

APPENDIX

1. THE DATA

In their comprehensive study of retirement plans in American colleges, Greenough and King (see footnote 7) sent questionnaires to all IHE (1,377) offering at least the bachelor's degree. They received 1,096 usable replies. To obtain a more homogeneous group of IHE, the present study is limited to the 637 IHE replying to Greenough and King that (1) had liberal arts programs, and (2) had been accredited by one of the six regional accrediting associations in the United States. Questionnaires requesting information on faculty separations were sent to these 637 IHE, and 504 (79 percent) replied. The 504 responding IHE represented 55 percent of all faculty and 89 percent of all faculty in accredited IHE in the United States.

Each IHE was asked to supply the number of voluntary separations (termination of employment initiated by the employee); the number of involuntary separations (termination of employment initiated by the employer); and a catchall category of terminations for military duty, disability, and the like. These data were collected, by academic rank, for specified departments. (See below.) The total number of faculty in each of these departments, by rank, was also collected. From these data, percentage separation rates were computed, by rank and department (really subject field taught), for the faculty in each IHE responding.

As indicated above, the subject field to which a faculty member devotes a major part of his teaching time (as indicated by his department affiliation) is held constant in this study. The voluntary separation rates of faculty are dependent on the job alternatives available and these alternatives are, in turn, dependent upon the faculty member's training. For example, the academic physicist commands a wider range of job alternatives than the academic historian. The study was limited to faculty in 10 subject fields (all in liberal arts) with the largest enrollment, subject to the provision that there was at least one field in the biological sciences, the humanities, the physical sciences, and the social sciences. The subject fields were chemistry, economics, English, foreign languages, mathematics, music, physics, political science, psychology, and zoology.

In all studies where the kind of data collected depends upon voluntary response, it is important to test for systematic bias in the data resulting from the nonresponse. A chi-square analysis was made of the differences between the IHE that responded and those that did not. The analysis indicated that no significant differences existed (at the 5-percent level). I, therefore, concluded that the data do not bear a serious nonresponse bias.

In the higher education industry, a small fraction of the IHE have plans with deferred vesting. Deferred vesting plans that require a long period of coverage before vesting is achieved impose the same restraints on mobility as nonvested pension plans. I, therefore, defined a deferred vesting system as nonvested if the plan did not vest fully within 5 years. There were also 21 IHE with deferred vesting systems that vested within 5 years. Since this group was so small, they were excluded from the study. Sixty-seven IHE that shifted from nonvested to vested