TABLE 5.—FACULTY SENSITIVITY RATIOS, ACCORDING TO LENGTH OF COVERED SERVICE, IN PUBLICLY CONTROLLED UNIVERSITIES, BY TYPE OF CONTROL AND REGIONAL LOCATION, 1959

Relative covered service	Publicly controlled	
	South	Non-South
Professor/associate professor	0.185	0.514
Professor/assistant professor	.600	1.020
Professor/instructor	(1)	.648

1 No voluntary separations among instructors in vested southern universities.

The data can be further subdivided to pick up the attitudes of other subsections of faculty toward movement under nonvested pension systems. Continued subdivision, however, reduces the sample so that the results become less reliable. One more subdivision is, however, made in table 5 to find out whether faculty in southern universities are as mobile as faculty in nonsouthern universities.[15] Type of institution and control of institution are held constant. The faculty sensitivity ratios seem to indicate that nonsouthern faculty are more aware of the financial costs of moving under nonvested systems than their southern colleagues.

The calculated choice of faculty may also explain differences in faculty sensitivities toward vesting that appear to be based on control of and regional location of IHE. Again, if a faculty member desires research opportunity and anticipates mobility, he may choose privately as opposed to publicly controlled IHE and may prefer being employed in nonsouthern rather than southern IHE. Thus, the faculty with the most effective market power are likely to be employed in vested universities that are privately controlled and located in the non-South; the faculty with the least market power are likely to be employed in nonvested colleges that are publicly controlled and located in the South.

Let us now turn to the data on faculty salaries. The USOE salary survey for 1959–60 supplied the average salary,[16] by academic rank, for each IHE (over 1,400) that responded to their questionnaire. From these data, I took the salaries, by rank, for those IHE that also responded to my questionnire.[17] I weighted the salary in each rank by the number of faculty in the rank for each IHE, and, after classifying each institution as vested or nonvested, was able to compute a weighted vested and nonvested salary by rank for all IHE, and for colleges and universities separately.[18]

These data are presented in table 6. The absolute salary differentials between all vested and nonvested IHE are not large nor are the differentials in the same direction. Our interest, however, lies with the ratios of salaries; for, if the deflation process is to be effective in eliminating salary differentials as a factor explaining relative voluntary separation rates, these ratios must be similar in vested and nonvested IHE. The salary ratios for all IHE suggest that there is vol-

[15] There were 17 southern universities, of which only one had a vested pension system; there were 45 nonsouthern universities, of which 12 had vested pension systems.
[16] U.S. Office of Education, "Higher Education Planning and Management Data, 1959–60," Washington, D.C., 1961.
[17] Among the colleges, 250, or 74 percent, of my sample were present in the USOE salary data; among the universities, 79, or 81 percent, of my sample were present.
[18] Copies of the original salary runs supplied by W. Robert Bokelman of USOE made this computation possible.