

investment in his research training knows in advance that his opportunities to further his research potential and to use it for advancement will be greater in a university than in a college. On the other hand, the faculty member without research potential will probably choose to be employed by a college for he knows that his market power will be low and mobility for him will not offer large rewards. One might argue then that the university faculty member, on the average, has a propensity for mobility and, if he finds himself in, or is clever enough to choose, an institution with a vested pension plan, he might very well take advantage of the chance to make a costless change; the college teacher, however, has little inclination to move and, therefore, will probably be indifferent to the extent to which his pension plan is vested. Even if the pension is vested, the college teacher may not take advantage of this feature.

TABLE 4.—FACULTY SENSITIVITY RATIOS, ACCORDING TO LENGTH OF COVERED SERVICE, IN COLLEGES AND UNIVERSITIES, BY TYPE OF CONTROL, 1959

Relative covered service	Colleges		Universities	
	Privately controlled	Publicly controlled	Privately controlled	Publicly controlled
Professor/associate professor.....	1.547	(1)	4.688	0.654
Professor/assistant professor.....	.986	0.010	1.975	1.648
Professor/instructor.....	.609	.002	2.279	1.014

¹ No voluntary separations at rank of associate professor among publicly controlled vested colleges.

Table 4 presents sensitivity ratios for colleges and universities subdivided by type of control. In the five situations where comparisons can be made, the sensitivity ratios in privately controlled IHE are substantially greater than those in publicly controlled IHE. There is, however, large sampling error in these estimates, for only a small fraction of publicly controlled IHE have vested pension plans. The university sample probably gives more accurate results because the percentage of vested universities that are publicly controlled and the percentage of nonvested universities that are privately controlled are somewhat larger than in the college sample.¹³ Also the universities have fewer factors affecting voluntary separation rates than the colleges.¹⁴ It appears from the data in table 4 that the mobility decision of faculty in privately controlled colleges and universities is more readily influenced by equity losses in pension systems than the mobility decision of faculty in publicly controlled colleges and universities.

¹³ Among colleges, 91 percent of those that are privately controlled have vested pension systems; among universities, 80 percent of those that are privately controlled have vested pension systems.

¹⁴ A much smaller percentage of universities are affiliated with church groups and very few universities have faculties predominantly female or Negro. In the sample of 98 universities, six are affiliated with religious groups (one Protestant and five Roman Catholic), thus the influence of religious control on separation rates cannot be large. The largest percentage of female faculty among universities is at the University of Hawaii where 35 percent of the total faculty are women. No information is available on the percentage of Negro faculty in universities but this figure is assumed to be small. It is probable, therefore, that neither sex nor the race composition of faculty in particular universities is large enough to affect relative separation rates.