

Student Government Association

Minutes for meeting held Wednesday, March 18th, 2026

The meeting was called to order at 4:03 PM by President Abby Stovall. Attendance was taken and a quorum was established. The minutes for the meeting held on March 18th, 2026 were approved.

Special Order of Business:

- **Dr. Alice Hawthorne Allen** – presentation on burnout; *see pages 5-14*

Student Open Forum:

- *No comments or concerns*

Officer Reports:

Faculty Executive Board Representative – *Ms. Zoey Shamblin*

- Ms. Shamblin was not able to attend the March 23rd FEB meeting, but she will report back to the Senate as soon as she receives the minutes
- *Course registration is now open!* Remember that for registration purposes, class membership is determined by **credits earned, not credits applied!**
- The next FEB meeting will be on April 6th

Board of Governors Representative – *Mr. Garon Wiseman*

- Mr. Wiseman has e-mailed a survey to help him build a presentation for constituents' day; it is very important that you fill this out!

Judicial Liaison – *Mr. Garon Wiseman*

- Court will meet on March 26th

Ombudsman – *Ms. Maren Boblits*

- Ms. Boblits addressed some recent concerns with CUSAC
- One concern was seeking a reduction in laundry costs; there's not much that can be done for overall cost at this time because Concord recently signed a contract, but the ability to add less than ten dollars at a time on the app is being looked into.
- The other concern is seeking more clear signage near the dorms for delivery drivers; this is actively being worked on

Parliamentarian – *Ms. Elena Chamness*

- Ms. Chamness reminded the Senate that her office hours are on **Mondays and Thursdays from 2 to 3 PM**

Secretary – *Mr. Brian Strickler*

- If you or your organization is unable to make it to Senate, **please fill out the excusal form!**
- Again, if you use the SGA office, pick up all trash and move seats back where they belong!

Business Manager – *Ms. Zoey Shamblin*

- Ms. Shamblin has received a budgetary request; she will update the Senate after she discusses it with the Budgetary Commission

Vice President – *Mr. Matthew Atwell*

- Spring Fling is coming up! (Week of April 6th through 10th)
- **This is also when SGA elections will be held!** Please vote; you'll receive a free t-shirt!

President – *Ms. Abby Stovall*

- President Stovall has been seeking guidance on updated dorm signage so that progress on the issue can be made
- President Stovall also volunteered for the regional social studies fair held at Concord

Committee Reports:

Budgetary Commission – *Ms. Zoey Shamblin*

- The Budgetary Commission will meet on Wednesday, April 1st at 3:30 to discuss the recent budget request

Philanthropy – *Mr. Matthew Atwell*

- SGA will be helping at Amy's House of Hope on Thursday, April 2nd

CUSAC – *Ms. Maren Boblits*

- No meeting is scheduled as no new concerns have been received; Ms. Boblits will notify CUSAC members of whenever the next meeting will be

Technology – *Mr. Brian Strickler*

- Mr. Strickler met with the Technology Committee on March 19th and heard a concern about the keyless entry readers not working with the handicap buttons in North Tower; this issue should be fixed now
- The committee will meet again on March 26th

Unfinished Business:

- *No unfinished business*

New Business:

- **Mr. Garon Wiseman** – It is tradition for the Judicial Liaison to serve as chair of the election committee; however, since Mr. Wiseman will be seeking an executive position, he has recused himself from the activities of the committee.
- As recommended by Mr. Wiseman, Delta Zeta moved to approve President Stovall as chair of the election committee; seconded by Sigma Sigma Sigma.
- As recommended by President Stovall, PATCH moved to appoint the following individuals to the election committee; seconded by Bonner Scholars
 - Aurora Crews
 - Jacob Lambert
 - Cierra Lucas
 - Landon Skeens
 - Haley Johnson
- President Stovall reviewed the rules for the election:
 - Applications will open immediately after Senate on March 25th and close at 12 PM on Friday, April 3rd
 - Campaigning may begin after 12 PM on April 3rd; any fliers need to be approved. Anyone filling out the application to run will receive detailed rules on campaign materials
 - Fliers need to be sent to the SGA e-mail (sga@concord.edu)
 - Fliers need removed by 6 PM on April 10th
 - Complaints need to be received within 24 hours after the polls close
 - You can only file for two positions at a time
- The Society of Nursing Majors moved to approve the 2026 SGA election rules; seconded by Student Support Services

Announcements:

- **Hopper-Turing Society** - (*Mr. Jacob Lambert*) The Hopper-Turing Society is still hosting its web design competition! Please see Mr. Lambert if you have any questions
- **Ms. Carolyn Worley** – Leather keychains and bracelets will be on Thursday, March 26th outside of the Student Center ground lobby. Please note that the correct address to use for deliveries to the Towers is **110 Repass Street, NOT 1000 Vermillion Street!**
- **Society of Nursing Majors** - (*Mr. Blake Meadows*) The Society will meet at 2 PM on April 1st in Fine Arts M10 to elect new officers. All nursing majors are welcome!
- **Ms. Zoey Shamblin** – Ms. Shamblin is involved in Concord's Spring 2026 musical, *Firebringer*. She encourages everyone to follow "Concord University Theater

Department” on Facebook. A link for donations can also be found, and there is still time to purchase ads in the program.

Meeting was adjourned at 4:40 PM

Brian L. Strickler, Secretary

Recognizing and Preventing Burnout

Alice Hawthorne Allen (Dr. H.)
amhallen@concord.edu Science
302

Concord University SGA Presentation 2026

Conclusions First

Definition is straight forward.

Causes are complex.

Strategies exist at multiple levels.

There are actions we can take.

There is hope.

Historical Use of “Burnout”

Term “burnout” was first used in 1970s by American psychologist, Herbert Freudenberger in the context of caregiving professions

Connotation of extreme stress and high ideals

<https://www.ncbi.nlm.nih.gov/books/NBK279286/#:~:text=The%20term%20%22burnout%22was%20coined,high%20ideals%20in%20caregiving%20professions>

Early research started in 1980s by American social psychologist, Christina Maslach, UC Berkeley

Connected to occupational circumstances and has three dimensions

- *Feelings of overwhelming exhaustion, fatigue, depletion, wearing out*
- *Feelings of being detached from one’s job, withdrawal or feelings of cynicism related to one’s job, loss of idealism, irritability*
- *Sense of ineffectiveness and lack of accomplishment, low morale*

(Maslach & Leiter, 2016 DOI [10.1002/wps.20311](https://doi.org/10.1002/wps.20311))

Definition from World Health Organization

World Health Organization (WHO) in the International Classification of Diseases (ICD-11) has stated

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

It is characterized by three dimensions:

- *Feelings of energy depletion or exhaustion*
- *Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job*
- *Reduced professional efficacy*

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

Burnout is not classified as a medical condition.

<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

Assessment of Risk for Burnout

Several self-assessment tools pertain to risk factors for burnout.

Most continue to reflect connections to job
related circumstances, per the definition.

One is the Maslach Burnout

Inventory (MBI)

created by Christina

Maslach,

which is the historical standard in the field.

<https://www.prc.nm.gov/wp-content/uploads/2023/11/Burnout-Self-Test-2.pdf>

The Why on Burnout is Complex

Culmination of a lot of factors that can include:

- ✓ Workload or volume of work
- ✓ Level of control or autonomy ✓ Rewards and Recognition
- ✓ Issues with interpersonal relationships, ✓ Level of fairness in
work environment including lack of support at work, ✓ Values
modeled and incorporated into
breakdown of community, work
environment
- incivility and bullying ✓ Resources available
- ✓ Organizational changes ✓ Factors from outside of work

- ✓ Lack of transformational leadership ✓ Individual choices and circumstances

Burn-out is usually not from just one thing ➤ Beware blaming the person and is, by definition, not just the person: ➤ Beware thinking there is one quick fix

Consequences and Cost of Burnout

Consequences and Cost of Burnout Include:

- Loss of employees
- Lower quality of work performance
- Lower level of wellness
- Decreased engagement and development of employees

The good news is that there are considerations for preventing and intervening.

Thinking and Rethinking Resources

Addressing Symptoms

- Resources for those who have symptoms
- Provide skills and resources to make people 'stronger' or 'resilient'

Addressing Sources

- Reducing sources of burnout, prevent before it happens
- Improving Cultures

Can occur at all four levels within an organization:

individual, peers, leadership, organization as a whole

Organizational Level

- Ask how can the organization reduce sources of burnout
- Focus on wellness of employees, can offer wellness initiatives or opportunities for employees to focus on wellness, like days off
- Can survey employees to assess levels, consider policy changes

- Can make healthy culture a priority and talking point
- Can make sure resources and training are available to help employees be effective at their jobs

Leadership Level

- Ask how the leaders can reduce sources of burnout
- Support healthy workplace habits
- Provide training in inclusive leadership
- Provide leaders training in self-care, to reduce own risk of burnout and help give support to others.
- Model intentionally choosing kind gestures
- Provide genuine recognition

Peer Levels

- Ask how peers can foster/maintain positive interpersonal relationships
- Support each other's well-being, through reflective listening, expressions of care and support
- Provide team building activities and group-based wellness activities
- Choose kind gestures and affirm accomplishments
- Promote high quality work of peers to support recognition

Individual Level

- Ask how individuals can develop skills to prevent or deal with burnout, develop resilience
- Improve communication skills to promote healthy interactions and workplace conditions
- Complete job skills training to improve fit

- Reinforce healthy habits
(Dr. H Wellness assignment to Eat, Sleep,
Exercise, and Play)
- Choose and reinforce self care
- Ask for help and training when you need it

Extended Discussion and Ideas

Thoughts?

Ideas?

Questions?

Actions?

Conclusions

Definition is straight forward.

Causes are complex.

Strategies exist at multiple levels.

There are actions we can take.

There is hope.