

untary movement from nonvested to vested IHE; thus, the relative voluntary separation ratios of table 2 understate the impact that vesting has on voluntary quits.

TABLE 6.—FACULTY SALARIES AND SALARY RATIOS BY RANK, EXTENT OF VESTING, AND TYPE OF INSTITUTION, 1959-60

	Average salaries					
	All IHE		Colleges		Universities	
	Vested	Nonvested	Vested	Nonvested	Vested	Nonvested
Professor.....	\$10,100	\$9,100	\$8,400	\$8,600	\$11,200	\$9,500
Associate professor.....	7,400	7,300	6,600	7,100	7,900	7,400
Assistant professor.....	6,200	6,300	5,800	6,300	6,500	6,200
Instructor.....	5,200	5,200	5,200	5,400	5,300	5,000
	Salary ratios					
	All IHE		Colleges		Universities	
	Vested	Nonvested	Vested	Nonvested	Vested	Nonvested
Professor/associate professor.....	1.37	1.25	1.27	1.21	1.42	1.28
Professor/assistant professor.....	1.64	1.45	1.45	1.37	1.72	1.53
Professor/instructor.....	1.94	1.75	1.62	1.59	2.11	1.90

Source: U.S. Office of Education, "Higher Education and Management Planning Data," 1959-60.

Much of the movement from one academic job to another probably takes place between "colleges" or between "universities." Therefore, a breakdown of average salaries and salary ratios, by rank and type of institution, is also presented. In table 6, the average salary in nonvested colleges is slightly higher (\$200 to \$500) for all ranks than that in vested colleges. But, for the universities, the average salary in vested universities is slightly higher (\$300 to \$500) than that in nonvested universities, except for the rank of full professor where the salary paid in vested universities is substantially higher (\$1,700) than that paid in nonvested universities. The salary ratios are, in fact, quite close for "colleges" and I, therefore, anticipate that salary differentials between vested and nonvested colleges will not affect the conclusions drawn on the basis of the voluntary separation data in table 3. For "universities," however, it is clear from the ratios in table 6 that salary differentials in favor of vested universities understate the extent of the voluntary movement between universities due to vested pension plans.

It does seem strange that the salary differentials among vested and nonvested universities range from \$300 to \$500 at the three lower ranks, and then jump to \$1,700 at the full professor rank. If this is a persistent differential at the full professor rank, why is it not diminished by the movement of full professors from nonvested to vested universities?

It may very well be that salary differentials between vested and nonvested universities are the result rather than the cause of differences in voluntary separation rates. One could argue that, since the full professor in a nonvested institution is "locked in" by his pension plan, he pays a price for his immobility in lower salary as compared with his counterparts in vested institutions and with his more mobile junior colleagues in the same institution. If one assumes that an administration seeks, with the income available for professorial services, to maintain and improve its instruction and research, does it not follow that it will, unintentionally to be sure, transfer income from those who are not mobile to those who are? If administrators do act in this