

TAMU Retention & Turnover Intention Data

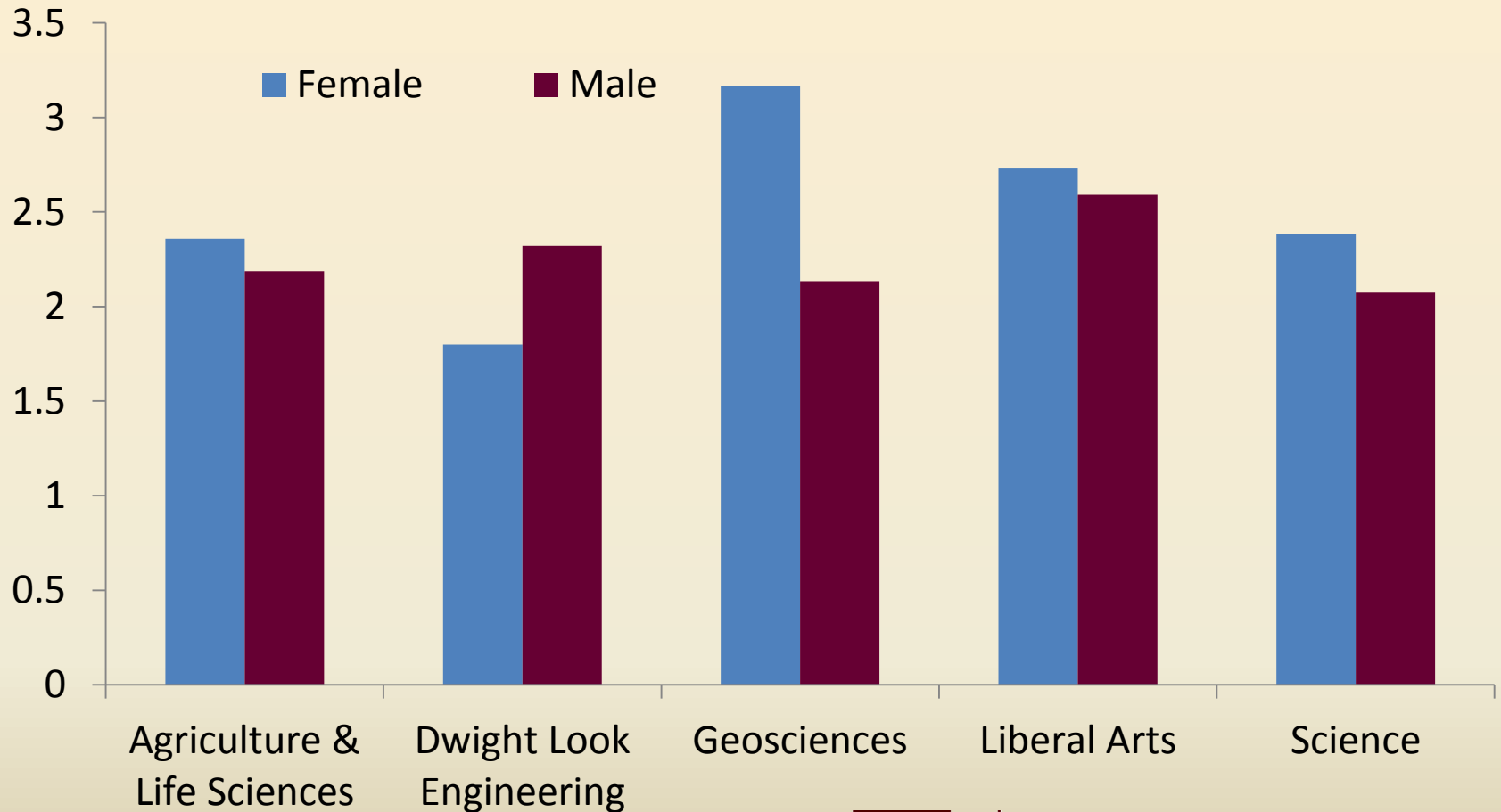
April 22, 2013
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2009 Turnover Intentions Index for Tenured and Tenure-Track STEM Faculty



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Annual Retention of Tenured and Tenure-Track STEM Faculty

	2009	2010	2011	2012	Average Annual Retention Rate 2003-2012
Agriculture and Life Sciences (STEM)					
Female	97%	95%	100%	100%	97.14%
Male	95%	100%	92%	99%	95.60%
Engineering					
Female	94%	100%	84%	92%	95.37%
Male	96%	99%	92%	95%	95.57%
Geosciences					
Female	88%	93%	100%	100%	94.96%
Male	96%	94%	92%	93%	95.38%
Liberal Arts (STEM)					
Female	94%	98%	96%	94%	94.66%
Male	94%	95%	89%	89%	93.71%
Science					
Female	94%	100%	97%	100%	96.52%
Male	96%	98%	95%	93%	96.45%

Demographically Adjusted Faculty Retention

Adjustment Factors	Tenured and Tenure Track Faculty	Tenure Track Faculty Only
Gender, ethnicity and national origin	X	X
Age group	X	
Faculty Rank	X	
Rank at hire	X	Assistant Professor
Years since degree	X	X
Highest degree held	X	
Current administrator status	X	
TAMU College indicators	X	X
University-wide salary growth rate		X
Year indicators	X	

Among Tenured and Tenure-Track Faculty

- After adjusting for demographics, turnover rates for female faculty were generally statistically indistinguishable from those of male faculty
- The exception was the STEM departments of the College of Liberal Arts where female retention rates were significantly higher than male retention rates during 2011 and 2012, even after the demographic adjustments
 - 91% of the female faculty were retained
 - 79% of the male faculty

Eight-Year Survival Rates for Tenure-Track STEM Faculty, FY 2003 through 2012

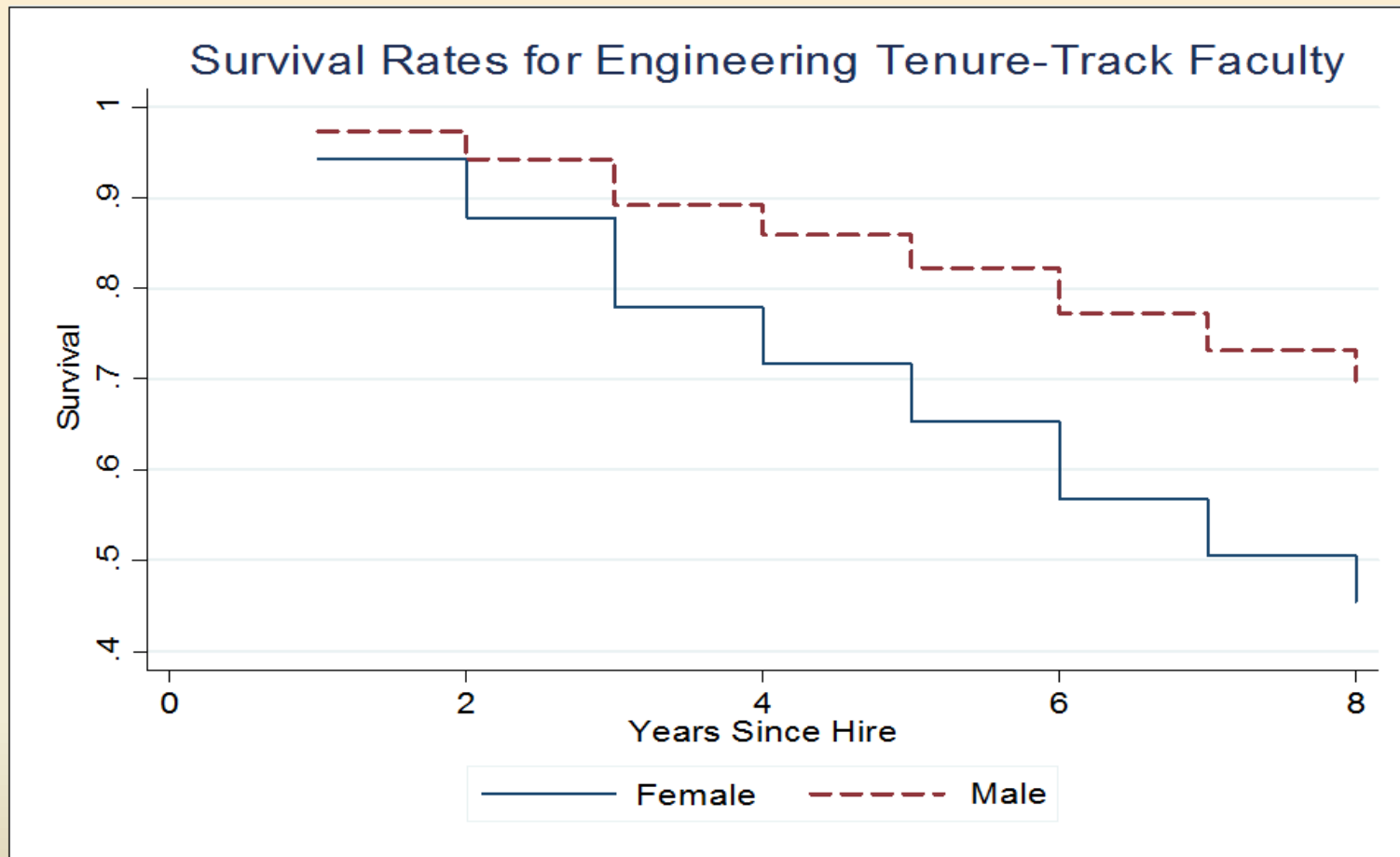
	Female	Male
Agriculture and Life Sciences (STEM)	100%*	86.9%
Engineering	45.4%*	69.7%
Geosciences	48.0%	46.0%
Liberal Arts (STEM)	58.5%	39.7%
Science	81.0%	70.6%

*statistically significant difference

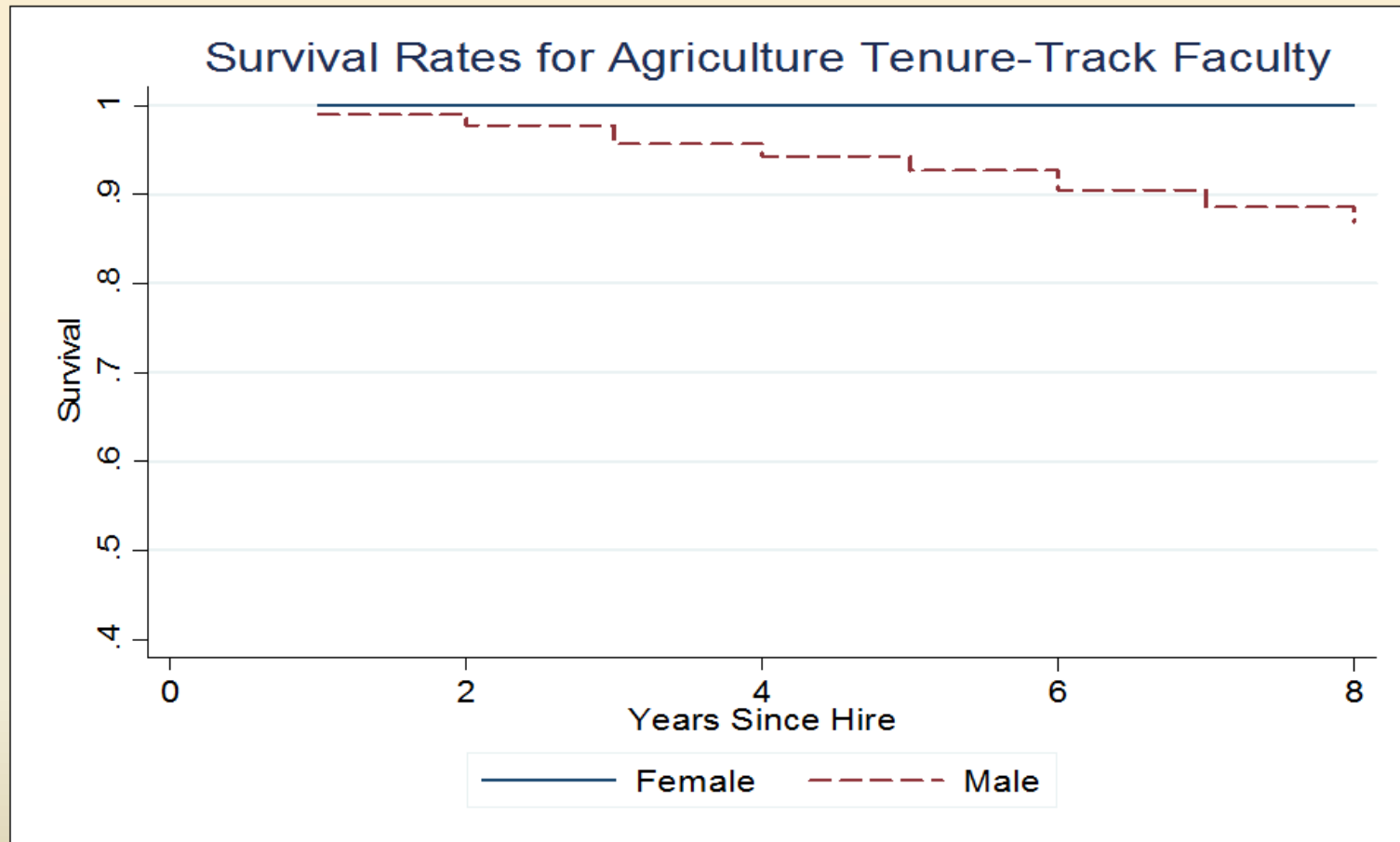


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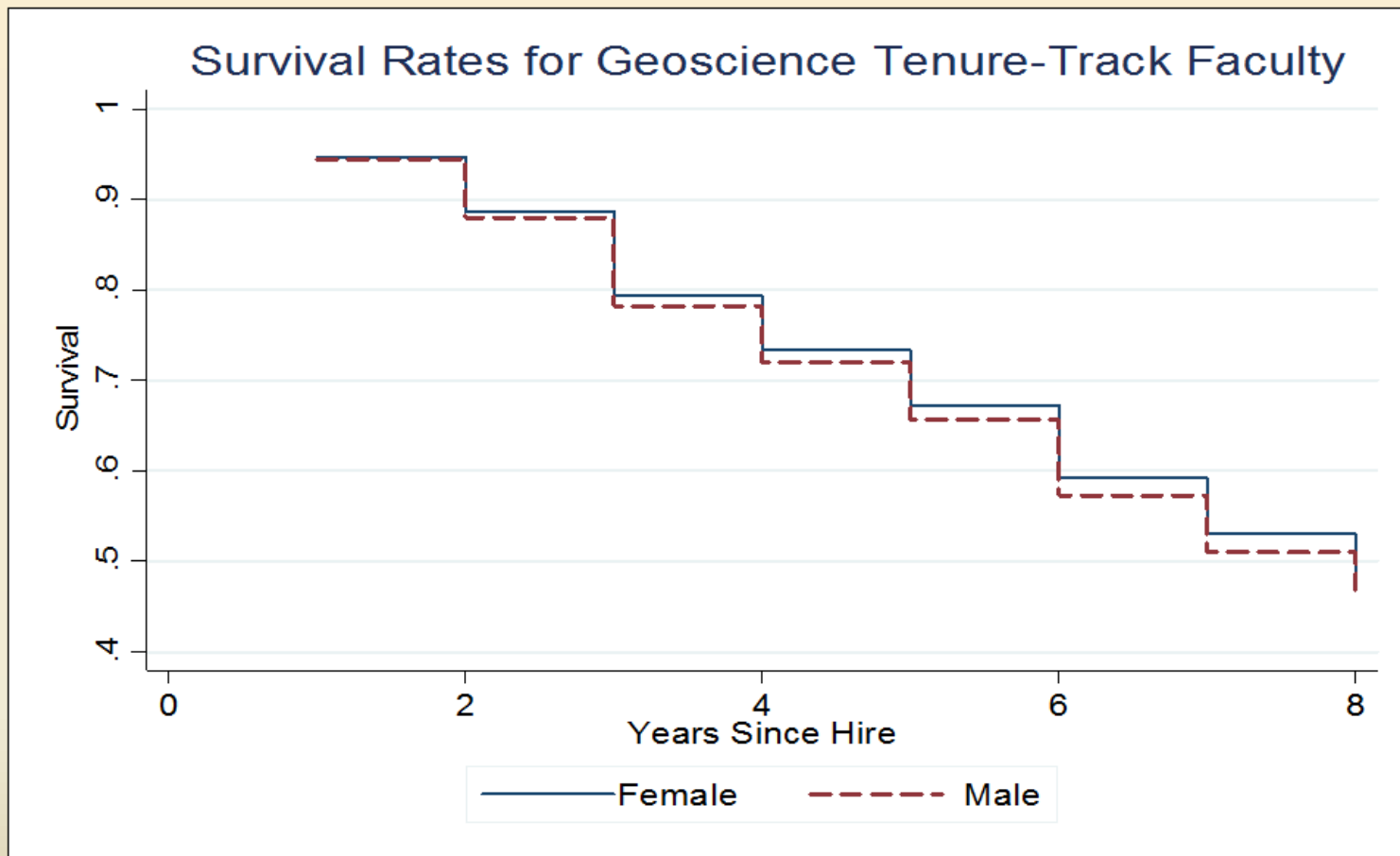
Survival Rates for Tenure-Track Faculty in Engineering



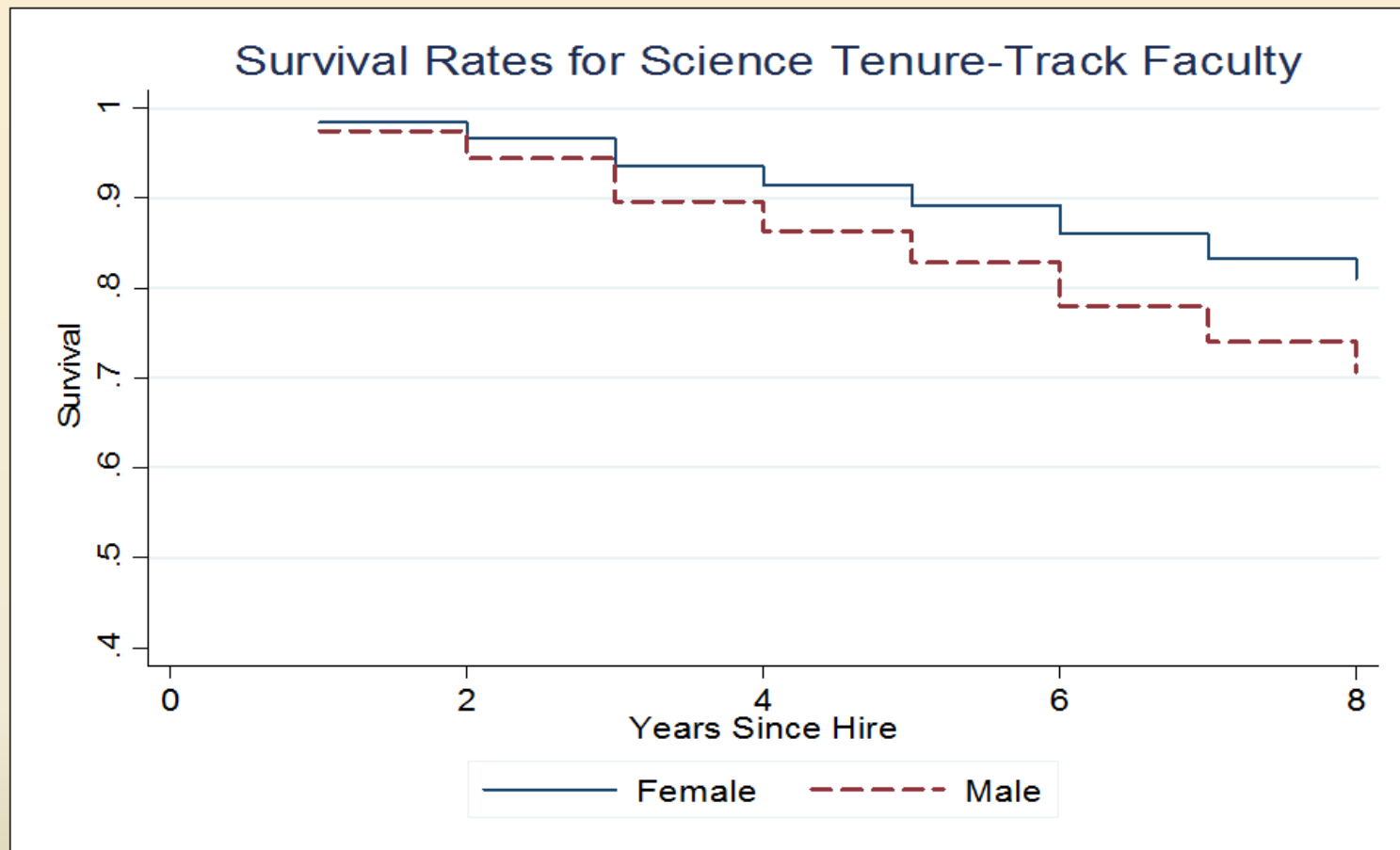
Survival Rates for Tenure-Track STEM Faculty in Agriculture and Life Sciences



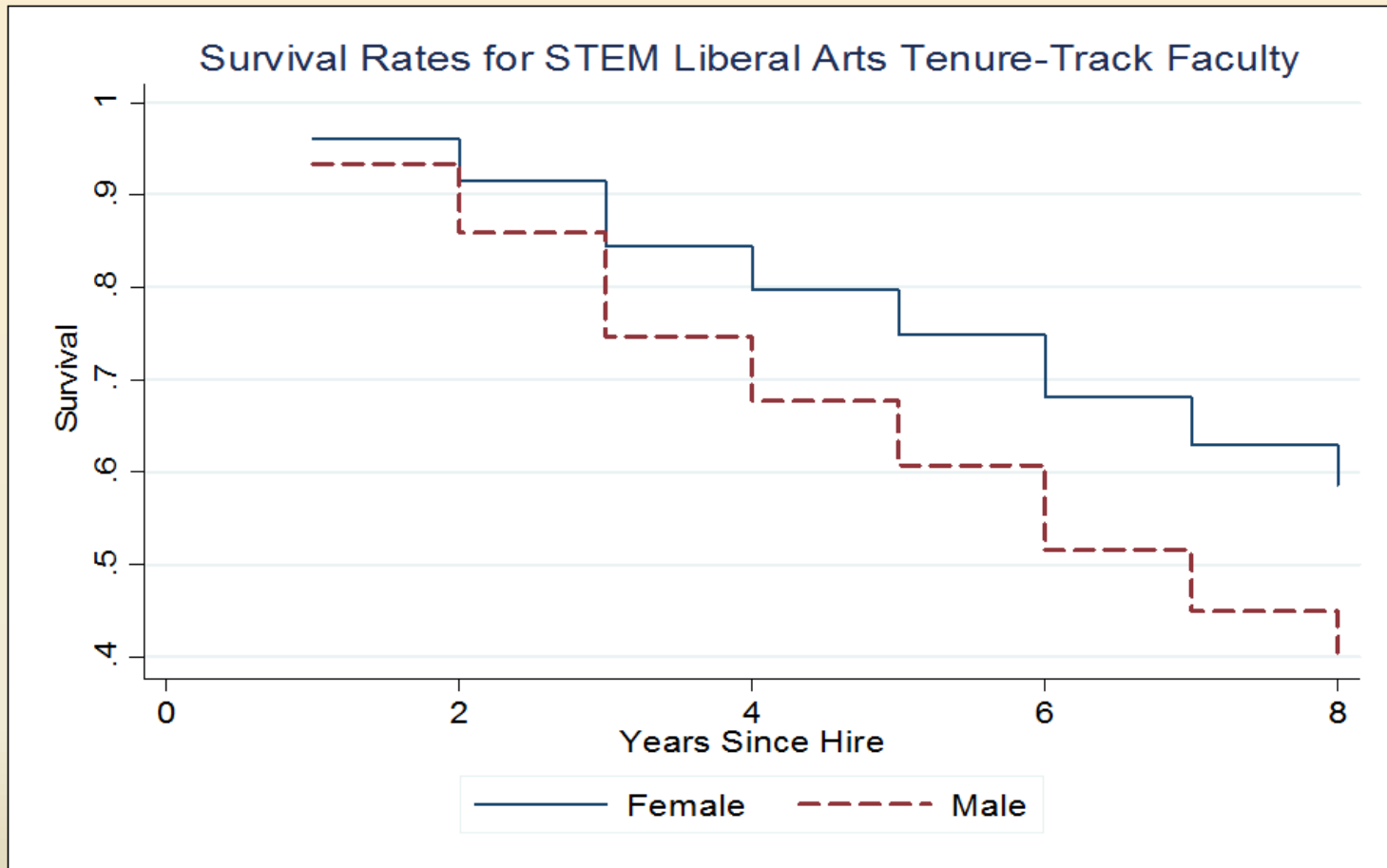
Survival Rates for Tenure-Track Faculty in Geoscience



Survival Rates for Tenure-Track Faculty in Science

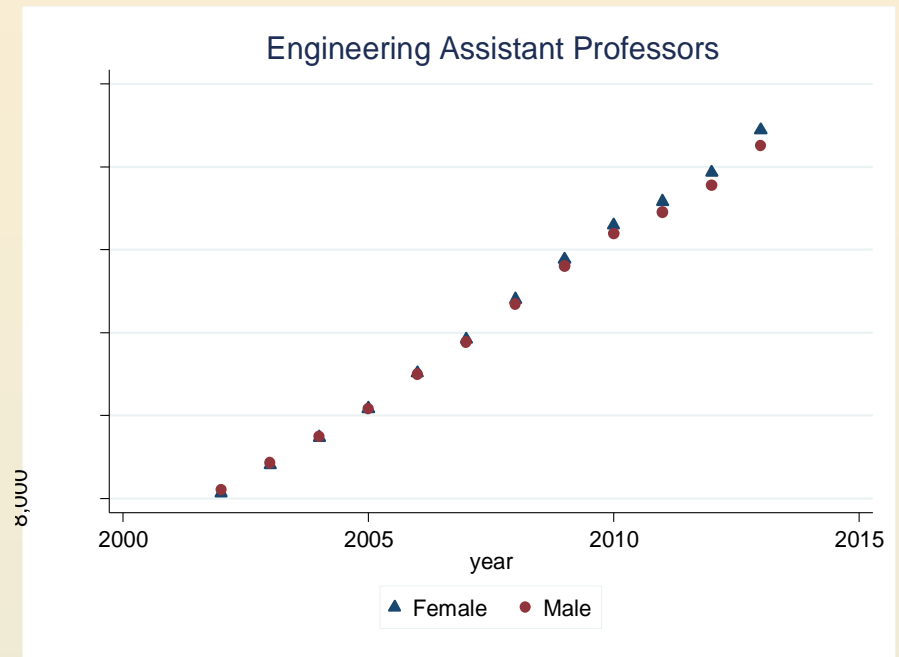
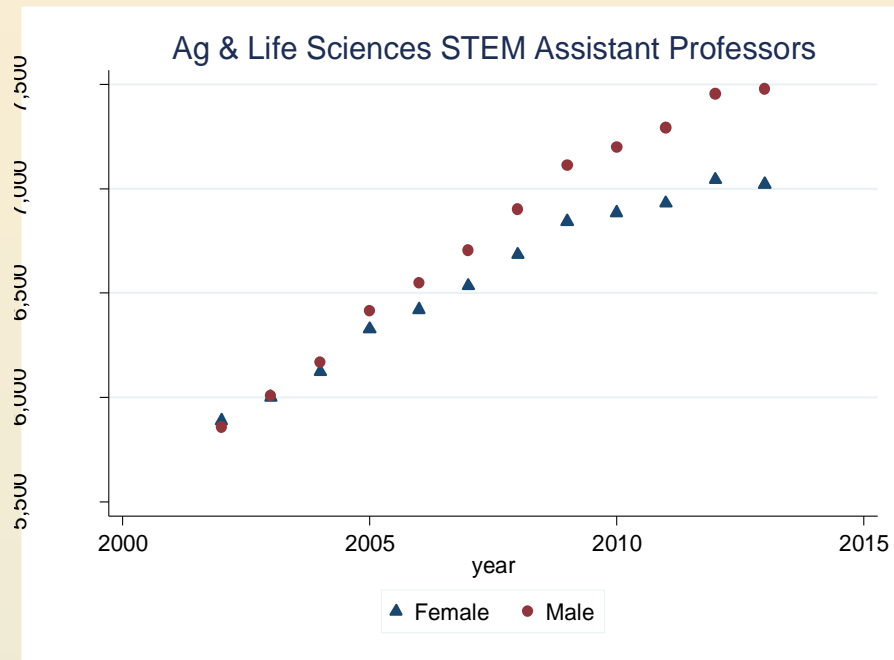


Survival Rates for Tenure-Track STEM Faculty in Liberal Arts



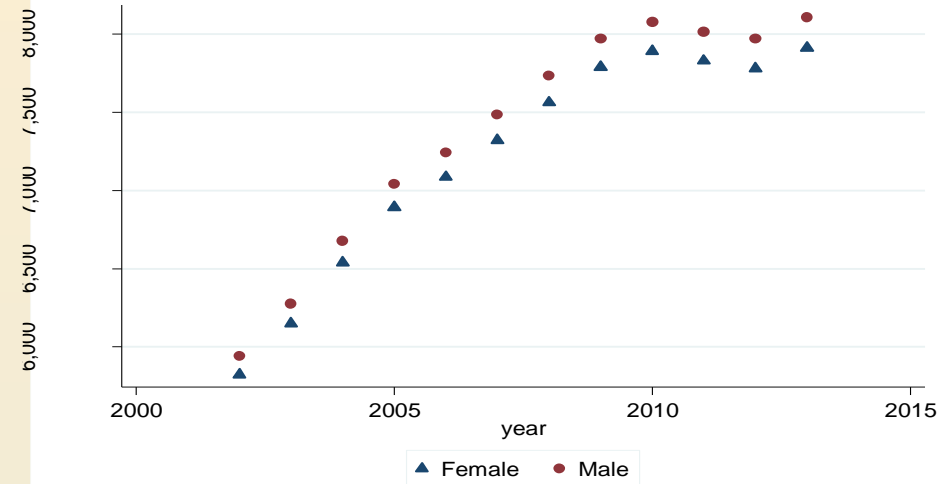
Salary Gaps Do Not Explain the Turnover Differences by Gender

2013 Salary Study Findings

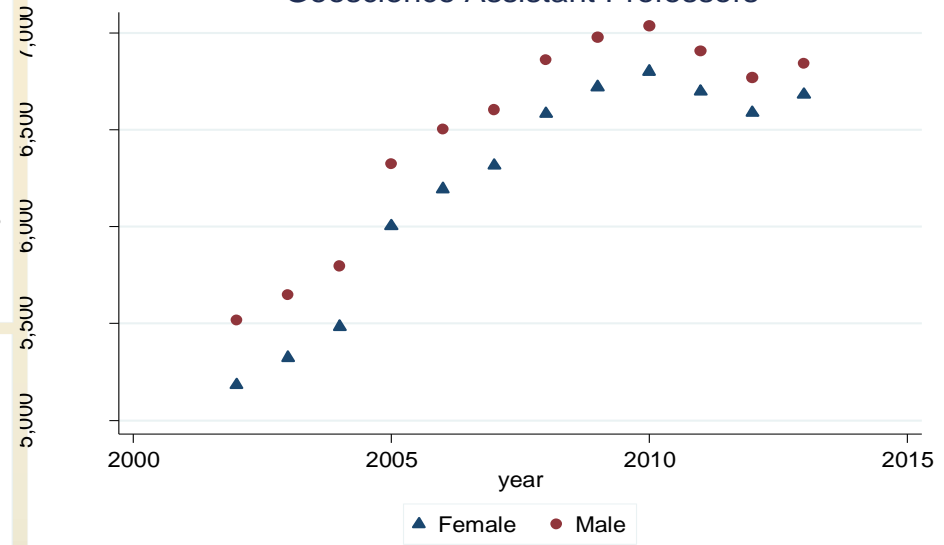


More 2013 Salary Study Findings

Science Assistant Professors



Geoscience Assistant Professors



College of Liberal Arts STEM Assistant Professors

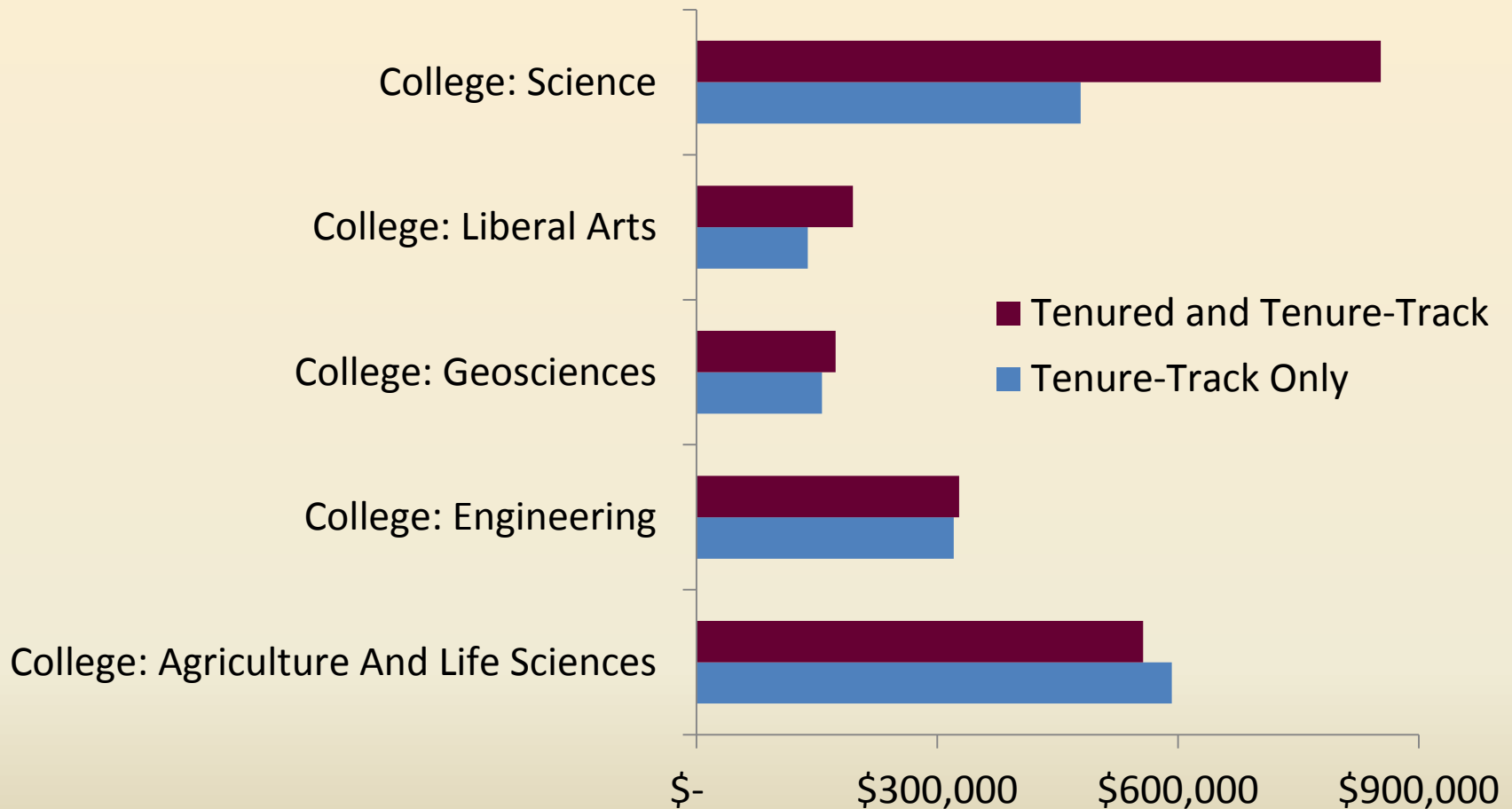


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The Costs of Faculty Turnover Include:

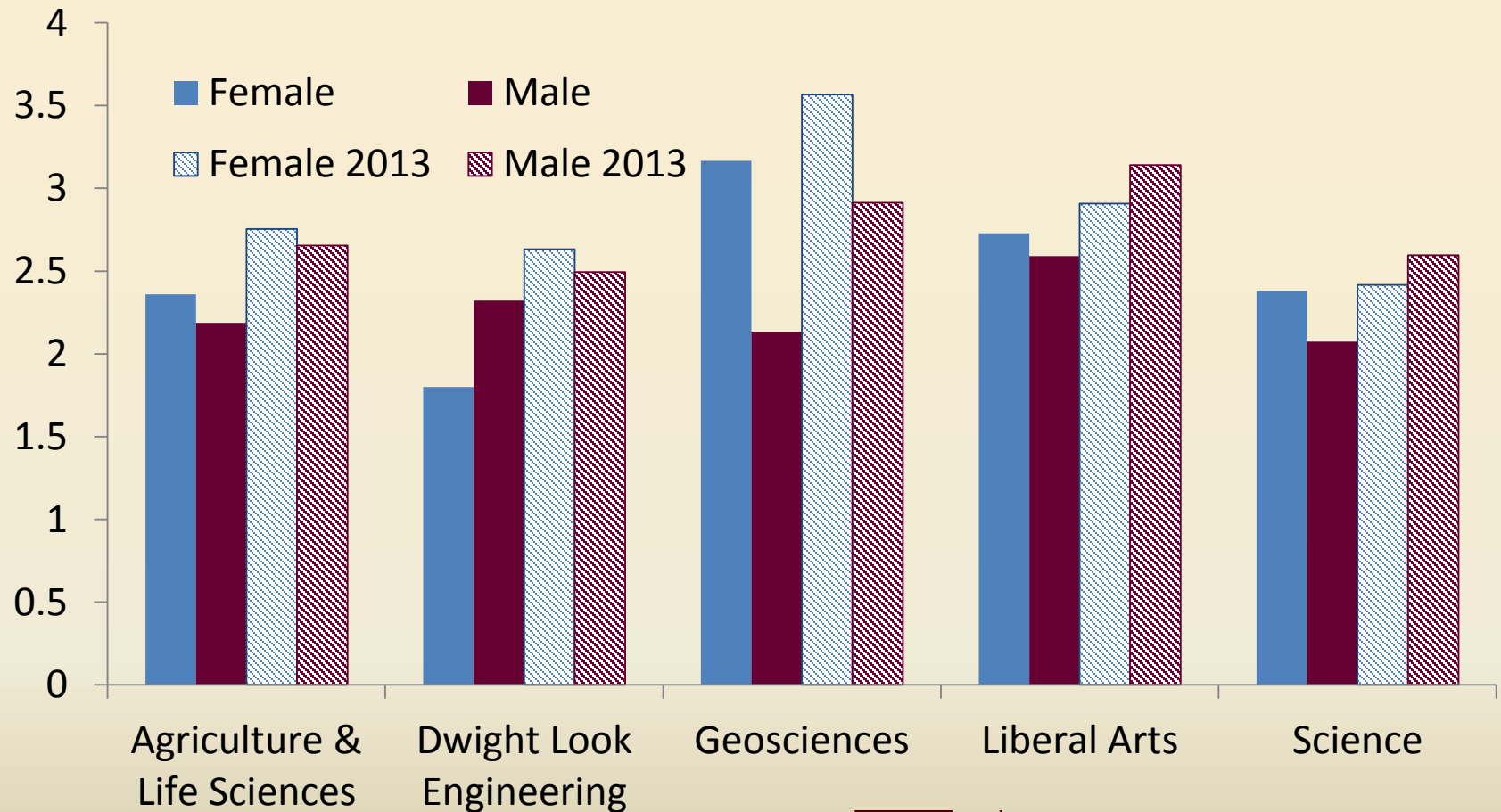
1. The loss of continuity in research and teaching programs
2. The postponement, prolonging, or premature termination of research activities
3. The re-assignment of faculty to cover a hole in the curriculum
4. The loss of elective courses or the costs associated with hiring and supervising adjuncts
5. The loss of institutional knowledge
6. The loss of mentors for students and junior faculty
7. The time associated with recruitment and search for new faculty
8. The travel costs associated with faculty searches
9. The costs of new start-up packages
10. The additional salary required to hire replacement faculty

The Average Cost of New Start-up Packages 2009-2013



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Turnover Intentions Index for Tenured and Tenure-Track STEM Faculty, 2009 and 2013 Climate Surveys



Conclusions

- Turnover remains a relatively rare event at TAMU
- Turnover is a costly event at TAMU
- Gender differences in turnover are problematic
- Survey responses indicate turnover problems are likely to persist