

ADVANCE Program for Inclusive Excellence

Advancing women, transforming the University, investing in a culture of inclusive excellence



Organizational Commitment and Faculty Retention 2015 Faculty Work Environment Survey Results

The University of Maryland Faculty Work Environment Survey (FWES) was designed to measure the degree to which faculty perceive and experience their units, colleges, and the university to be investing in their professional growth and creating an inclusive work environment. Much social science and educational research has found that supporting faculty professional growth (agency, learning, professional networks, and recognition) and creating inclusive work environments (fair workload, diversity climate, work-life climate) is linked to faculty retention, advancement and productivity. The Faculty Work Environment Survey (FWES) was designed and implemented by the University of Maryland ADVANCE Program with support and consultation from the Office of Faculty Affairs and Office of Diversity & Inclusion. The FWES was implemented in spring, 2011, 2013, and 2015.

This brief summarizes results from tenure track faculty participants related to organizational commitment and faculty retention in spring 2015. A full institution-wide report can be found at the ADVANCE website, research and evaluation section:

<http://www.advance.umd.edu/research/research-evaluation>

RESPONDENTS

53.3% (n=854) of full-time UMD tenure track or tenured faculty completed the work environment survey. Demographics of respondents included:

- 41.3% female, 58.7% male faculty
- 19.9% Faculty of Color, 80.1% White faculty

- 23.5% Assistant, 32.4% Associate, and 44.0% Full Professors

MAJOR FINDINGS

- 27.6% (n=231) of faculty members indicated they were likely to leave the University in the next two years.
- Those who had received outside offers were more likely to indicate a desire to leave UMD and academia altogether.
- The most frequent reason participants listed for wanting to leave UMD was for an offer with a higher salary (20.6%), and the second most frequent reason was for an offer from a more prestigious department or institution (14.3%).
- 82.6% (n=689) of participants stated that there was at least one faculty member in their unit who left in the past three years.
- The most frequently selected reasons for colleagues leaving the institution were for an offer with a higher salary (18.1%), an offer from a more prestigious department or institution (12.3%), and retirement (12.1%)

DIFFERENCES BY GENDER & RANK

- Women were more likely to indicate intent to leave the University.
- Women were less likely than men to ever had an outside offer while at UMD ($\chi^2=10.541$ $p<0.01$).
- Full Professors more likely to have received an outside offer and Assistant Professors less likely ($\chi^2=76.821$, $p<0.001$).

Reasons for Leaving UMD or the Academic Profession

Survey Item	n	% Agree
An offer with a higher salary	176	20.6
An offer from a more prestigious department or institution	122	14.3
Retirement	94	11.0
Other	61	7.1
Lack of collegiality in my unit	36	4.3
To be closer to family	37	4.3
An offer from an institution in a more desirable geographic location	36	4.2
Potential for better work-life balance in a different type of position	30	3.5
Career opportunities at another institution for my spouse/partner	20	2.3
An offer for a position outside academe	16	1.9
Poor likelihood of tenure/promotion or contract renewal	12	1.4
Better work-life policies	9	1.1
I'm not well suited to the faculty career	4	0.5
Better campus climate for faculty of color at another institution	3	0.4
Better campus climate for women at another institution	1	0.1
Better campus climate for GLTBQ faculty at another institution	0	0

TO CITE THIS BRIEF:

Templeton, L., Corrigan, K., Kuvaeva, A., & O'Meara, K. (2015). *Organizational Commitment and Faculty Retention 2015 Faculty Work Environment Survey Results Research Brief*. College Park, MD: University of Maryland ADVANCE Program.

The ADVANCE Program for Inclusive Excellence aims to improve work environments and opportunities for women faculty in ways that improve the university for all. ADVANCE is Directed by Professor KerryAnn O'Meara and coordinated by Kristen Corrigan, Projects Manager. ADVANCE reports to the Provost's Office and is located in 1402 Marie Mount Hall. Founded initially through an NSF ADVANCE grant, the program is now supported by the campus, and engages in four activities found to have high impact in supporting faculty and improving work environments: (a) Strategic Networks (for assistant professors, associate professors, ADVANCE professors, under-represented faculty of color, leadership fellows and professional track faculty); (b) ADVANCE Professors assigned to each college to mentor women faculty and work with Deans to create structures and cultures of support; (c) Data collection, analysis and dissemination to increase awareness of equity issues, mentor, and improve work environments (e.g., faculty work environment survey and dashboard); and (d) Crafting policy change as relevant with other offices in areas that specifically affect women faculty. Please contact the ADVANCE office with questions or ideas related to these activities and goals. advance@umd.edu