education. Again, we speculate that faculty who anticipated gains from being mobile would choose employment in privately controlled non-southern institutions of higher education.

In summary, it seems that faculty in the aggregate are not very different from industrial workers in the aggregate with respect to the decision to resign from their job; neither group seems to allow their mobility decisions to be influenced by losses in pension plan equities. This study also shows, however, that the aggregate data may conceal the differential effects that nonvested pension systems may have on the mobility of particular groups of employees. It may be suggested that, if the aggregate data on industrial workers were subdivided by occupation, similar differential effects would be observed.