

classified. Correspondence and vocational schools have been omitted because they were generally proprietary. About 25 percent of the employees in other educational services were actually covered by a pension plan. The majority had agency-insured plans, and a goodly number had TIAA-CREF annuities.

Greenough found that a very high proportion of the large research organizations and foundations had pension plans.⁷ The waiting period was similar to that for colleges and universities and has probably been shortened somewhat since 1960. It was hoped that a new plan for museum personnel would raise the number covered in that field.

HOSPITALS

The greatest possibility of pension asset growth appears to be in the hospital field. The smallest amount of funds of any of the four types of nonprofit organizations (table II-2) is matched with the largest number of employees (table II-3). Most plans are comparatively new, and both coverage rates and assets per covered employee are low.

Approximately half the hospital employees are nonprofessional, other than clerical workers. They include nursing aids, practical nurses, maintenance workers, housekeeping and food service employees, and laundry workers. The next most populous class—the registered professional nurses, including those in supervisory and teaching positions—accounted for about a fifth. Both registered nurses and the nonprofessional group have high turnover rates and a large proportion of part-time workers. From the Bureau of Labor Statistics survey of hospital employees in the Nation's metropolitan areas in mid-1960, it is estimated that pension plans other than social security were available (or would be once certain requirements had been met) to about 37-38 percent of full-time registered nurses and nonprofessional employees in voluntary hospitals (see app. II). The rate was about 45-46 percent for full-time professional and technical employees other than nurses and full-time clerical workers. The latter two groups had lower turnover and fewer part-time workers than the former two groups. Information was not collected on executive and administrative personnel and part-time workers. Most of the plans are applicable to all categories of employees, but a great many are voluntary and contributory.

Although the American Hospital Association's national retirement program has been in existence since 1947, the highest coverage rates seem to be in areas where a regional plan operates, such as those of the Cleveland Hospital Council, Texas Hospital Association, Kaiser Foundation Hospitals in the Far West, and Jewish federations in the larger cities. Over 95 percent of the funds are insured with agency companies, including about 18 percent with National Health and Welfare Retirement Association.

Pension eligibility has been growing; the BLS study in mid-1963 showed 47 percent of registered nurses and nonprofessional workers and 50 percent of professional and technical and clerical employees

⁷ William C. Greenough, "Compensation for Foundation Staff: Salary and Benefits," in Henry Sellin (ed.), *Fifth Biennial Conference on Charitable Foundations*, New York, 1961.