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Oh, won't you stay? : predictors of faculty intent to leave a public research university

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Abstract

Understanding and predicting faculty intent to leave is important to the development of improved conceptual frameworks of faculty success as well as the implementation of effective retention strategies for academic leaders and institutions that invest considerable resources in recruitment, institutional support, and compensation. This study examined the relationship between various research-based factors and faculty intent to leave by integrating components identified in the extant literature for employee turnover more generally and faculty intent to leave more specifically. The results of binary logistic regression models identified workplace stress, being in a "soft-pure" discipline, fewer years of service at the university, and higher research productivity as key predictors of faculty having considered leaving for another institution. Key predictors for faculty having considered leaving academe altogether were being in a "hard-applied" discipline, not having a spouse or partner, a perceived lack of support, a perceived lack of fit, stress of raising a family, and dissatisfaction with certain aspects of the "faculty job". The implications for research, policy, and practice are discussed. (HRK / Abstract übernommen) Ryan, John F., E-Mail: jfryan@uvm.edu