



PREVIEW: UNM CLIMATE REPORT FALL 2023

Advance at UNM administered an online survey to full-time faculty on UNM’s central campus in Fall 2023 that 283 (28.5%) faculty completed. The survey contained multi-item and validated measures, wherever possible, to enhance reliability and validity. Faculty described their experiences and ideas for improvement in open-ended questions.

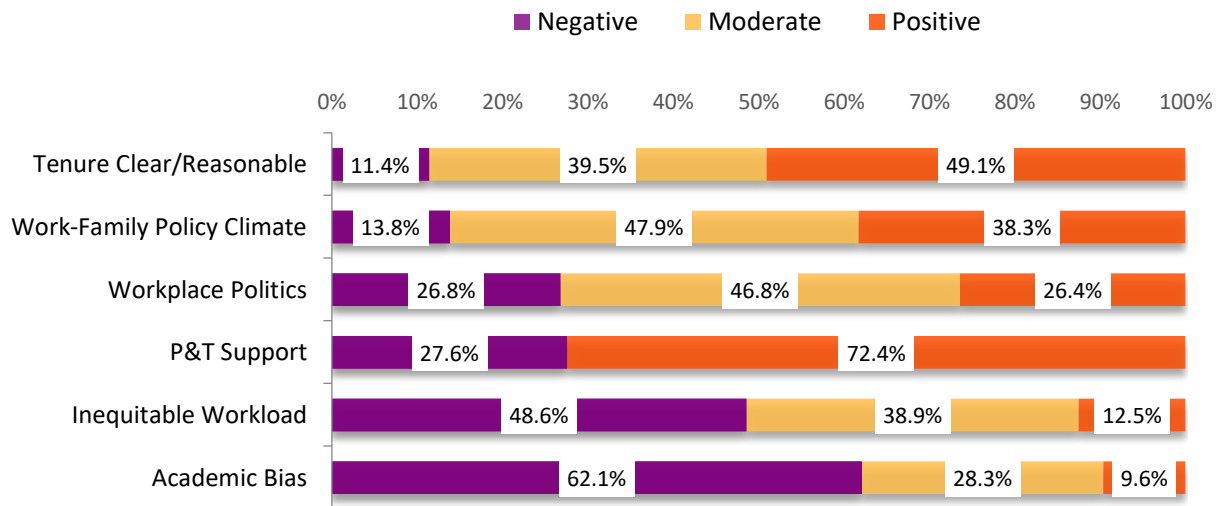
A complete report, including recommendations, will be published at the beginning of Fall 2024. The full report will include analyses of faculty attitudes and experiences over time, as well as results for specific groups (e.g., by gender identity, racial/ethnic identity, sexual orientation, first generation status, STEM and non-STEM, job titles, parental status, and leadership status). It will also include methodological details.

The figures below provide snapshots of faculty voice. Response scales are simplified so variables can be compared. Percentages of faculty who provided “positive” responses to variables indicated that their perceptions or experiences in that domain were better (e.g., absence of burnout), whereas faculty who provided “negative” responses to variables indicated that their perceptions or experiences were worse. Some variables contained scale midpoints that allowed moderate endorsement.

Overall, the picture is mixed, with improvements in some domains but also areas for concern and action. Faculty are highly engaged in their core job functions as scholars and instructors but, in some ways, are less engaged with their institutional climate and interactions at work.

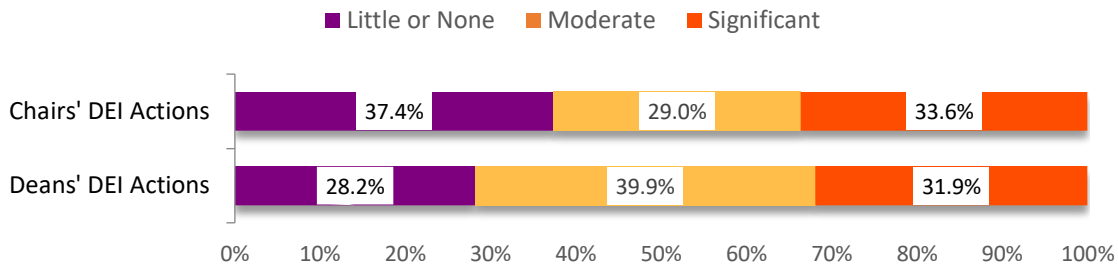
PERCEPTIONS OF ORGANIZATIONAL CLIMATE

A number of climate-related variables were rated positively: faculty generally reported tenure standards to be clear and reasonable and that good support existed for promotion and tenure. However, workloads were frequently perceived as inequitable, and reports of bias in academia were common.

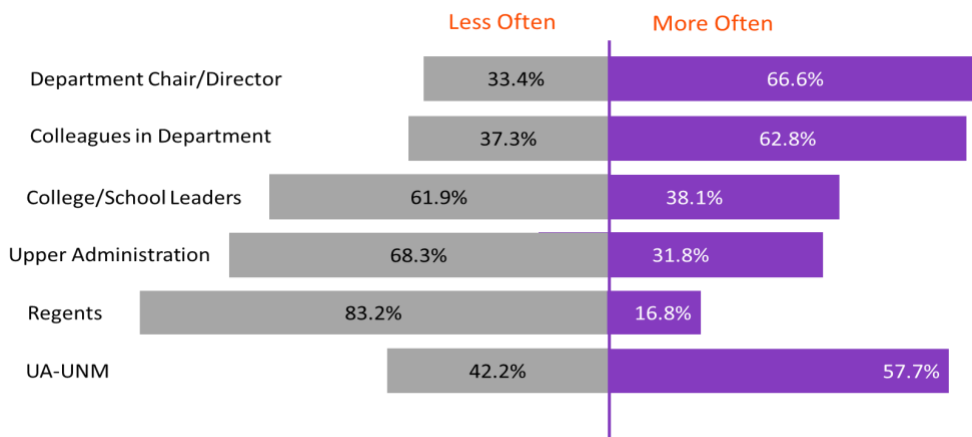


PERCEPTIONS OF LEADERSHIP

Over 70% of faculty agreed their department chairs ran meetings effectively, although 26.7% indicated their departmental meetings did not meet best practices. Faculty rated chairs and deans as engaging in moderate levels of DEI-related behavior, on average, although many deans and chairs were new, requiring more time to evaluate their strategic actions.

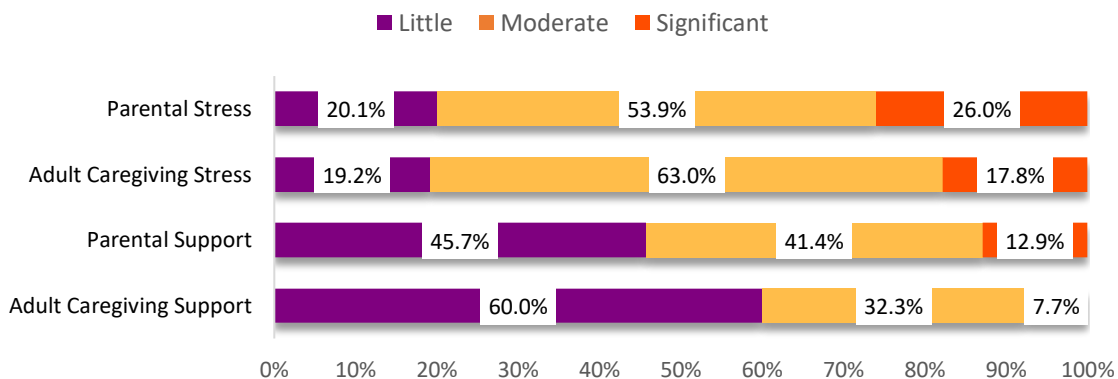


Faculty trusted their department chairs the most, followed in descending order by their colleagues, UA-UNM, college-level leaders, upper administration, and finally, the regents.



FACETS OF THE WORK-LIFE INTERFACE

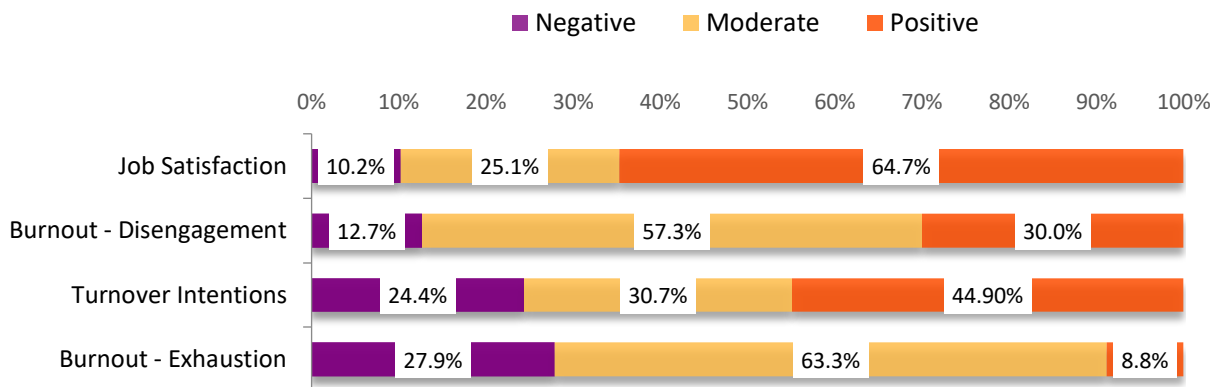
A majority of faculty reported good work-life balance (74.2%), yet caregivers' stress and perceptions of departmental support are notable. Adult caregivers reported similar stress but lower organizational support, compared to parents.



Hybrid and remote work benefitted 44% of faculty, particularly for tasks like scholarship requiring concentration. Flexible work locations most benefitted faculty from underrepresented groups, including URM and women faculty.

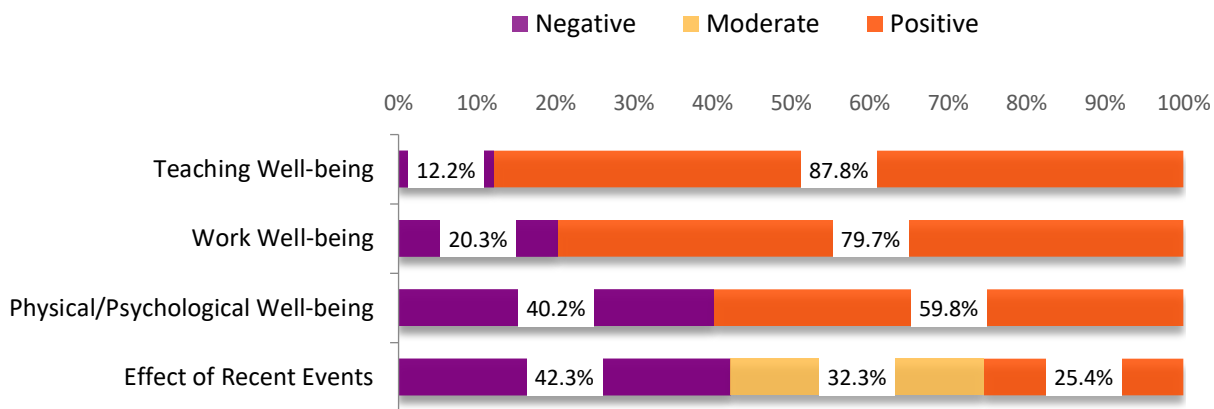
FACULTY WORK ATTITUDES

Job satisfaction ratings remained positive. Approximately a quarter of faculty considered leaving UNM though. Two facets of organizational burnout were assessed: disengagement and exhaustion. Only 13% of faculty were disengaged—yet, a majority (57.3%) reported moderate feelings of being neither disengaged *nor* engaged. 28% reported being exhausted with regard to work—that is, they were mentally and physically burned out; a majority (63.3%) again reported moderate feelings of being neither fully exhausted nor energized.



FACULTY WELL-BEING

Teaching and work (primarily, scholarship-related) well-being were generally rated highly. However, 40% of faculty were not doing well in terms of physical and psychological well-being. Recent (inter)national events, including the pandemic, wars, and race-based movements significantly affected 42.3% and moderately affected 32.3% of faculty.



MOVING FORWARD

The Advance at UNM leadership team, in collaboration with the Office of Academic Affairs, Human Resources, and the Office for the Vice President of Research is developing recommendations based on survey responses. The recommendations will take into consideration differences between groups of respondents.

Some of the recommendation topics include minimizing challenges for faculty caregivers of children and adults. They also include boosting support during the promotion and tenure process, developing additional resources and opportunities for associate professors, and helping department chairs be successful leaders.

The complete report will be prepared by Lisa Marchiondo (Associate Professor of Management), Julia Fulghum (Director of Advance at UNM, Professor of Chemistry and Chemical Biology), Katie Witkiewitz (Director of CASAA, Distinguished Professor of Psychology), and Psychology Doctoral Students Autumn Sutherland and Hayley VanderJagt, with feedback from the Advance leadership team and the UNM FIRST evaluation core team.