disturbances. You feel unable to catch up no matter how hard or how many hours you work. You have lost the passion for work that once energized you.

Regardless, one thing that burnout is *not* is a sign of weakness.

It only happens because you deeply care about us, our students, our research, and the people we serve.

For five years, over and over again you have done more with fewer resources, with extraordinary resilience and commitment. I am proud of you and your achievements. Today I can offer nothing in return but my thanks. I wish I could say with any credibility that the financial situation will suddenly resolve. But I won't provide trite platitudes or false hope. We do have a tough year ahead.

We must be honest about the real challenges we must overcome, and consciously remind ourselves why we chose this path in the first place and know we will prevail. Even if we don't currently know how.

Don't let others destroy the passion that energizes you. When working for UK Prime Minister Tony Blair during the 2001 FMDV pandemic, I learned these lessons from the London Blitz (1940-1941):

- It's not just okay to step back when you need to, you must. It is critical for you and your families.
- Get sleep.
- Exercise.
- Laugh. Especially at the absurdity around us.
- Be tolerant of yourself, not only of each other.
- Some things may not get done. That will just be the reality.
- Remember, you did not cause the financial crisis, the opposite; we did all we could to prevent it. All you can do now is the best you can do.
- You are not alone, reach out.
- REMEMBER WHY.

**You are critical to us all and the people we serve**—whether you work with CALES students, 4-H youth, or deliver life-transforming Extension programming and/or seminal research.

Consider our newest students as one example.

- 1 in 3 of the faces in your classes are first-generation.
- 1 in 3 are transfer students.
- At least 1 in 5 are neurodivergent, here primarily through brute force IQ alone.
- Nearly half know that they must work at least one job just to afford to stay here for their first semester and have that stress on top of everything else.

These are very high-risk demographics. Our students are not with us by chance. Every class you deliver, every advisor meeting, every interaction you have will affect their future. Daily you can guide, and you inspire. Daily you are believed in and trusted. Remember this.

The financial crisis has stretched us all to our limits. Often beyond. But we are still here. All of us. We have overcome.

Together we have innovated, adapted, and led. Your dedication is seen. I am deeply grateful for you, day in and day out. Our students and fellow Arizonans need us now more than ever, and I believe that by supporting each other we make a profound difference. Together, we will continue to inspire, teach, and support the next generation of leaders.

I want to thank you for your continued dedication, even in the face of historically unprecedented challenges. Your hard work, your care for your students and your research, and your commitment to the missions of our enterprise do not go unnoticed.

**Thank you for all that you do.**

With deep appreciation and support,

**Shane**

Shane C. Burgess

Vice President, Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension

Charles-Sander Dean of the College of Agriculture, Life and Environmental Sciences  
The University of Arizona

---

*This email was sent to: ALVSCE faculty, staff, and postdoctoral research associates.*

You are receiving this email from the **University of Arizona's** mailing list.

Division of Agriculture, Life and Veterinary Sciences and Cooperative Extension, Forbes Building, 1140 E. South Campus Dr.,  
Tucson, AZ 85721, US

© Copyright 2024 The University of Arizona. All rights reserved.

**Land Acknowledgment**

*We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the*

University of Arizona Announcement

*O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.*