

NSF ADVANCE Project: Resources on the Relationships between Faculty Satisfaction, Retention, and Productivity

1. Tack, M.W., & Patitu, C.L. (1992). Faculty job satisfaction: Women and minorities in peril. *ASHE-ERIC Higher Education Report No. 4*, The George Washington University, School of Education and Human Development, Washington, DC.

This higher education report indicates that dissatisfaction with any aspect of a faculty position can result in decreased faculty productivity and quality of work. The report is published in book format; it would need to be purchased or checked out of the library for reference.

2. Barnes, L.B., Agago, M.O., & Coombs, W.T. (1998). Effects of job-related stress on faculty intention to leave academia. *Research in Higher Education*. 39(4): 457-469.

This study, based on data from a national faculty survey of 3,070 full-time tenure-track faculty, provided evidence that satisfaction is a primary factor in faculty intentions to leave academia.

3. Johnsrud, L.K., & Rosser, V.J. (2002). Faculty members' morale and their intention to leave: A multilevel explanation. *The Journal of Higher Education*. 73(4): 518-542.

This study provided evidence of a strong relationship between faculty morale and their intentions to leave their positions.

4. Rosser, V.J. (2004). Faculty members' intentions to leave: A national study on their worklife and satisfaction. *Research in Higher Education*. 45(3): 285-309.

This study provided evidence that faculty member satisfaction had a significant impact on their intentions to leave their positions.