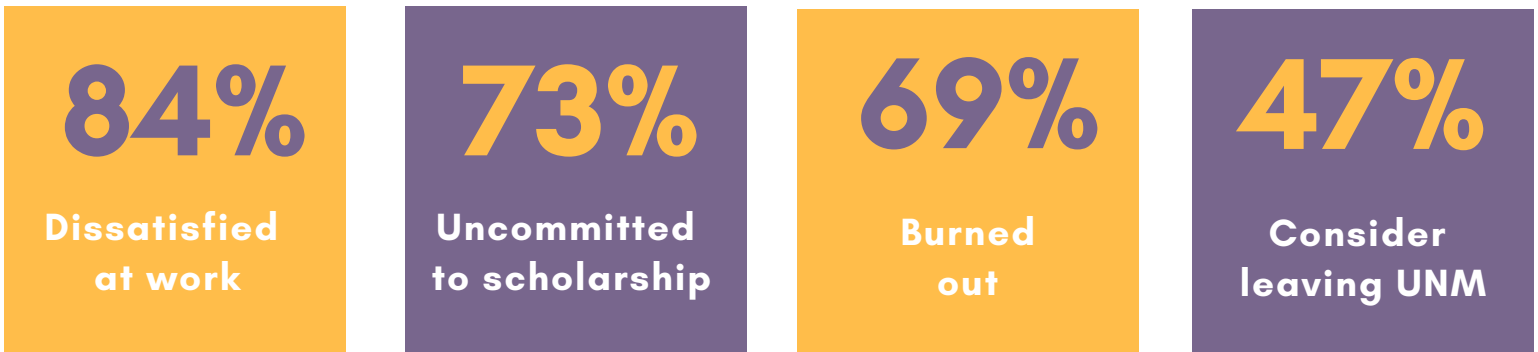


# THE ISSUE: Compromised well-being and turnover intentions

A majority of faculty surveyed said the pandemic negatively affected their work in Spring 2022. Many reported being unfocused and emotionally drained, while others reported restless sleep, depression and other health effects. Nearly half have considered leaving UNM.



## Notable findings in the survey:

The pandemic affected the physical health of URM faculty more than non-URM faculty. Burnout and disengagement were worse for URM versus non-URM faculty, as well as for assistant and associate professors versus full/distinguished professors. URM faculty reported more depressive symptoms, fear, loneliness, and sadness than non-URM faculty. All of these outcomes were amplified for women of color relative to other intersectional groups.

## What faculty said:

"... to everyone around me, I look like I am successful and managing to balance work and life. I feel, on the other hand, like crying most days and I think about leaving this university more and more often lately."

"I 'cover' well. I did not let anyone down and completed all the duties of my position plus providing emotional and other support to students, staff, and faculty at the expense of my own work and well-being. But it comes at a cost and my own emotional well is just about dry..."

## Based on the findings, Advance at UNM recommends:

- Treating faculty time as a valuable resource including using meeting time effectively.
- Supporting faculty in developing schedules that address department and student needs while also prioritizing faculty scholarship.
- Instituting or expanding programs and practices that promote faculty well-being and work-life balance.