

Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions



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Survey Data Analysis and Responses

This document provides an overview of the responses that emerged from the faculty survey used in the 2012 Alfred P. Sloan Awards for Best Practices in Faculty Retirement Transitions. The following statements are based on the results of a faculty survey conducted by the American Council on Education and completed in the spring of 2012 by research universities, master's large institutions, and liberal arts colleges that applied for an award.

Institutions that applied for the award were asked to assist ACE in surveying their faculty on their satisfaction with postsecondary policies and practices related to career flexibility and faculty retirement transitions. The policies were grouped into five topical areas:

1. Post-tenure review and other options
2. Retirement supports
3. Campus culture regarding senior faculty and retirement
4. Financial planning and insurance options
5. Ongoing supports and opportunities in retirement.

Eligible faculty were defined as all active tenured and tenure-track faculty members, and retired faculty who were tenured while still employed. The total number of faculty responses was 3,382. Presented below are the survey responses for each question, listing the number of faculty who responded to each question and the response percentage for each level of satisfaction. Response items for "Satisfied" and "Very Satisfied" were combined into "Satisfied"; response items for "Dissatisfied" and "Very Dissatisfied" were combined into "Dissatisfied." Responses were rounded to the nearest whole number. Crosstab analyses were performed for each question using several categorical and demographic characteristics of faculty members (i.e., institutional type, age, years at current institution, tenure status, academic rank, and relationship status). In the crosstab analysis of the data, several items had either bimodal responses (meaning there were two highest scores), or polarized responses (e.g., most satisfied and most dissatisfied were both high scores).



Are you... (N=3,332)

Married	Living with someone as a couple	Single and never married	Divorced/widowed/separated
81%	5%	6%	8%

Institutional Type (N=3,382)

Liberal Arts	Master's Large	Research
17%	7%	76%

What is your current academic rank? (N=3,367)

Instructor or lecturer	Assistant Professor	Associate Professor	Professor	Retired	Emeritus/a	Other
2%	9%	21%	53%	1%	13%	1%

What is/was your current tenure status? (N=3,348)

On tenure track	Not on tenure track, although institution has tenure system	Tenured	Gave up tenure due to phasing/going part-time/retiring	No tenure at this institution	I'm not sure
11%	8%	77%	36%	1%	0%

How old are you? (N=3,344)

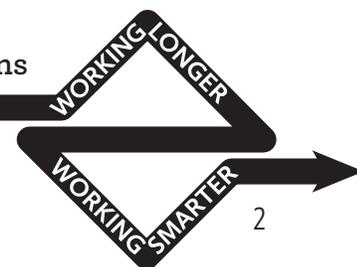
Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	Over 70 years old
0%	8%	17%	26%	33%	16%

How many years have you been at this institution? (N=3,353)

Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	Over 20 years
2%	10%	12%	13%	10%	53%

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Demographics



Remaining involved with institution post-retirement

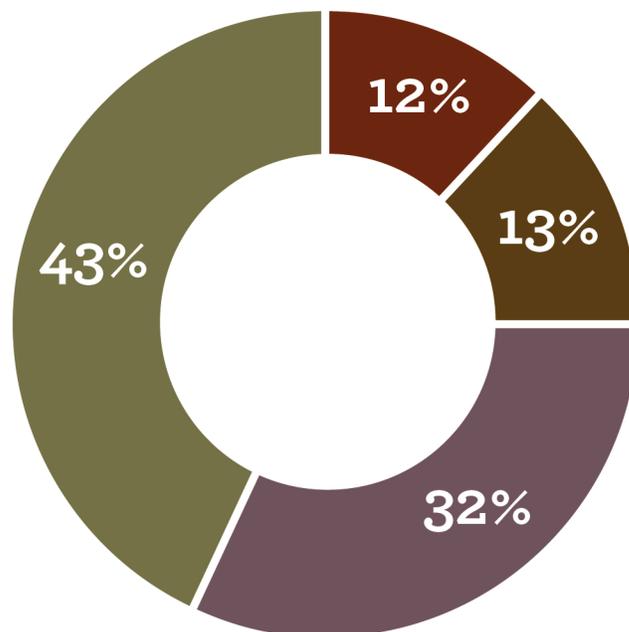
All: N=3,243

No, I have other commitments that will prevent me from staying active with my institution post-retirement.

No, there are no or few opportunities for me to remain involved after retirement.

Yes, I plan to stay connected with my department or discipline.

Yes, I plan on staying connected with my department and other parts of the academic community.



By institutional type: Liberal arts colleges had the highest rates of faculty indicating that they wanted to remain involved with their institution post-retirement in some type of capacity (82 percent), followed by research universities (74 percent), and then master's large institutions (66 percent).

By age: Faculty under 30 years old had the highest rate of indicating that they wanted to remain involved with their institution post-retirement in some type of capacity (100 percent), followed by faculty 30-39 years old (88 percent), faculty 40-49 years old (79 percent), faculty over 70 years old (77 percent), faculty 50-59 years old (74 percent), and then faculty 60-69 years old (70 percent).

Years at institution: Faculty who had been with the institution for one to five years had the highest response rate for indicating that they wanted to remain involved with their institution post-retirement in some type of capacity (86 percent), followed by faculty who had been with the institution less than one year (85 percent), by faculty who had been with their institution for six to 10 years (78 percent), faculty who had been with their institution for over 20 years (73 percent), and faculty who had been with their institution for 11-15 years and 16-20 years (both tied at 72 percent).

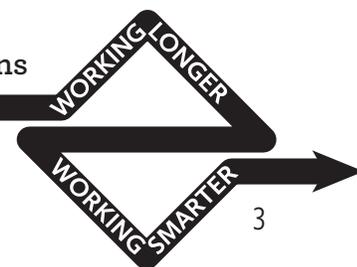
By tenure status: Faculty who were not sure of what their tenure status was had the highest rate of indicating that they want to remain involved with their institution post-retirement in some type of capacity (89 percent), followed by faculty on the tenure track (83 percent), faculty who are at an institution that does not have a tenure system (81 percent), faculty who gave up tenure due to phasing/going part-time/retirement (77 percent), faculty not on tenure track, although their institution has a tenure system (75 percent), and then tenured faculty (74 percent).

By academic rank: Assistant professors had the highest rate of indicating that they want to remain involved with their institution post-retirement in some type of capacity (86 percent), followed by full professors (76 percent), associate professors (72 percent), emeritus faculty (71 percent), faculty who selected "other" as their academic rank (68 percent), instructors or lecturers (66 percent), and retired faculty (53 percent).

By relationship status: Faculty who indicated that they were divorced/widowed/separated had the highest rate of indicating that they want to remain involved with their institution post-retirement in some type of capacity (77 percent), followed by faculty who were married (76 percent), faculty who were single and never married (73 percent), and faculty who were living with someone as a couple (71 percent).

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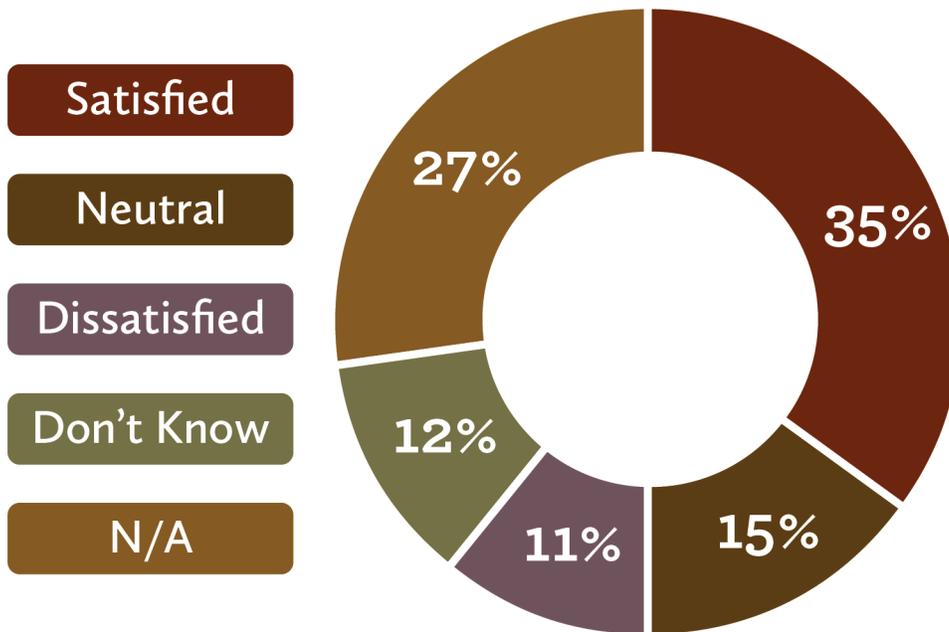
Faculty Intention to Remain Involved



Faculty Satisfaction with Post-tenure Review and Other Options

Post-tenure review

All: N=3,312



By institutional type: Faculty in liberal arts colleges had the highest satisfaction rate (39 percent), while faculty in research universities had the lowest level of dissatisfaction (10 percent).

By age: Respondents who were in the latter stages of their careers were the most satisfied (the percentage of those older than 70 who were satisfied was 41 percent; 50–59 years old was 39 percent; 60–69 years old was 38 percent; while younger faculty were more likely to respond that they didn't know (30–39 years old was 37 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (41 percent), while faculty who had been with the institution for 11 to 15 years and 16 to 20 years were the most dissatisfied groups (both at 13 percent). Faculty who had been with the institution for less than one year or one to five years were the most likely to report that they didn't know (both at 32 percent).

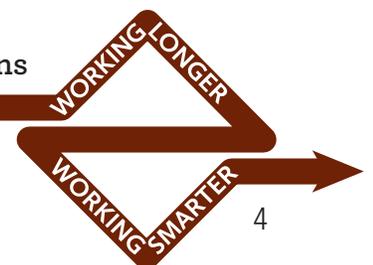
By tenure status: Interestingly enough, faculty who had given up tenure due to phasing/going part-time/retiring had both the highest satisfaction rate (50 percent) and the highest dissatisfaction rate (14 percent).

By academic rank: Full professors were the most satisfied (44 percent), while associate professors were the least satisfied (17 percent). Assistant professors were the most likely to respond that they didn't know (38 percent).

By relationship status: Faculty who were married were the most satisfied (37 percent); they were also the most dissatisfied, along with those who are single and had never married (both at 11 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (19 percent).

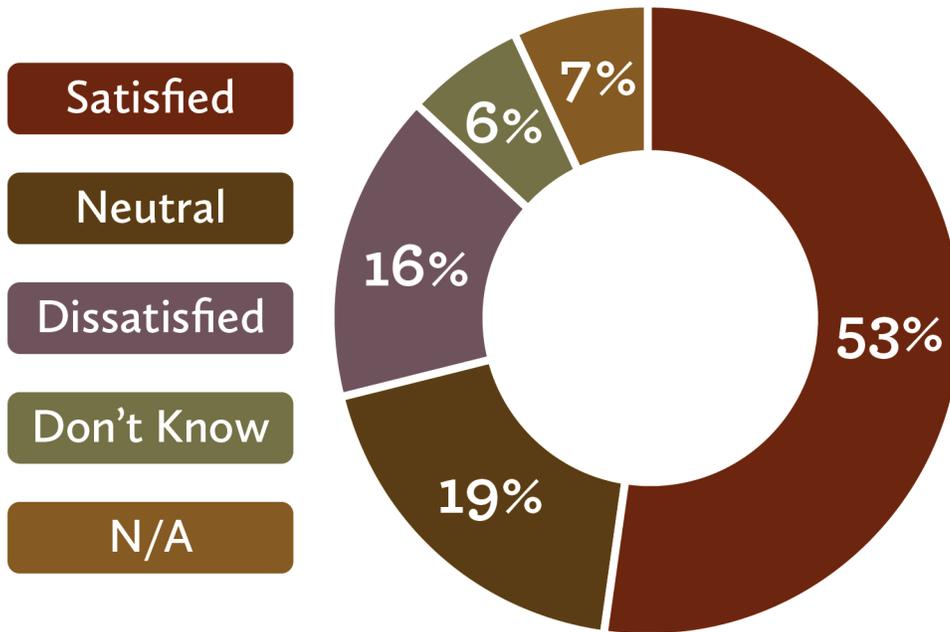
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Faculty Satisfaction with Post-tenure Review and Other Options



Ongoing opportunities to discuss my future career at this institution with my department chair/dean

All: N=3,346



By institutional type: Faculty in research universities had the highest level of satisfaction (54 percent) and faculty in master's large institutions had the highest level of dissatisfaction (21 percent). Overall, liberal arts colleges and master's large institutions had high rates of satisfaction (49 percent and 50 percent), and low rates of dissatisfaction (18 percent and 21 percent).

By age: Faculty under 30 years old were the most satisfied (63 percent), followed by faculty over 70 years old (58 percent). Faculty who were 50-59 years old and 60-69 years old had the highest rates of dissatisfaction (20 percent and 19 percent); while faculty who were 30-39 years old were most likely to report that they didn't know (17 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (54 percent), while faculty who had been with the institution 11-15 years were the most dissatisfied group (20 percent). Faculty who had been with the institution for less than one year or one to five years were the most likely to report that they didn't know (21 percent and 12 percent).

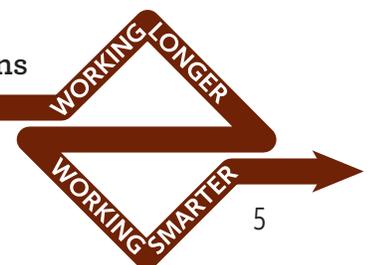
By tenure status: Faculty who had given up tenure due to phasing, going part-time, or retirement were the most satisfied (57 percent), while tenured faculty had the highest rate of dissatisfaction (17 percent).

By academic rank: Retired faculty were the most satisfied (60 percent), while associate professors were the least satisfied (21 percent). Assistant professors were the most likely to respond that they didn't know (17 percent).

By relationship status: Faculty who were married were the most satisfied (53 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (18 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (11 percent).

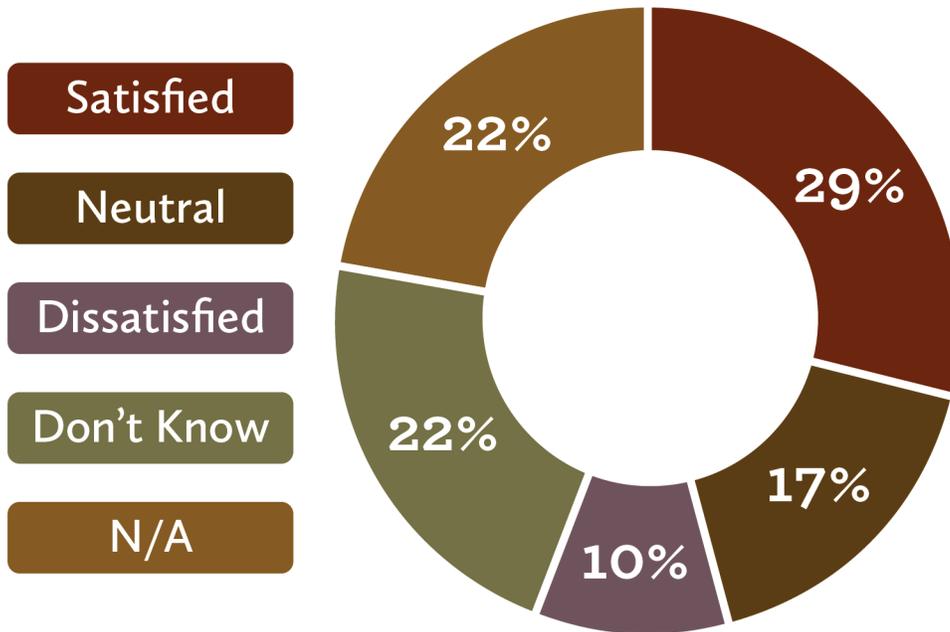
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Faculty Satisfaction with Post-tenure Review and Other Options



Culminating projects

All: N=3,309



By institutional type: Faculty in research universities and liberal arts colleges tied for having the highest satisfaction rate (both 30 percent), while master's large faculty had the highest dissatisfaction rate (18 percent).

By age: Faculty over 70 years old were the most satisfied (43 percent), while faculty 50-59 years old and 60-69 years old were the most dissatisfied (13 percent and 12 percent). Faculty 30-39 years old were most likely to indicate that they didn't know (39 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (33 percent), while faculty who had been with the institution for 16-20 years were the most dissatisfied (13 percent). Faculty who had been with the institution for less than one year or one to five years were the most likely to report that they didn't know (39 percent and 32 percent).

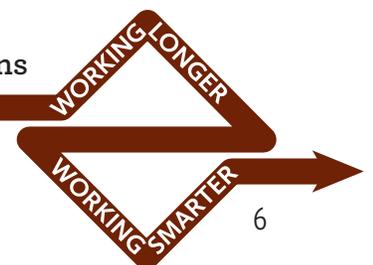
By tenure status: Faculty who had given up tenure due to phasing, going part-time, or retirement were the most satisfied (45 percent), while tenured faculty had the highest rate of dissatisfaction (11 percent). Faculty who responded that there was no tenure at their institution were the largest cohort to respond that they didn't know (37 percent).

By academic rank: Emeritus faculty were the most satisfied (44 percent), while associate professors were the least satisfied (13 percent). Assistant professors were the most likely to respond that they didn't know (35 percent).

By relationship status: Faculty who indicated that they were divorced/widowed/separated were the most satisfied (31 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (12 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (29 percent).

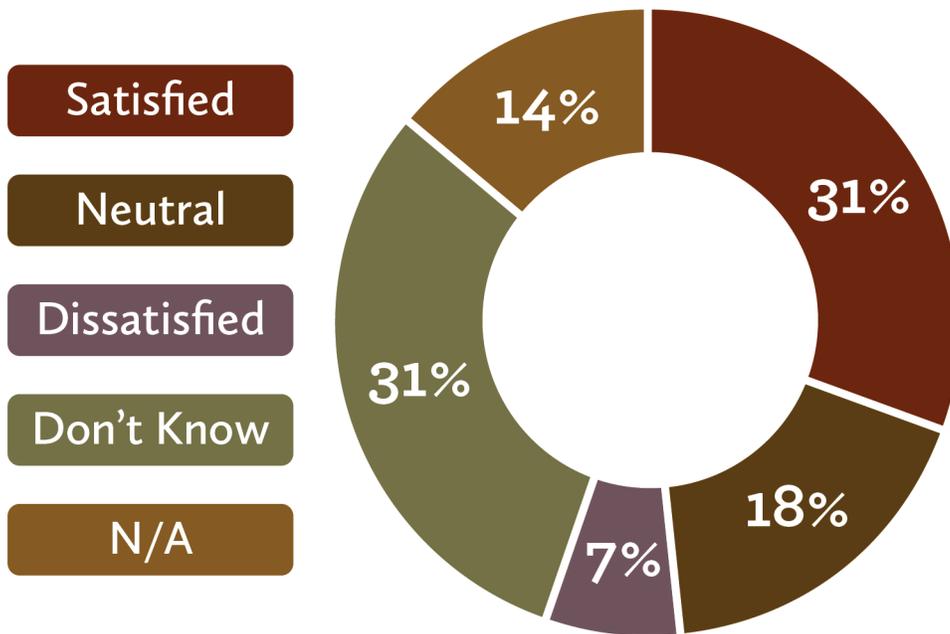
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Faculty Satisfaction with Post-tenure Review and Other Options



Employee assistance program

All: N=3,314



By institutional type: Faculty in research universities had the highest satisfaction rate (32 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (9 percent). This question elicited high rates of faculty answering "don't know," with master's large having 34 percent, research universities having 31 percent, and liberal arts colleges having 30 percent.

By age: Faculty over 70 years old were the most satisfied (43 percent), followed by faculty 60–69 years old (33 percent). Faculty 50–59 years old and 60–69 years old were also the most dissatisfied (8 percent), while faculty 30–39 years old and 40–49 years old were most likely to respond that they didn't know (48 percent and 42 percent). Faculty 50–59 years old also had a high rate of responding that they didn't know, with 34 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (34 percent), followed by faculty who had been at the institution for 16–20 years (31 percent). Faculty who had been at the institution for over 20 years also had the highest rate of dissatisfaction (8 percent). Faculty who had been with the institution for one to five years were the most likely to report that they didn't know (40 percent), followed by faculty who had been with the institution less than one year and for 11–15 years (39 percent).

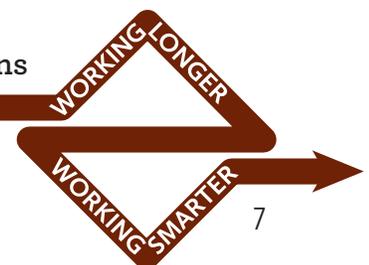
By tenure status: Faculty who had given up tenure due to phasing/going part-time/retirement were the most satisfied (43 percent), while tenured faculty had the highest rate of dissatisfaction (7 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (40 percent).

By academic rank: Emeritus faculty were the most satisfied (41 percent), while faculty who indicated "other" for their academic rank were the least satisfied (8 percent). Assistant professors were the most likely to respond that they didn't know (43 percent).

By relationship status: Faculty who were married were the most satisfied (32 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (9 percent). Those who were living with someone as a couple and those who were single and never married were the most likely to respond that they didn't know (37 percent).

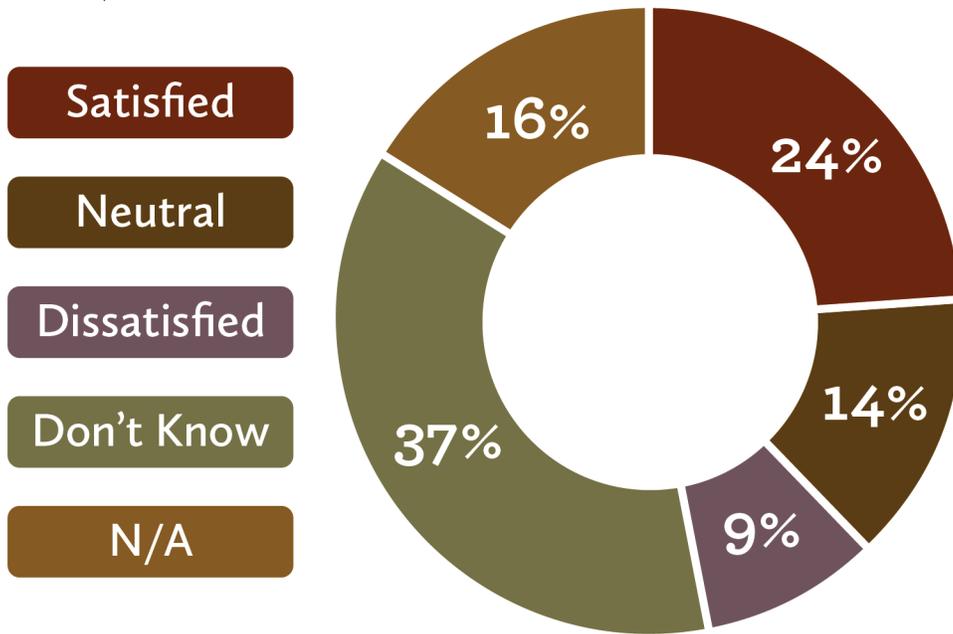
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Faculty Satisfaction with Post-tenure Review and Other Options



Retirement transition counseling

All: N=3,334



By institutional type: Faculty in research universities indicated that they were the most satisfied (26 percent), while faculty in master's large institutions were the most dissatisfied (13 percent). This question elicited high rates of faculty who responded that they didn't know, with faculty in master's large institutions having 44 percent, liberal arts colleges having 37 percent, and research universities having 36 percent.

By age: Faculty over 70 years old were most satisfied (46 percent), followed by faculty 60-69 years old (32 percent). Faculty 60-69 years old were also the most dissatisfied (13 percent), while faculty 30-39 years old and 40-49 years old were the most likely to respond that they didn't know (58 percent and 55 percent). Faculty 50-59 years old also had a high percentage of faculty respond that they didn't know (45 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (33 percent), followed by faculty who had been with the institution for 16-20 years (19 percent). Faculty who had been with the institution for over 20 years also had the highest rate of dissatisfaction (13 percent), followed by faculty who had been with the institution for 16-20 years (8 percent). Faculty who had been with the institution for 11-15 years had the highest rate of "don't know" responses (51 percent), followed by faculty who had been with the institution for six to 10 years (50 percent).

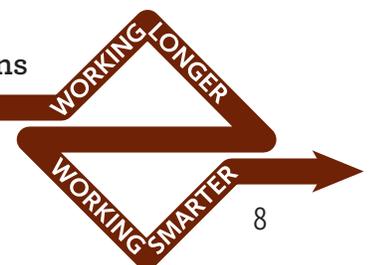
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retiring had the highest rate of satisfaction (52 percent), but they also had the highest rate of dissatisfaction (17 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (46 percent).

By academic rank: Retired faculty were the most satisfied (57 percent), while faculty who indicated "other" for their academic rank and emeritus faculty were tied for being the least satisfied (both at 12 percent). Assistant professors and associate professors were the most likely to respond that they didn't know (52 percent).

By relationship status: Faculty who were married were the most satisfied (25 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (45 percent).

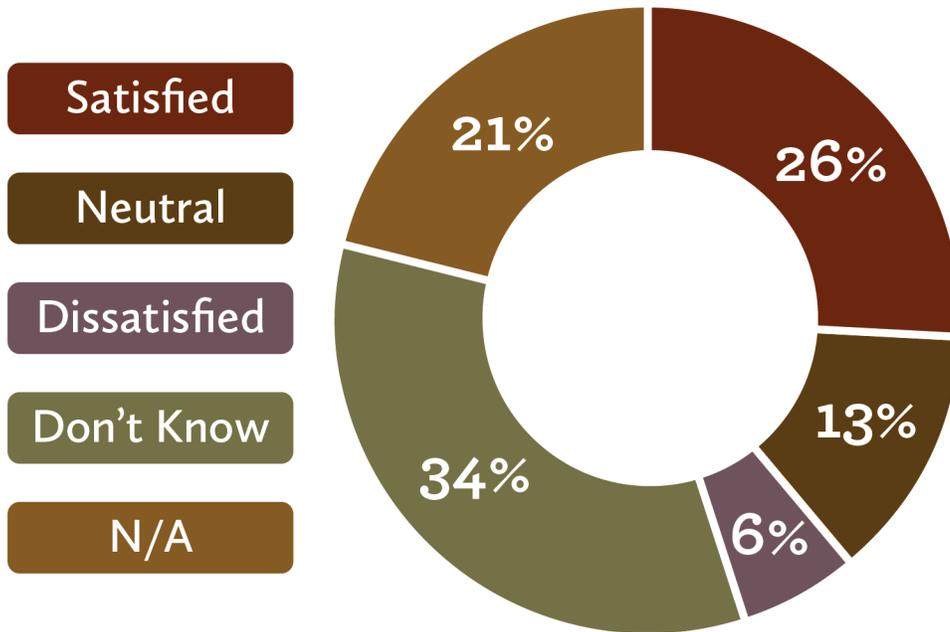
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Faculty Satisfaction with Post-tenure Review and Other Options



Ability to have my spouse/partner/family included in retirement conversations and opportunities

All: N=3,340



By institutional type: Faculty in research universities had the highest satisfaction rate (28 percent), with faculty in master's large institutions having the highest rate of dissatisfaction (9 percent). This question elicited high rates of faculty responding that they didn't know, with faculty in master's large institutions having 44 percent, research universities having 33 percent, and liberal arts colleges having 32 percent.

By age: Faculty over 70 years old were the most satisfied (40 percent), followed by faculty 60-69 years old (32 percent). Faculty 60-69 years old were the most dissatisfied (8 percent), while faculty 40-49 years old and 30-39 years old were most likely to respond that they didn't know (49 percent and 48 percent). Faculty 50-59 years old also had a high percentage that responded that they didn't know (42 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (32 percent), followed by faculty who had been with the institution for 16-20 years (22 percent). Faculty who had been with the institution for six to 10 years and over 20 years also had the highest rate of dissatisfaction (7 percent). Faculty who had been with the institution for six to 10 years had the highest rate of "don't know" responses (44 percent).

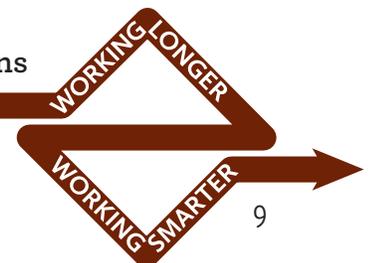
By tenure status: Faculty who indicated that they were not sure what their tenure status was had the highest rate of satisfaction (67 percent), while faculty who gave up tenure due to phasing/going part-time/retirement had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (40 percent).

By academic rank: Retired faculty were the most satisfied (45 percent), while faculty who indicated "other" for their academic rank and emeritus faculty were tied for being the least satisfied (both at 8 percent). Assistant professors and associate professors were the most likely to respond that they didn't know (46 percent).

By relationship status: Faculty who were married were the most satisfied (30 percent), while faculty who were living with someone as a couple reflected the highest rate of dissatisfaction (8 percent). Those who were living with someone as a couple were also the most likely to respond that they didn't know (42 percent), followed by those who were married (35 percent).

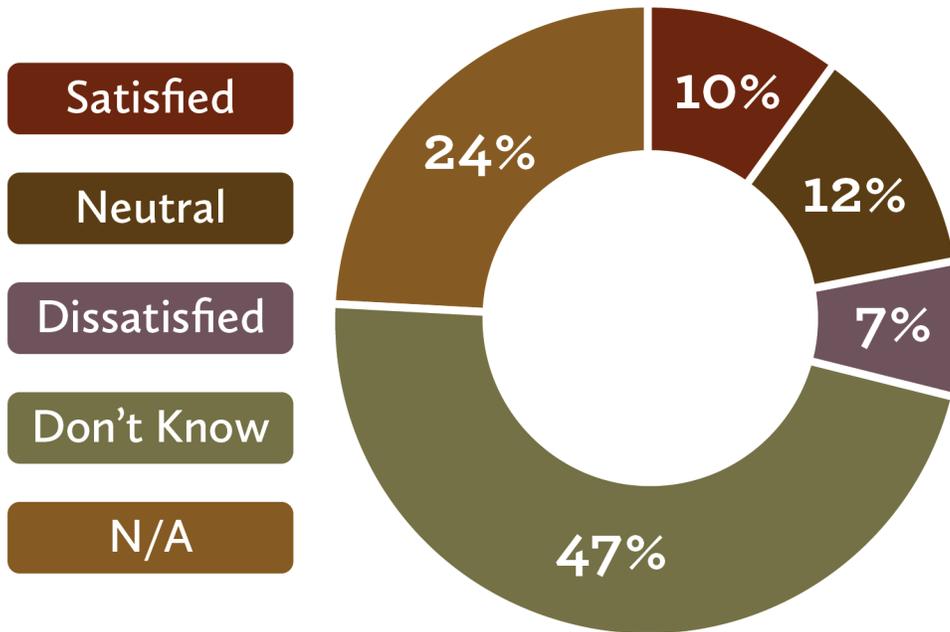
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Faculty Satisfaction with Post-tenure Review and Other Options



Legacy programs

All: N=3,310



By institutional type: Faculty in research universities had the highest rate of satisfaction (11 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (10 percent). This question elicited high rates of faculty responding that they didn't know, with research universities at 48 percent, master's large at 47 percent, and liberal arts colleges at 43 percent.

By age: Faculty over 70 years old were the most satisfied (22 percent), while faculty 60–69 years old were the most dissatisfied (9 percent). Faculty 30–39 years old and 40–49 years old were most likely to respond that they didn't know (63 percent and 60 percent), followed by faculty 50–59 years old (55 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (12 percent), and this age cohort also had the highest rate of dissatisfaction (9 percent). Faculty who had been with the institution for six to 10 years had the highest rate of "don't know" responses (59 percent), followed by faculty who had been at the institution for 11–15 years (56 percent).

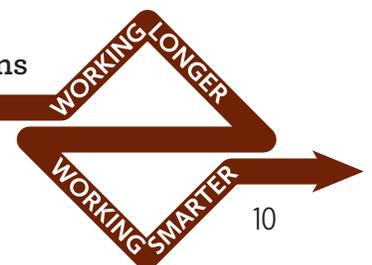
By tenure status: Faculty who indicated that they were not sure what their tenure status was had the highest rate of satisfaction (33 percent), while faculty who gave up tenure due to phasing/going part-time/retirement had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (53 percent).

By academic rank: Retired faculty were the most satisfied (23 percent). Associate professors were the most likely to respond that they didn't know (60 percent).

By relationship status: Faculty who were married were the most satisfied (10 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (55 percent).

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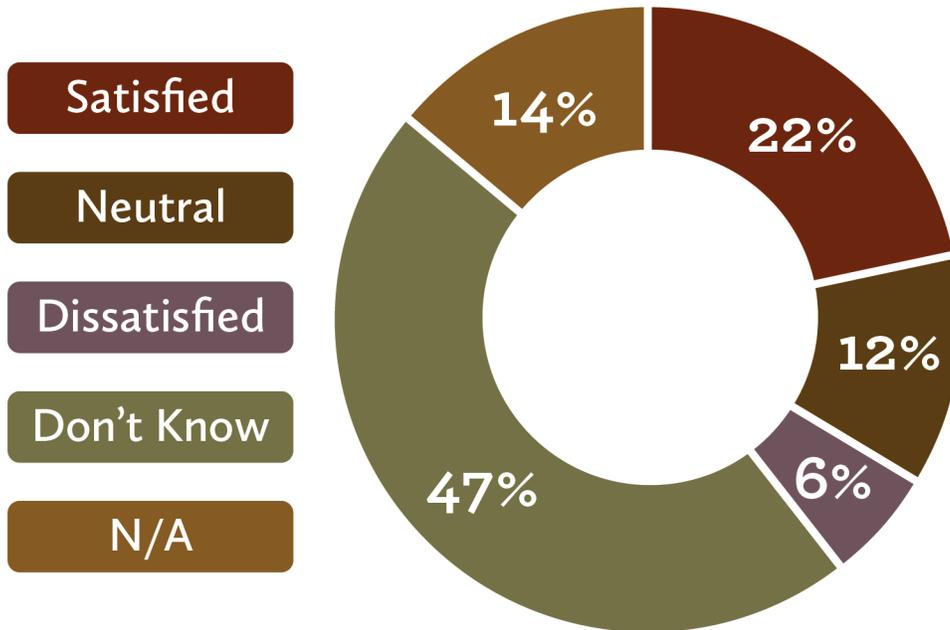
Faculty Satisfaction with Post-tenure Review and Other Options



Faculty Satisfaction with Retirement Supports

Employee assistance program (used for retirement transitions)

All: N=3,300



By institutional type: Faculty in research universities had the highest rate of satisfaction (24 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (7 percent). This question elicited high rates of faculty responding that they didn't know, with master's large institutions at 56 percent, liberal arts colleges at 46 percent, and research universities at 46 percent.

By age: Faculty over 70 years old were the most satisfied (44 percent), while faculty 60-69 years old were the most dissatisfied (10 percent). Faculty 30-39 years old and 40-49 years old were most likely to respond that they didn't know (both at 63 percent), followed by faculty 50-59 years old (56 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (29 percent). Faculty who had been with the institution for six-10 years and 11-15 years had the highest rate of "don't know" responses (61 percent).

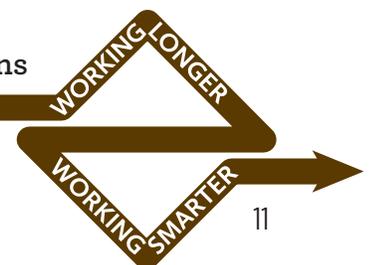
By tenure status: Faculty who indicated that they were not sure what their tenure status was had the highest rate of satisfaction (56 percent), while faculty who gave up tenure due to phasing/going part-time/retirement had the highest rate of dissatisfaction (8 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (54 percent).

By academic rank: Retired faculty were the most satisfied (49 percent). Assistant professors and associate professors were the most likely to respond that they didn't know (61 percent), followed by full professors (47 percent).

By relationship status: Faculty who were married were the most satisfied (23 percent), and also had the highest rate of dissatisfaction (6 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (58 percent).

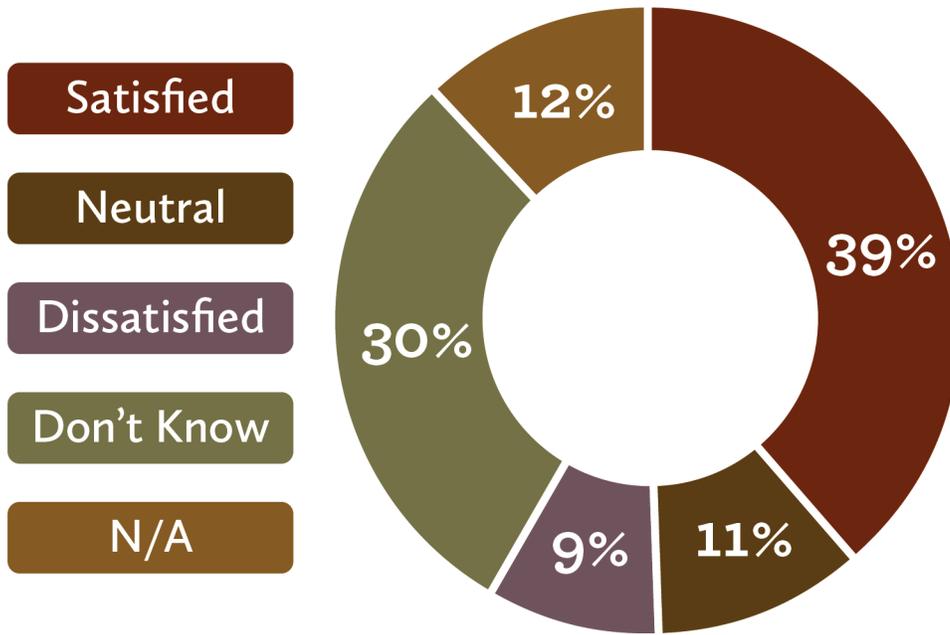
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Faculty Satisfaction with Retirement Supports



Ability to phase to retirement (include part-time work if phasing was not an option)

All: N=3,322



By institutional type: Faculty in liberal arts colleges had the highest rate of satisfaction (57 percent), with faculty in research universities and master's large institutions tying for the highest rate of dissatisfaction (both at 9 percent). This question elicited high rates of faculty who answered that they didn't know, with research universities and master's large institutions tying again at 33 percent, while liberal arts faculty had 18 percent.

By age: Faculty over 70 years old were the most satisfied (56 percent), followed by faculty 60–69 years old (47 percent). Faculty 60–69 were the most dissatisfied (13 percent), while faculty 30–39 years old and 40–49 years old were most likely to respond that they didn't know (55 percent and 45 percent). Faculty 50–59 years old also registered a high rate of "don't know" responses (39 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (48 percent), and this age cohort also had the highest rate of dissatisfaction (11 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (52 percent), followed by faculty who had been at the institution for less than a year (46 percent), and faculty who had been at the institution for six to 10 years (44 percent).

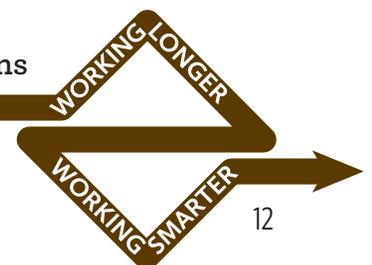
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (73 percent), while tenured faculty had the highest rate of dissatisfaction (10 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (44 percent).

By academic rank: Emeritus faculty were the most satisfied (62 percent), while faculty who indicated "other" for their academic rank were the least satisfied (12 percent). Assistant professors were the most likely to respond that they didn't know (55 percent).

By relationship status: Faculty who were married were the most satisfied (40 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (12 percent). Those who were single and never married were the most likely to respond that they didn't know (39 percent).

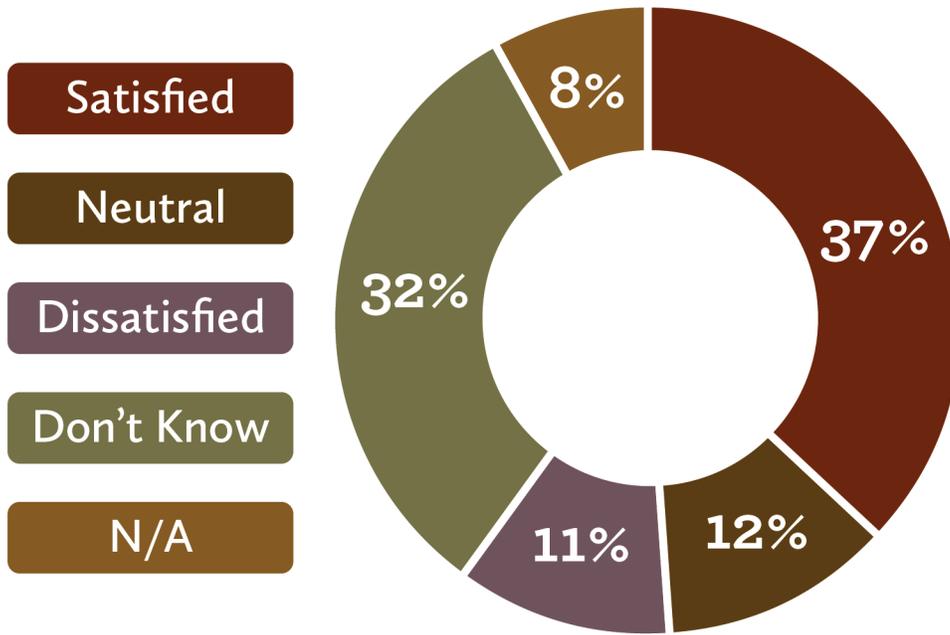
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Faculty Satisfaction with Retirement Supports



Amount of time given to senior colleagues to phase into retirement

All: N=3,318



By institutional type: Faculty in liberal arts colleges had the highest rate of satisfaction (52 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (12 percent). This question elicited high rates of faculty answering that they didn't know, with master's large institutions at 36 percent, research universities at 34 percent, and liberal arts colleges at 20 percent.

By age: Faculty over 70 years old were the most satisfied (50 percent), followed by faculty 60-69 years old (42 percent). Faculty 60-69 were also the most dissatisfied (15 percent), while faculty under 30 years old and 30-39 years old were most likely to respond that they didn't know (63 percent and 51 percent). Faculty 40-49 years old and 50-59 years old also had high rates of "don't know" responses, at 47 percent and 38 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (43 percent), and this age cohort also had the highest rate of dissatisfaction (13 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (52 percent), followed by faculty who had been at the institution for less than one year (51 percent), and faculty who had been at the institution for six to 10 years (44 percent).

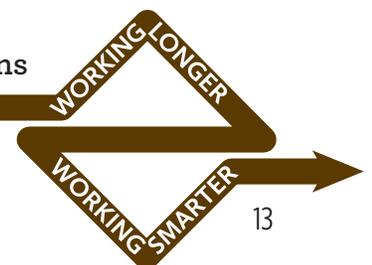
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (62 percent), while tenured faculty had the highest rate of dissatisfaction (12 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (46 percent).

By academic rank: Emeritus faculty were the most satisfied (53 percent), while full professors were the least satisfied (13 percent). Assistant professors were the most likely to respond that they didn't know (57 percent).

By relationship status: Faculty who were married, along with faculty who were living with someone as a couple were tied for being the most satisfied (both at 38 percent). Faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (13 percent). Those who were single and never married were the most likely to respond that they didn't know (40 percent).

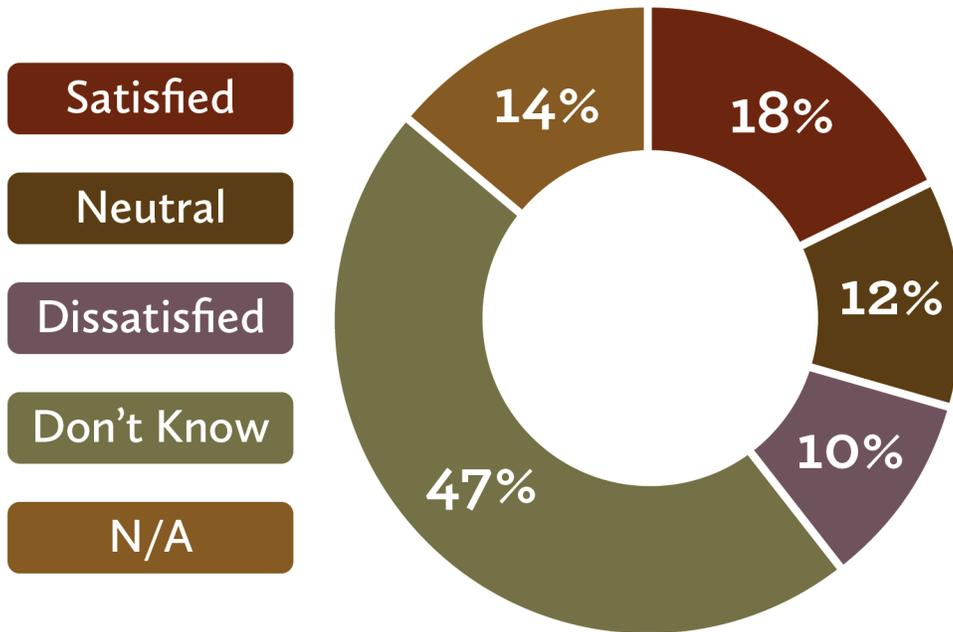
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Retirement Supports



Retirement transition counseling

All: N=3,321



By institutional type: Faculty in research universities had the highest rate of satisfaction (20 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (12 percent). This question elicited high rates of faculty responding that they didn't know, with research universities and liberal arts colleges tied at 47 percent, and master's large institutions at 46 percent.

By age: Faculty over 70 years old were the most satisfied (37 percent), while faculty 60–69 years old were the most dissatisfied (17 percent). Faculty 30–39 years old and 40–49 years old were the most likely to respond that they didn't know (70 percent and 68 percent), along with faculty 50–59 years old (58 percent). Faculty 60–69 years old also elicited a high rate of "don't know" responses, at 34 percent.

Years at institution: Faculty who were long-serving (over 20 years at an institution) indicated that they were the most satisfied (26 percent), and this age cohort also had the highest rate of dissatisfaction (14 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (65 percent), followed by faculty who had been at the institution for six to 10 years (63 percent), and faculty who had been at the institution for 11–15 years (61 percent).

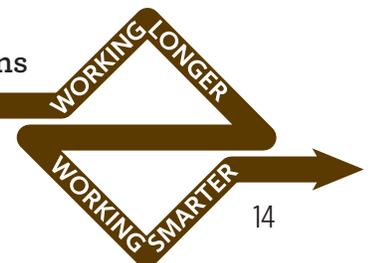
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (46 percent), and also had the highest rate of dissatisfaction (16 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (59 percent).

By academic rank: Retired faculty were the most satisfied (51 percent), while emeritus faculty were the least satisfied (13 percent). Assistant professors were the most likely to respond that they didn't know (70 percent).

By relationship status: Faculty who were married were the most satisfied (19 percent). Faculty who indicated that they were divorced/widowed/separated and faculty who indicated that they were married had the highest rate of dissatisfaction (10 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (59 percent).

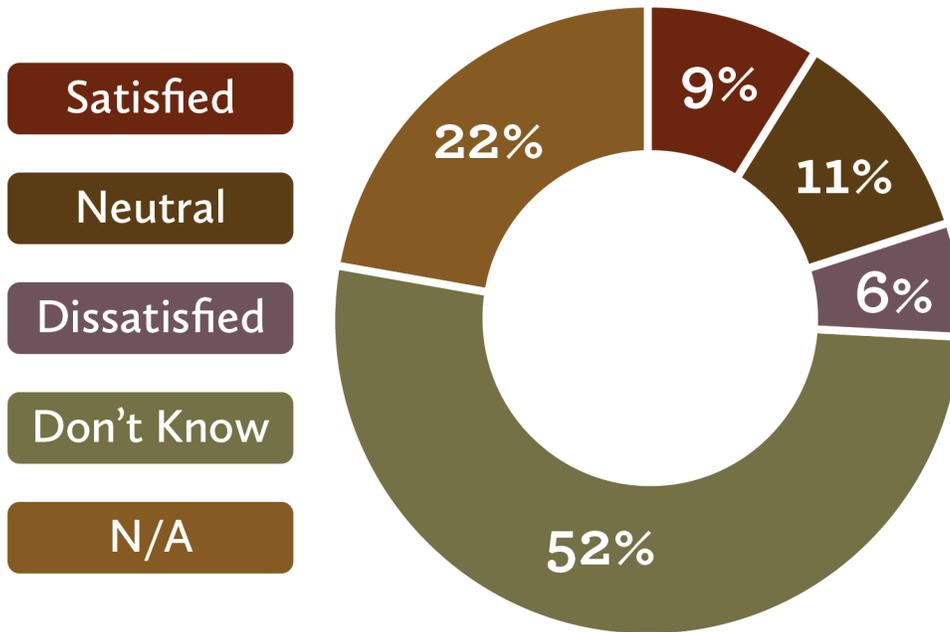
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Retirement Supports



Legacy programs

All: N=3,297



By institutional type: Faculty at research universities had the highest rate of satisfaction (10 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (11 percent). This question elicited high rates of faculty responding that they didn't know, with research universities at 53 percent, master's large at 52 percent, and liberal arts colleges at 50 percent.

By age: Faculty over 70 years old were the most satisfied (20 percent), while faculty 60-69 years old were the most dissatisfied (9 percent). Faculty 30-39 years old and 40-49 years old were the most likely to respond that they didn't know (70 percent and 67 percent), along with faculty 50-59 years old (61 percent). Faculty 60-69 years old also registered a high rate of "don't know" responses, at 46 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (12 percent), and this age cohort also had the highest rate of dissatisfaction (9 percent). Faculty who had been with the institution for six to 10 years had the highest rate of "don't know" responses (65 percent), followed by faculty who had been at the institution for one to five years (64 percent), and faculty who had been at the institution for 11-15 years (62 percent).

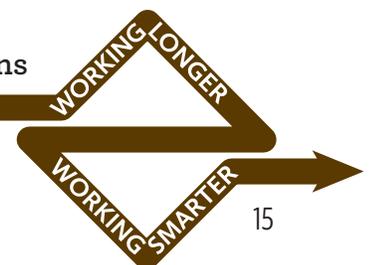
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retiring were the most satisfied (22 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (60 percent).

By academic rank: Emeritus faculty were the most satisfied (21 percent), and also had the highest rate of dissatisfaction (11 percent). Assistant professors were the most likely to respond that they didn't know (68 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (10 percent), while faculty who were married had the highest rate of dissatisfaction (7 percent). Those who were living with someone as a couple were also the most likely to respond that they didn't know (62 percent).

Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

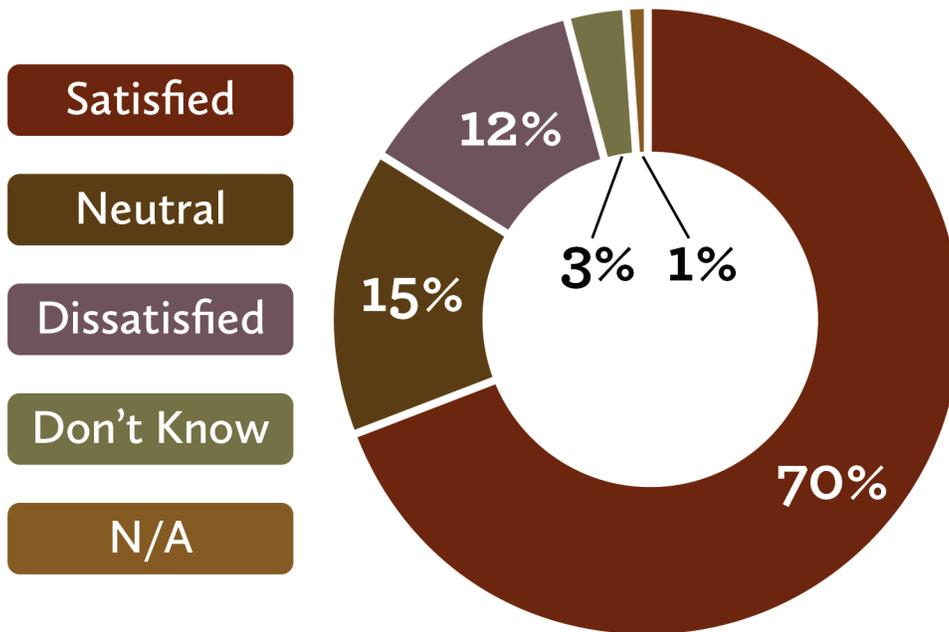
Faculty Satisfaction with Retirement Supports



Faculty Satisfaction with Campus Culture Concerning Senior Faculty and Retirement

Senior colleagues are valued by their junior colleagues at my institution

All: N=3,341



By institutional type: Faculty in research universities had the highest rate of satisfaction (71 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (16 percent).

By age: Faculty under 30 years old were the most satisfied (88 percent), followed by faculty over 70 years old (71 percent). Faculty 50-59 years old were the most dissatisfied (15 percent), followed by faculty 60-69 years old (14 percent).

Years at institution: Faculty who had been with the institution for less than one year were the most satisfied (81 percent). Faculty who had been with the institution for 16-20 years had the highest rate of dissatisfaction (16 percent), followed by faculty who had been at the institution for over 20 years (14 percent).

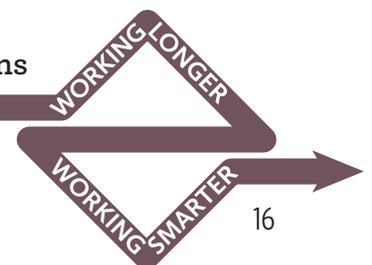
By tenure status: Faculty who indicated that they were not sure what their tenure status was had the highest rate of satisfaction (100 percent), followed by faculty who did not have tenure at their institution (77 percent), and then by faculty who gave up tenure due to phasing/going part-time/retirement (73 percent). Faculty who gave up tenure due to phasing/going part-time/retirement had the highest rate of dissatisfaction (14 percent), followed by tenured faculty (13 percent).

By academic rank: Assistant professors were the most satisfied (74 percent), followed by retired faculty (72 percent). Faculty who selected "other" for their academic rank were the most dissatisfied (16 percent), followed by associate professors (14 percent). Assistant professors were the most likely to respond that they didn't know (8 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (76 percent), followed by faculty who were married (71 percent). Faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (16 percent), and were also the most likely to respond that they didn't know (4 percent).

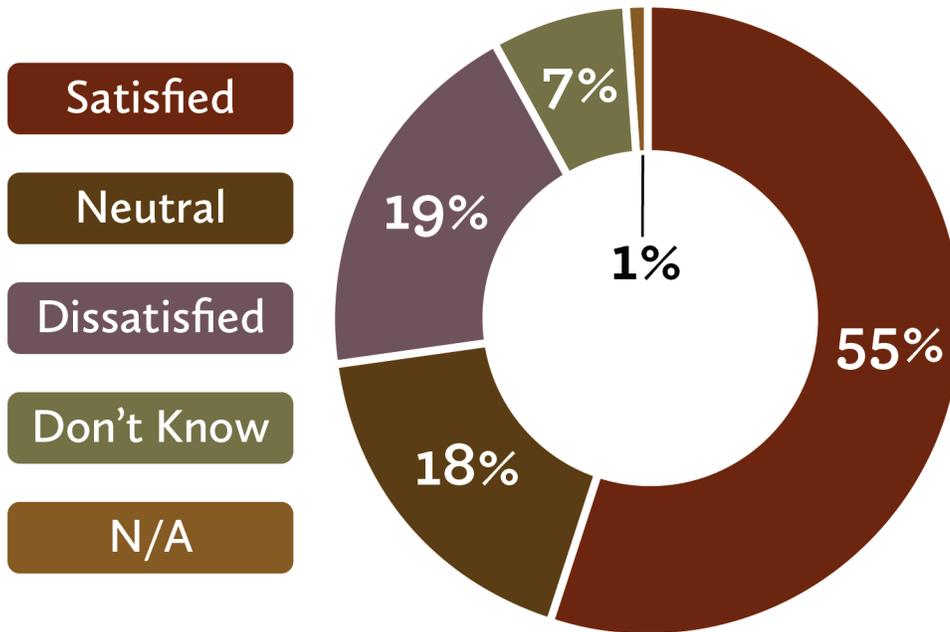
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Campus Culture Concerning Senior Faculty and Retirement



Senior colleagues are valued by the administration at my institution

All: N=3,340



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (64 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (26 percent). Research universities had the highest rate of faculty who responded that they didn't know (8 percent).

By age: Faculty under 30 years old were the most satisfied (63 percent), followed by faculty 30–39 years old and 40–49 years old (both 61 percent), and then faculty over 70 years old (59 percent). Faculty 60–69 years were the most dissatisfied (24 percent).

Years at institution: Faculty who had been with the institution for six to 10 years were the most satisfied (60 percent), followed by faculty who had been with the institution for one to five years (58 percent). Faculty who had been with the institution for over 20 years had the highest rate of dissatisfaction (23 percent), followed by faculty who had been at the institution for 16–20 years (21 percent).

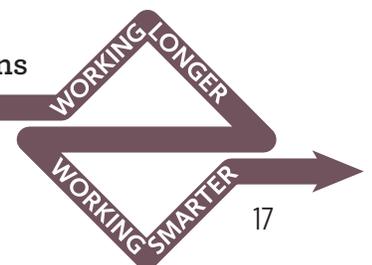
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (63 percent), while tenured faculty had the highest rate of dissatisfaction (21 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (17 percent).

By academic rank: Retired faculty were the most satisfied (62 percent), while full professors were the most dissatisfied (22 percent). Assistant professors were the most likely to respond that they didn't know (22 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (58 percent), followed by faculty who were married (56 percent). Faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (24 percent), followed by faculty who were single and never married (19 percent). Those who were divorced/widowed/separated also were the most likely to respond that they didn't know (10 percent).

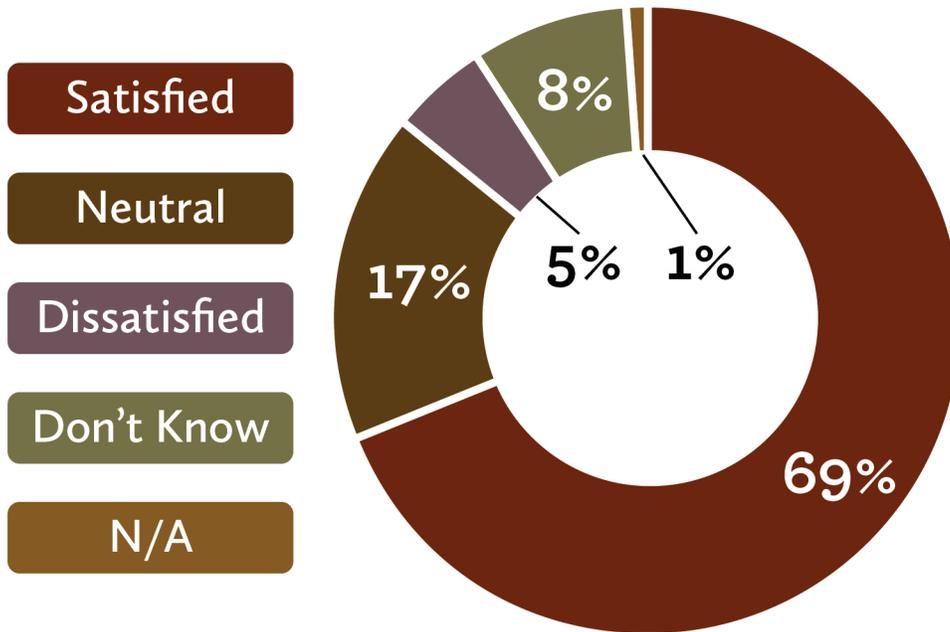
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Campus Culture Concerning Senior Faculty and Retirement



Senior colleagues are valued by the students at my institution

All: N=3,332



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (72 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (8 percent). Research universities had the highest rate of faculty who responded that they didn't know (9 percent).

By age: Faculty 60-69 years old were the most satisfied (70 percent), followed by faculty 50-59 years old (69 percent). Faculty over 70 years old and faculty 30-39 years old tied for third place as most satisfied group, both at 68 percent. Faculty under 30 years old were the least satisfied, at 13 percent.

Years at institution: The faculty cohorts that were long-serving (over 20 years and 16-20 years) indicated that they were the most satisfied (both at 69 percent). Faculty who had been at the institution for 16-20 years also had the highest rate of dissatisfaction (8 percent). Faculty who had been at the institution for less than one year had the highest rate of respondents answering that they didn't know (19 percent), followed by faculty who had been at the institution for one to five years (15 percent).

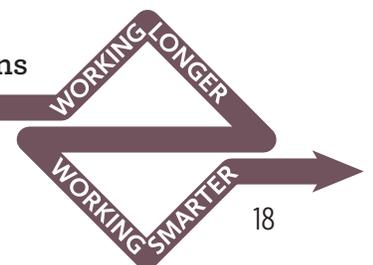
By tenure status: Faculty who indicated that they were not sure about their tenure status were the most satisfied (78 percent), while tenured faculty had the highest rate of dissatisfaction (6 percent). Faculty who didn't have a tenure system at their institution were the largest cohort to respond that they didn't know (16 percent).

By academic rank: Full professors were the most satisfied (72 percent), while faculty who selected "other" as their academic rank were the most dissatisfied (8 percent). Assistant professors were the most likely to respond that they didn't know (15 percent).

By relationship status: Faculty who were married were the most satisfied (69 percent). Faculty who were single and had never married had the highest rate of dissatisfaction (7 percent), and were also the most likely to respond that they didn't know (11 percent).

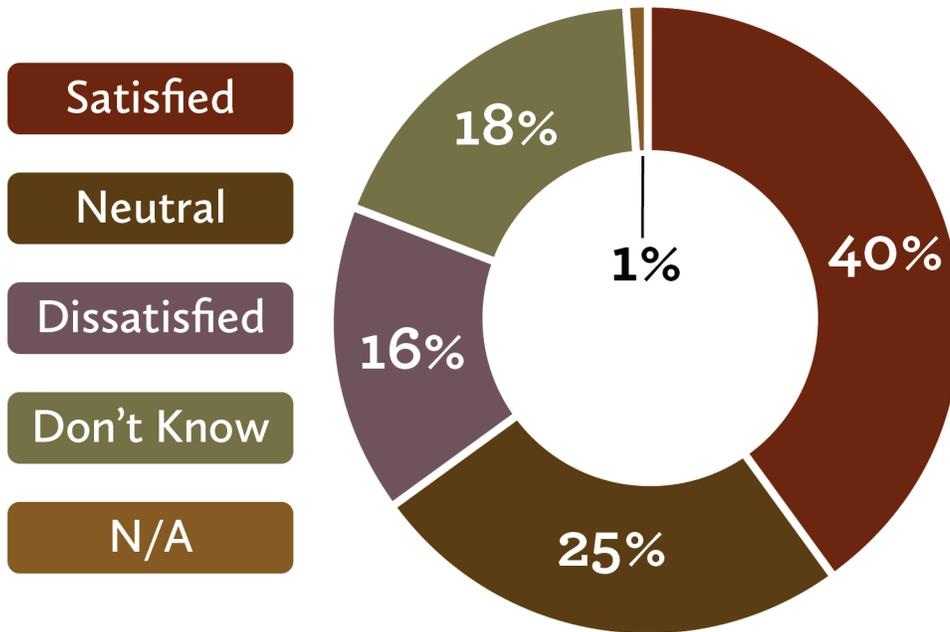
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Campus Culture Concerning Senior Faculty and Retirement



Senior colleagues make the transition into retirement at appropriate times in their careers

All: N=3,337



By institutional type: Faculty in liberal arts colleges had the highest rate of satisfaction (43 percent), while faculty in master's large institutions had the highest rate of dissatisfaction (18 percent). Master's large institutions also had the highest rate of faculty responding that they didn't know (20 percent).

By age: Faculty over 70 years old were the most satisfied (55 percent), followed by faculty 60–69 years old (39 percent). Faculty under 30 years old were the most dissatisfied (50 percent), followed by faculty 40–49 years old (22 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (44 percent), followed by faculty who had been with the institution for 11–15 years and 16–20 years (36 percent). Faculty who had been with the institution for 16–20 years had the highest rate of dissatisfaction (21 percent). Faculty who had been with the institution for less than one year had the highest rate of “don't know” responses (39 percent), followed by faculty who had been at the institution for one to five years (29 percent), and faculty who had been at the institution for six to 10 years (21 percent).

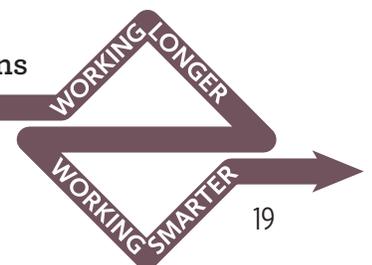
By tenure status: Faculty who indicated that they were not sure what their tenure status was were the most satisfied (78 percent), followed by faculty who gave up tenure due to phasing/going part-time/retirement (53 percent). Faculty on the tenure track had the highest rate of dissatisfaction (17 percent). Faculty who did not have a tenure system at their institution were the largest cohort to respond that they didn't know (32 percent).

By academic rank: Retired faculty and emeritus faculty were tied for being the most satisfied (both at 53 percent), while faculty who selected “other” as their academic rank were the least satisfied (24 percent), followed by associate professors (19 percent). Those who indicated that they were an instructor or lecturer were the most likely to respond that they didn't know (32 percent).

By relationship status: Faculty who were married were the most satisfied (41 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (21 percent). Those who indicated that they were divorced/widowed/separated were the most likely to respond that they didn't know (25 percent).

Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

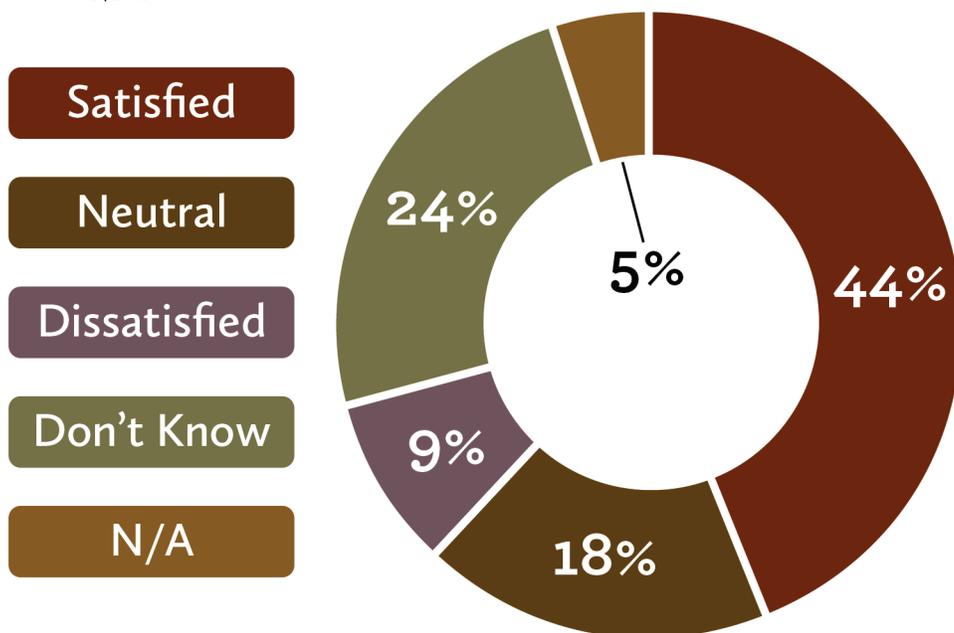
Faculty Satisfaction with Campus Culture Concerning Senior Faculty and Retirement



Faculty Satisfaction with Financial Planning and Insurance Options

Financial planning seminars

All: N=3,325



By institutional type: Faculty in research universities had the highest rate of satisfaction (45 percent), while faculty in liberal arts colleges had the highest rate of dissatisfaction (13 percent). Master's large institutions had the highest rate of faculty who indicated that they didn't know (26 percent).

By age: Faculty over 70 years old were the most satisfied (61 percent), while faculty 60-69 years old were the most dissatisfied (11 percent). This question had low rates of respondents answering "don't know," with 30-39 years old having the highest "don't know" response at 42 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (49 percent), followed by faculty who had been with the institution for 16-20 years (45 percent). Faculty who had been with the institution for 16-20 years had the highest rate of dissatisfaction (13 percent). Faculty who had been with the institution for less than one year had the highest rate of "don't know" responses (41 percent), followed by faculty who had been at the institution for one to five years (36 percent), and faculty who had been at the institution for 11-15 years (34 percent).

By tenure status: Faculty who indicated that they were not sure what their tenure status was were the most satisfied (67 percent), while faculty not on the tenure track had the highest rate of dissatisfaction (10 percent). Faculty on the tenure track were the largest cohort to respond that they didn't know (33 percent), followed by tenured faculty (24 percent).

By academic rank: Retired faculty were the most satisfied (70 percent). Faculty who selected "other" as their academic rank were the least satisfied (25 percent). Assistant professors were the most likely to respond that they didn't know (37 percent).

By relationship status: Faculty who were married and faculty who were living with someone else as a couple were the most satisfied (44 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (12 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (30 percent).

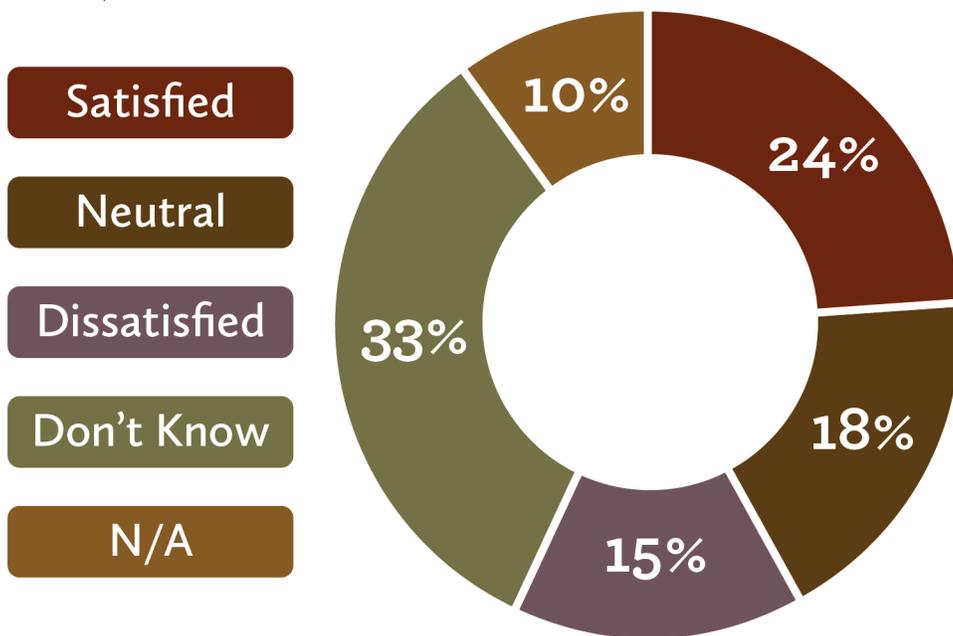
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Financial Planning and Insurance Options



Individual financial planning that is independent of retirement fund companies

All: N=3,328



By institutional type: Faculty in research universities had the highest rate of satisfaction (26 percent), while faculty in liberal arts colleges had the highest rate of dissatisfaction (20 percent). This question elicited high rates of faculty responding that they didn't know, with research universities at 34 percent, master's large institutions at 33 percent, and liberal arts colleges at 30 percent.

By age: Faculty over 70 years old were the most satisfied (38 percent), while faculty 50-59 years old had the highest rate of dissatisfaction (17 percent). This question elicited a high response of "don't know," with 30-39 years old having the highest "don't know" response at 50 percent, followed by 40-49 years old at 42, under 30 years old at 38 percent, 50-59 years old at 37 percent, and 60-69 years old at 30 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (28 percent). Faculty who had been with the institution for 16-20 years had the highest rate of dissatisfaction (19 percent). Faculty who had been with the institution for less than one year had the highest rate of "don't know" responses (54 percent), followed by faculty who had been at the institution for one to five years (44 percent).

By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (37 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (22 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (42 percent).

By academic rank: Retired faculty were the most satisfied (47 percent), while faculty who selected "other" as their academic rank were the least satisfied (24 percent). Assistant professors were the most likely to respond that they didn't know (47 percent).

By relationship status: Faculty who were married were the most satisfied (26 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (19 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (39 percent).

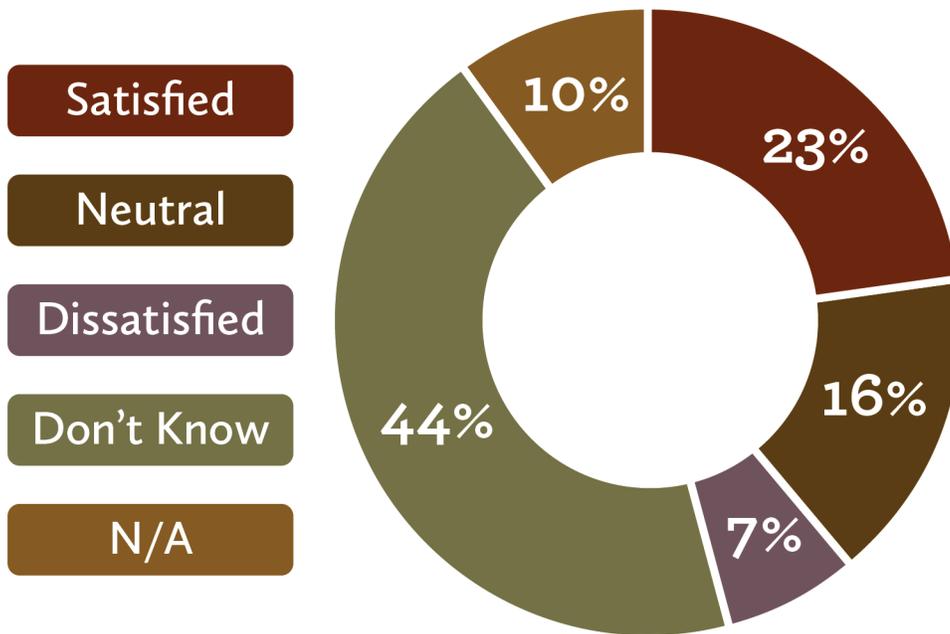
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Financial Planning and Insurance Options



Employee assistance program

All: N=3,317



By institutional type: Faculty at research universities had the highest level of satisfaction (24 percent), while faculty at liberal arts colleges had the highest level of dissatisfaction (8 percent). This question elicited high levels of faculty indicating that they didn't know, with faculty in master's large institutions and liberal arts colleges tied at 45 percent, and research universities at 44 percent.

By age: Faculty over 70 years old were the most satisfied (33 percent), followed by faculty 60–69 years old (24 percent). Faculty 60–69 years old had the highest rate of dissatisfaction, at 10 percent. While no age group was highly satisfied or dissatisfied, this question garnered high rates of respondents answering “don't know.” Under 30 years old had the highest “don't know” response (63 percent), followed by 30–39 years old (58 percent), 40–49 years old (56 percent), 50–59 years old (51 percent), 60–69 years old (39 percent), and over 70 years old (23 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (26 percent), and also had the highest rate of dissatisfaction (9 percent). Faculty who had been with the institution for 11–15 years had the highest rate of “don't know” responses (58 percent), followed by faculty who had been at the institution for less than one year (57 percent), faculty who had been at the institution for one to five years (54 percent), faculty who had been at the institution for six to 10 years (52 percent), faculty who had been at the institution for 16–20 years (45 percent), and faculty who had been at the institution for over 20 years (37 percent).

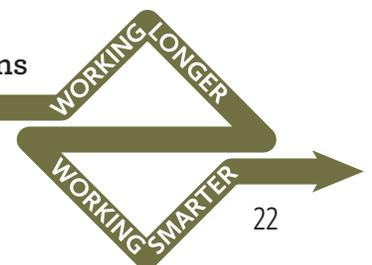
By tenure status: Faculty who indicated that they were not sure what their tenure status was were the most satisfied (33 percent), followed by faculty who gave up tenure due to phasing/going part-time/retiring (31 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (52 percent).

By academic rank: Retired faculty were the most satisfied (46 percent), while faculty who selected “other” as their academic rank were the least satisfied (16 percent). Assistant professors were the most likely to respond that they didn't know (57 percent).

By relationship status: Faculty who were married were the most satisfied (24 percent), while faculty who indicated that they were divorced/widowed/separated and faculty who indicated that they were single and never married had the highest rate of dissatisfaction (9 percent). Those who were single and never married were the most likely to respond that they didn't know (54 percent).

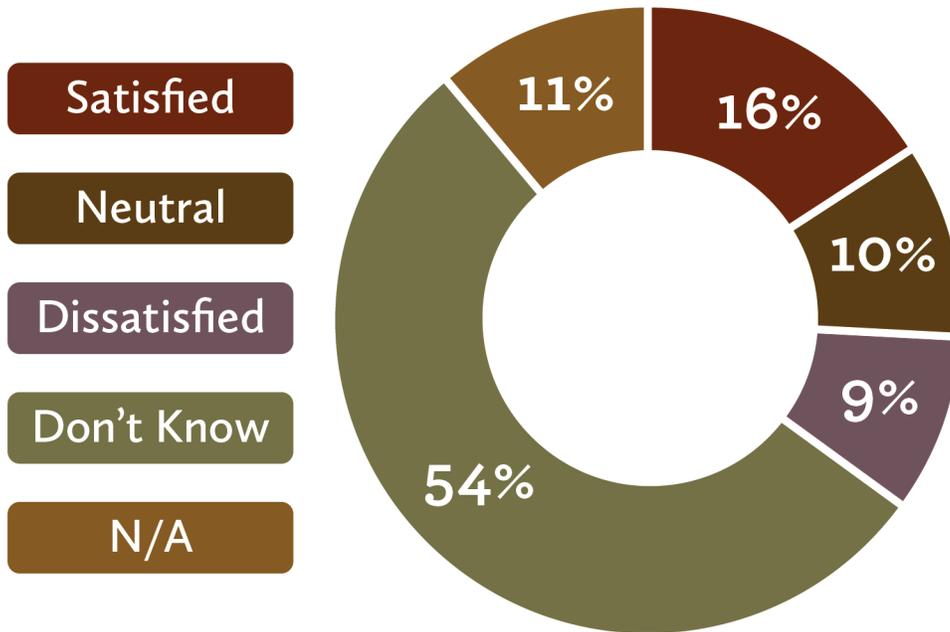
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Financial Planning and Insurance Options



Medical bridge program

All: N=3,310



By institutional type: Faculty at research universities had the highest rate of satisfaction (18 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (14 percent). This question elicited high rates of faculty responding that they didn't know, with master's large at 56 percent, and research universities and liberal arts colleges tied at 54 percent.

By age: Faculty over 70 years old were the most satisfied (37 percent), followed by faculty 60–69 years old (19 percent). Faculty 60–69 years old had the highest rate of dissatisfaction, at 13 percent. While no age group was highly satisfied or dissatisfied, this question garnered high rates of respondents answering “don't know.” Faculty 30–39 years old had the highest rate of “don't know” responses (75 percent), followed by 40–49 years old (74 percent), faculty 50–59 years old (65 percent), faculty under 30 years old (50 percent), faculty 60–69 years old (46 percent), and faculty over 70 years old (23 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (22 percent), and also had the highest rate of dissatisfaction (11 percent). Faculty who had been with the institution for 11–15 years had the highest rate of “don't know” responses (71 percent), followed by faculty who had been at the institution for six to 10 years (69 percent), faculty who had been at the institution for one to five years (68 percent), faculty who had been at the institution for less than one year (66 percent), faculty who had been at the institution for 16–20 years (57 percent), and faculty who had been at the institution for over 20 years (43 percent).

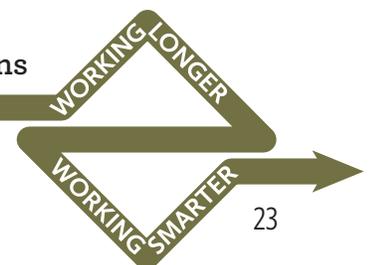
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (39 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (22 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (67 percent).

By academic rank: Emeritus faculty were the most satisfied (41 percent), while faculty who selected “other” as their academic rank were the least satisfied (17 percent). Assistant professors were the most likely to respond that they didn't know (73 percent), followed by associate professors (71 percent), instructors or lecturers (57 percent), and full professors (55 percent).

By relationship status: Faculty who were married were the most satisfied (17 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (10 percent). Those who were single and never married were the most likely to respond that they didn't know (65 percent).

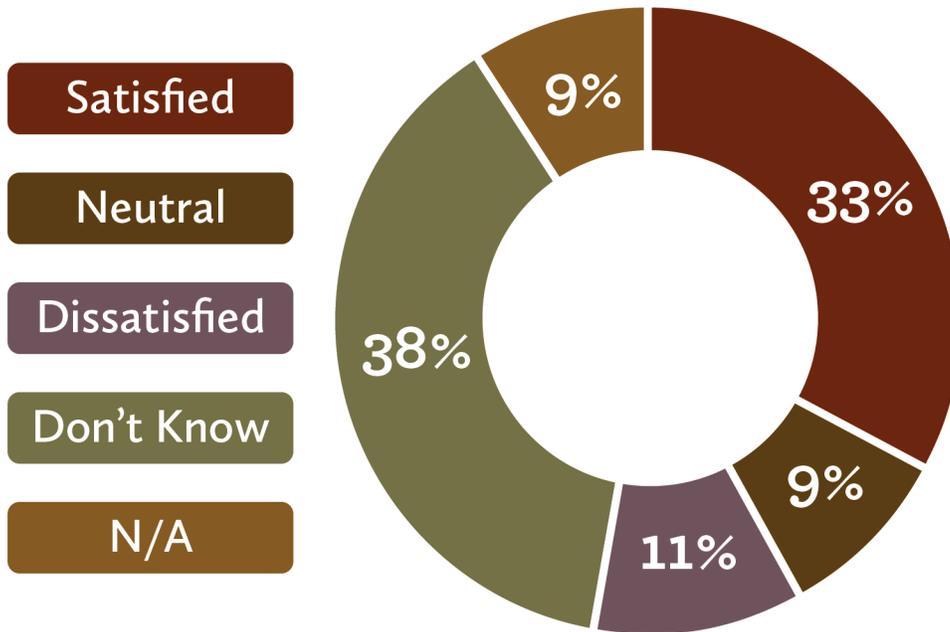
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Financial Planning and Insurance Options



Ability to participate in continued health insurance

All: N=3,326



By institutional type: Faculty at research universities had the highest rate of satisfaction (36 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (20 percent). This question elicited high rates of faculty who responded that they didn't know, with liberal arts colleges at 40 percent, master's large institutions at 38 percent, and research universities at 38 percent.

By age: Faculty over 70 years old were the most satisfied (58 percent), followed by faculty 60–69 years old (40 percent). Faculty 60–69 years old had the highest rate of dissatisfaction, at 15 percent. This question garnered high rates of respondents answering “don't know,” with faculty 30–39 years old having the highest percentage at 66 percent, followed by faculty 40–49 years old at 61 percent, and faculty 50–59 years old at 46 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (44 percent), and also had the highest rate of dissatisfaction (14 percent). Faculty who had been with the institution for one to five years had the highest rate of “don't know” responses (63 percent), followed by faculty who had been at the institution for less than one year (57 percent), faculty who had been at the institution for six to 10 years (55 percent), and faculty who had been at the institution for 11–15 years (53 percent).

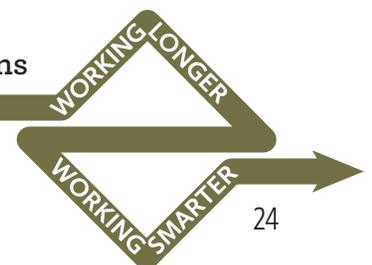
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (67 percent), while tenured faculty had the highest rate of dissatisfaction (12 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (56 percent).

By academic rank: Emeritus faculty were the most satisfied (71 percent), while retired faculty and full professors were tied for being the least satisfied (both at 13 percent). Assistant professors were the most likely to respond that they didn't know (65 percent).

By relationship status: Faculty who were married were the most satisfied (35 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (13 percent). Those who were single and never married and those who were living with someone else as a couple were the most likely to respond that they didn't know (50 percent).

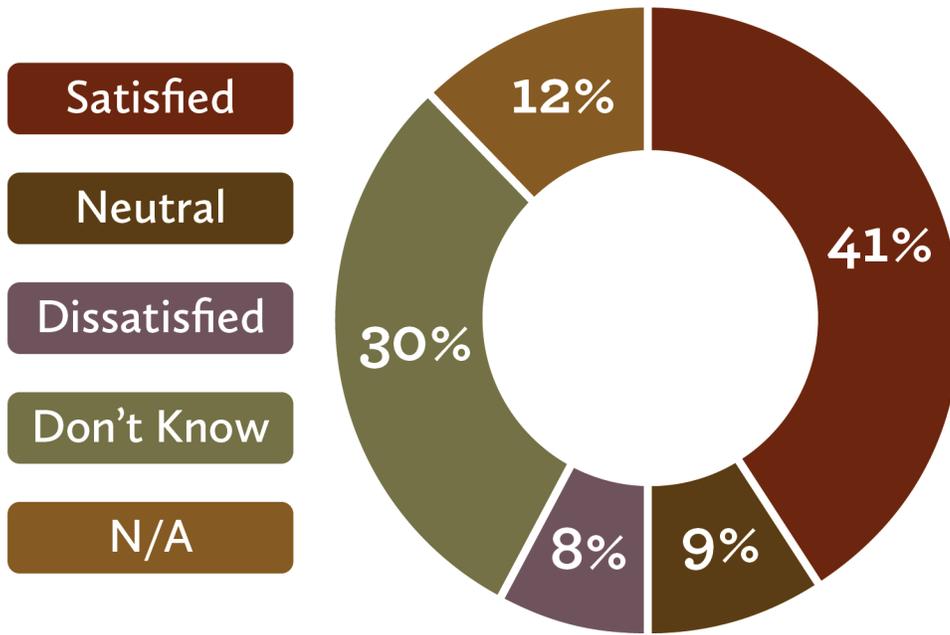
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Financial Planning and Insurance Options



Ability for partner/dependents to participate in health insurance

All: N=3,322



By institutional type: Faculty at research universities had the highest rate of satisfaction (43 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (14 percent). This question elicited high rates of faculty responding that they didn't know, with faculty in research universities and master's large institutions tied at 30 percent, and liberal arts colleges at 29 percent.

By age: Faculty over 70 years old were the most satisfied (54 percent), followed by faculty 60–69 years old (42 percent). Faculty under 30 years old had the highest rate of dissatisfaction, at 13 percent. Faculty 30–39 years old had the highest percentage of faculty responding “don't know” (43 percent), followed by faculty 40–49 years old (39 percent), and faculty 50–59 years old (38 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (45 percent). Faculty who had been with the institution for one to five years had the highest rate of “don't know” responses (43 percent), followed by faculty who had been at the institution for less than one year (40 percent), faculty who had been at the institution for six to 10 years (40 percent), and faculty who had been at the institution for 11–15 years (37 percent).

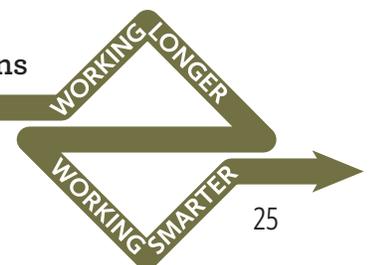
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (62 percent), and also had the highest rate of dissatisfaction (10 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (37 percent).

By academic rank: Emeritus faculty were the most satisfied (60 percent), while faculty who selected “other” as their academic rank were the least satisfied (16 percent). Assistant professors were the most likely to respond that they didn't know (40 percent).

By relationship status: Faculty who were married were the most satisfied (46 percent). Faculty who were living with someone as a couple had the highest rate of dissatisfaction (18 percent), and were the most likely to respond that they didn't know (37 percent).

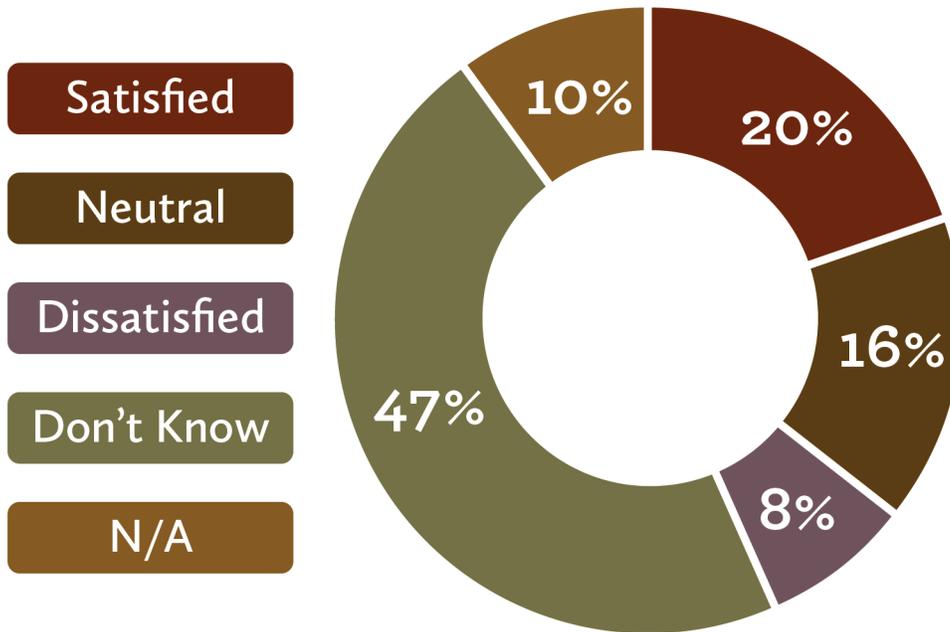
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Financial Planning and Insurance Options



Tools (calculators/comparison charts/demos)

All: N=3,316



By institutional type: Faculty at research universities had the highest rate of satisfaction (21 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (12 percent). This question elicited high rates of faculty responding that they didn't know, with liberal arts colleges at 48 percent, research universities at 47 percent, and master's large at 43 percent.

By age: Faculty under 30 years old were the most satisfied (25 percent), followed by faculty over 70 years old (23 percent). Faculty under 30 years old also had the highest rate of dissatisfaction (13 percent), followed by faculty 60–69 years old (10 percent). This question elicited high rates of faculty responding that they didn't know, with faculty 30–39 years old at 62 percent, faculty 40–49 years old at 60 percent, faculty 50–59 years old at 54 percent, faculty under 30 years old at 50 percent, faculty 60–69 years old at 42 percent, and faculty over 70 years old at 25 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (23 percent). The faculty cohorts that had been at the institution for over 20 years, 16–20 years, and 11–15 years all tied for having the most dissatisfied rate (9 percent). Faculty who had been with the institution for less than one year had the highest rate of “don't know” responses (60 percent), followed by faculty who had been at the institution for six to 10 years and 11–15 years (59 percent).

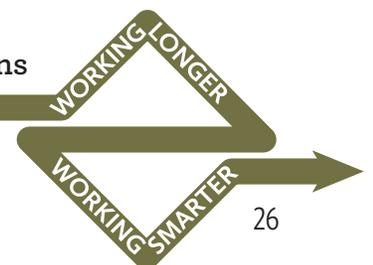
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (35 percent), while faculty who were not on tenure track (although their institution had one) had the highest rate of dissatisfaction (8 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (57 percent).

By academic rank: Faculty who selected “other” as their academic rank were the most satisfied (36 percent), followed by retired faculty (34 percent). Faculty who selected “other” as their academic rank were also the least satisfied (12 percent). Associate professors were the most likely to respond that they didn't know (60 percent).

By relationship status: Faculty who were married were the most satisfied (21 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (10 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (59 percent).

Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

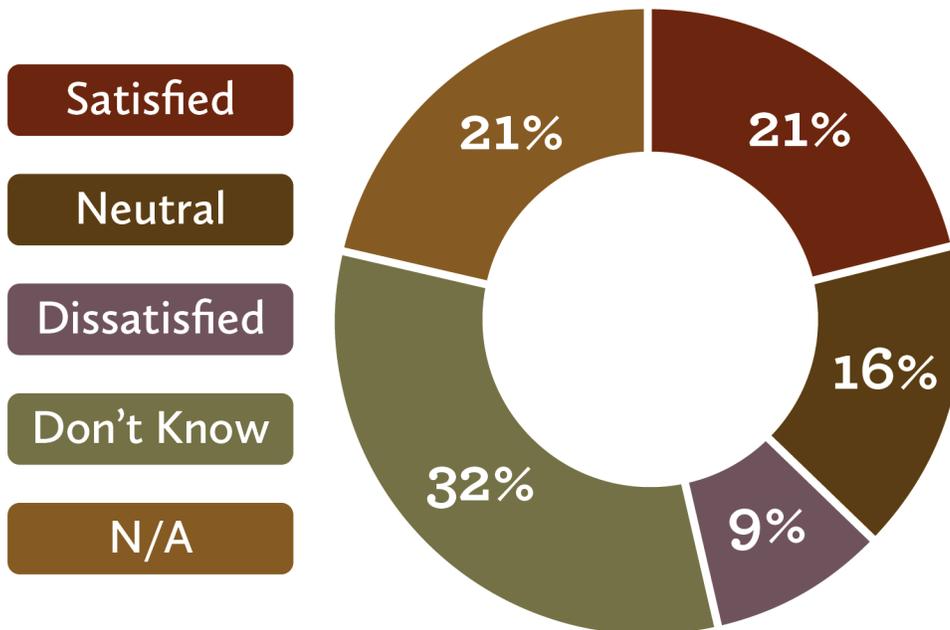
Faculty Satisfaction with Financial Planning and Insurance Options



Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement

Shared governance (e.g., voting at department faculty senate meetings)

All: N=3,198



By institutional type: Faculty at research universities had the highest rate of satisfaction (22 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (12 percent). The question elicited high rates of faculty responding that they didn't know, with research universities and master's large institutions tied at 33 percent, and liberal arts colleges at 28 percent.

By age: Faculty over 70 years old were the most satisfied (28 percent), while faculty 50-59 years old and 60-69 years old were the most dissatisfied (11 percent). This question elicited high rates of faculty responding that they didn't know, with faculty 30-39 years old having the highest rate at 60 percent, followed by faculty under 30 years old at 50 percent, faculty 40-49 years old at 47 percent, and faculty 50-59 years old at 36 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (24 percent). Faculty who had been at the institution for 16-20 years and over 20 years had the highest rate of dissatisfaction (11 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (58 percent), followed by faculty who had been at the institution for less than one year (47 percent), and faculty who had been at the institution for six to 10 years (46 percent).

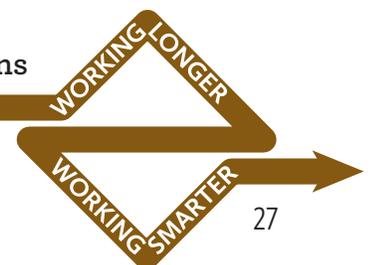
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (35 percent), and also had the highest rate of dissatisfaction (16 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (47 percent).

By academic rank: Retired faculty were the most satisfied (36 percent), while faculty who selected "other" as their academic rank were the least satisfied (20 percent). Assistant professors were the most likely to respond that they didn't know (58 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (24 percent), while faculty who were married had the highest rate of dissatisfaction (9 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (39 percent).

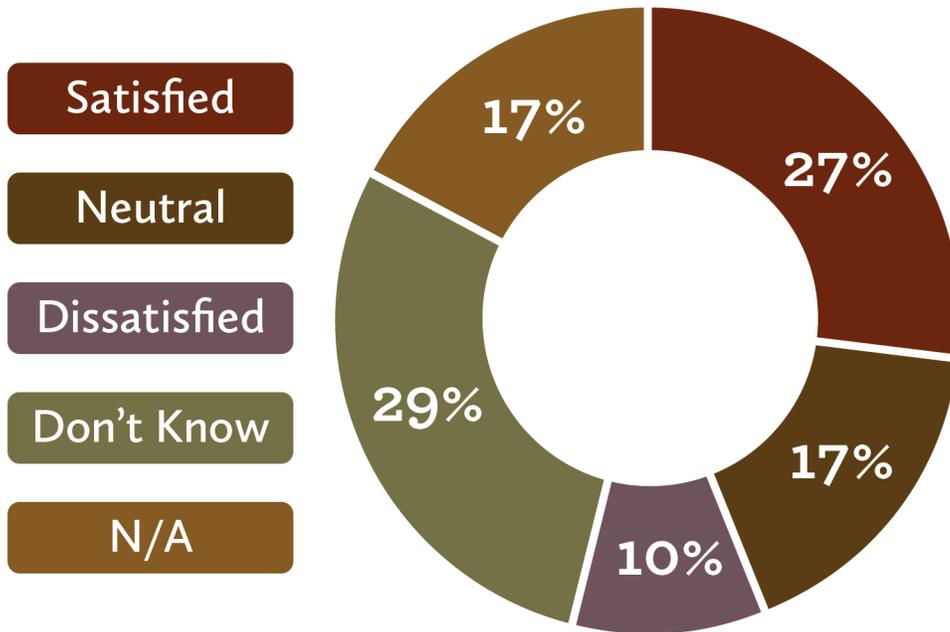
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Mentoring new/junior faculty

All: N=3,181



By institutional type: Faculty at research universities had the highest rate of satisfaction (29 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (12 percent). This question elicited high rates of faculty who responded that they didn't know, with faculty in master's large institutions at 33 percent, research universities at 29 percent, and liberal arts colleges at 28 percent.

By age: Faculty over 70 years old were the most satisfied (34 percent), followed by faculty 60-69 years old (28 percent). Faculty 50-59 years old were the most dissatisfied (13 percent). This question elicited high rates of faculty responding that they didn't know, with faculty 30-39 years old having the highest rate at 53 percent, followed by faculty under 30 years old at 50 percent, faculty 40-49 years old at 40 percent, and faculty 50-59 years old at 31 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (29 percent). Faculty who had been at the institution for six to 10 years had the highest level of dissatisfaction (12 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (48 percent), followed by faculty who had been at the institution for less than one year (46 percent), faculty who had been at the institution for six to 10 years (39 percent), and faculty who had been at the institution for 11-15 years (34 percent).

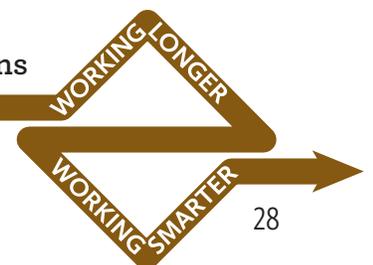
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (49 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (40 percent).

By academic rank: Retired faculty were the most satisfied (38 percent), while associate professors were the least satisfied (13 percent). Assistant professors were the most likely to respond that they didn't know (48 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (30 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (11 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (36 percent).

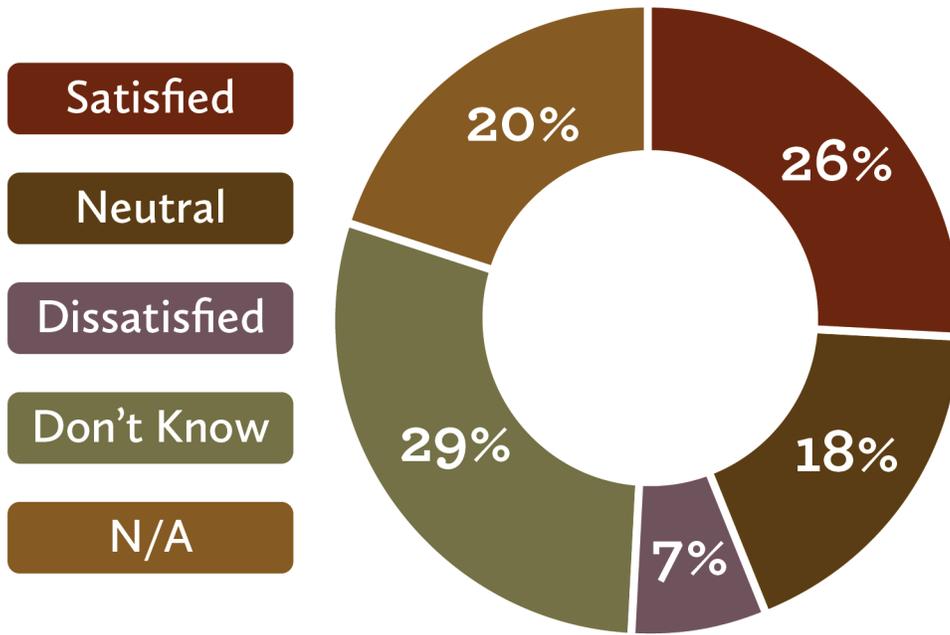
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Serving on committees

All: N=3,142



By institutional type: Faculty at research universities had the highest rate of satisfaction (28 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (9 percent). This question elicited high rates of faculty responding that they didn't know, with master's large institutions at 33 percent, research universities at 30 percent, and liberal arts colleges at 26 percent.

By age: Faculty over 70 years old were the most satisfied (37 percent), followed by faculty 60-69 years old (28 percent). Faculty 60-69 years old were the most dissatisfied (9 percent). This question elicited high rates of faculty who responded that they didn't know, with faculty 30-39 years old having the highest rate at 57 percent, followed by faculty under 30 years old at 50 percent, faculty 40-49 years old at 45 percent, and faculty 50-59 years old at 32 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (30 percent). Faculty who had been at the institution for 16-20 years had the highest rate of dissatisfaction (10 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (52 percent), followed by faculty who had been at the institution for less than one year (49 percent), faculty who had been at the institution for six to 10 years (42 percent), and faculty who had been at the institution for 11-15 years (36 percent).

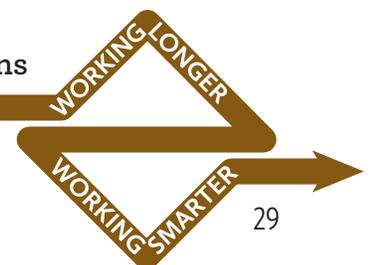
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (36 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (44 percent).

By academic rank: Retired faculty were the most satisfied (41 percent), while associate professors and emeritus faculty were the least satisfied (9 percent). Assistant professors were the most likely to respond that they didn't know (54 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (28 percent), while faculty who were married and faculty who were single and never married had the highest rate of dissatisfaction (7 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (38 percent).

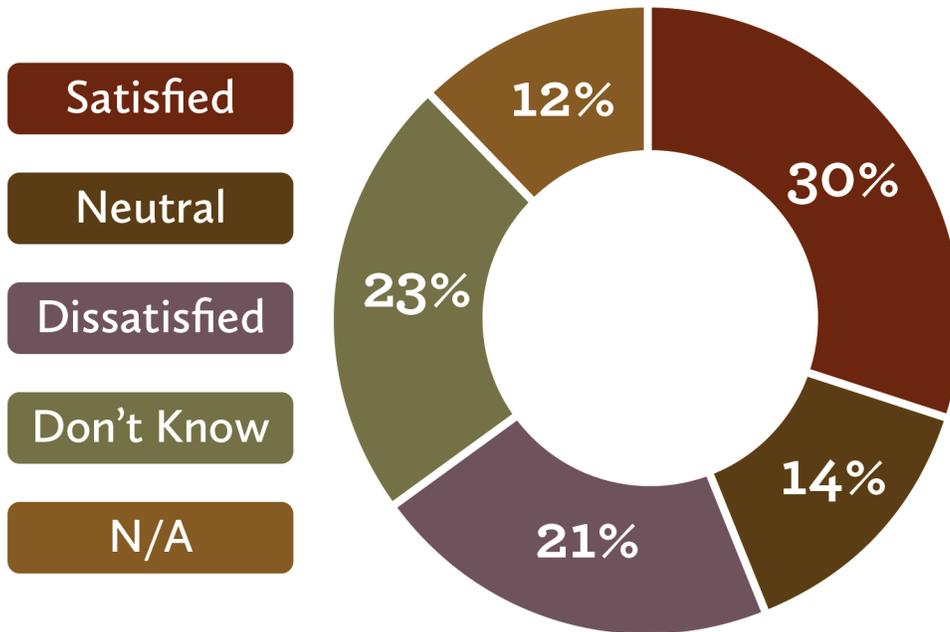
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Office space on campus

All: N=3,162



By institutional type: Faculty at research universities had the highest rate of satisfaction (31 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (27 percent). This question elicited high rates of faculty responding that they didn't know, with master's large institutions at 32 percent, research universities at 23 percent, and liberal arts colleges at 20 percent.

By age: Faculty over 70 years old were the most satisfied (50 percent), followed by faculty 60–69 years old (30 percent). Faculty 60–69 years old were the most dissatisfied (27 percent), followed by faculty 50–59 years old (22 percent). Younger faculty tended to have higher responses of “don't know,” with faculty 30–39 years old having the highest rate at 50 percent, faculty under 30 years old at 38 percent, and faculty 40–49 years old at 36 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (36 percent). Faculty who had been with the institution for 16–20 years and over 20 years had the highest rate of dissatisfaction (25 percent). Faculty who had been with the institution for less than one year had the highest rate of “don't know” responses (47 percent), followed by faculty who had been at the institution for one to five years (46 percent).

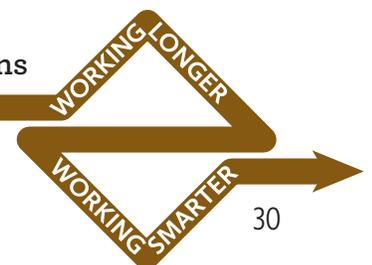
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retiring were the most satisfied (53 percent), and also had the highest rate of dissatisfaction (24 percent). Tenure-track faculty and faculty with no tenure at their institution were the largest cohort to respond that they didn't know (39 percent).

By academic rank: Emeritus faculty were the most satisfied (52 percent), while full professors were the least satisfied (23 percent). Assistant professors were the most likely to respond that they didn't know (48 percent).

By relationship status: Faculty who were married were the most satisfied (32 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (26 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (30 percent).

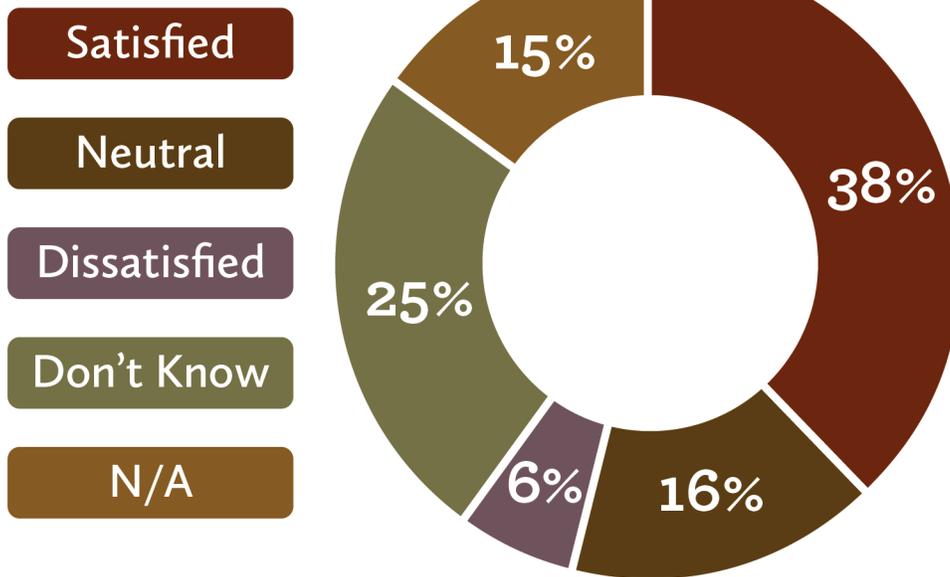
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Teaching students

All: N=3,150



By institutional type: Faculty at research universities had the highest rate of satisfaction (40 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (10 percent). This question elicited high rates of faculty responding that they didn't know, with master's large institutions at 32 percent, research universities at 24 percent, and liberal arts colleges at 24 percent.

By age: Faculty over 70 years old were the most satisfied (45 percent), followed by faculty 60–69 years old (42 percent). Faculty 60–69 years old were the most dissatisfied (8 percent), followed by faculty 50–59 years old (7 percent). Younger faculty tended to have higher responses of “don't know,” with faculty 30–39 years old having the highest rate at 52 percent, faculty under 30 years old at 50 percent, and faculty 40–49 years old at 38 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (43 percent). Faculty who had been at the institution for over 20 years and faculty who had been at the institution for 16–20 years tied for having the highest rate of dissatisfaction (8 percent). Faculty who had been with the institution for one to five years had the highest rate of “don't know” responses (49 percent), followed by faculty who had been at the institution for less than one year (47 percent).

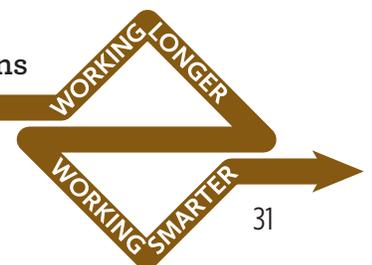
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (53 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (39 percent).

By academic rank: Retired faculty were the most satisfied (50 percent), while emeritus professors were the least satisfied (8 percent). Assistant professors were the most likely to respond that they didn't know (49 percent).

By relationship status: Faculty who were married were the most satisfied (39 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (9 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (37 percent).

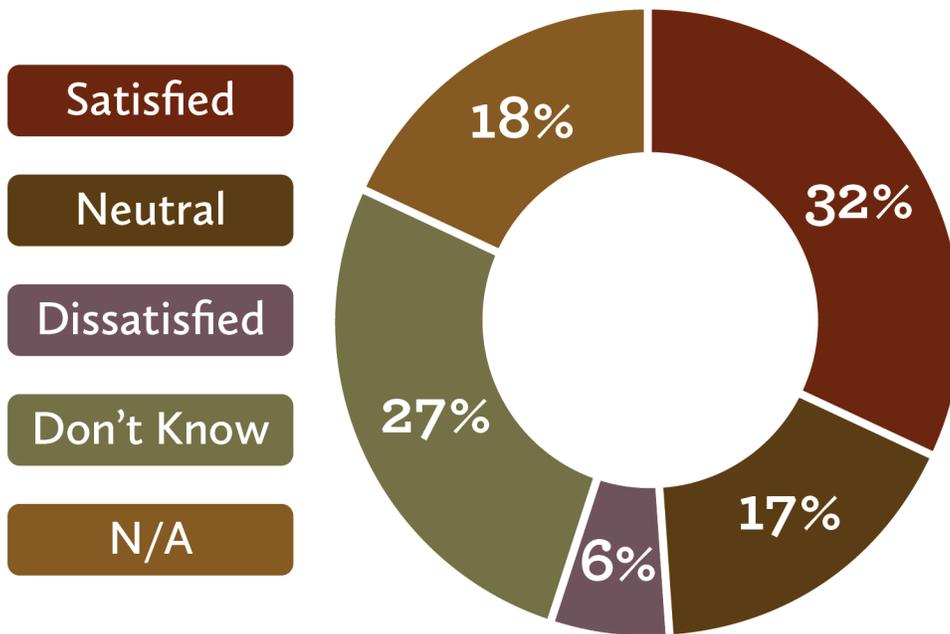
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Advising students

All: N=3,149



By institutional type: Faculty at research universities had the highest rate of satisfaction (36 percent), while faculty at liberal arts colleges had the highest rate of dissatisfaction (10 percent). This question elicited high rates of faculty responding that they didn't know, with master's large institutions at 36 percent, liberal arts colleges at 27 percent, and research universities at 26 percent.

By age: Faculty over 70 years old were the most satisfied (38 percent), followed by faculty 60–69 years old (35 percent). Faculty 60–69 years old were the most dissatisfied (8 percent). Younger faculty tended to have higher responses of “don't know,” with faculty 30–39 years old having the highest rate at 53 percent, faculty under 30 years old at 50 percent, and faculty 40–49 years old at 41 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (36 percent). Faculty who had been with the institution for less than one year had the highest rate of “don't know” responses (51 percent), followed by faculty who had been at the institution for one to five years (50 percent).

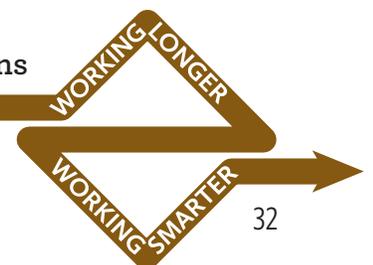
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (47 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (13 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (41 percent).

By academic rank: Retired faculty were the most satisfied (43 percent), while instructors or lecturers were the least satisfied (10 percent). Assistant professors were the most likely to respond that they didn't know (50 percent).

By relationship status: Faculty who were married were the most satisfied (33 percent). Faculty who were living with someone as a couple and faculty who were divorced/widowed/separated had the highest rate of dissatisfaction (8 percent), and were also the most likely to respond that they didn't know (37 percent).

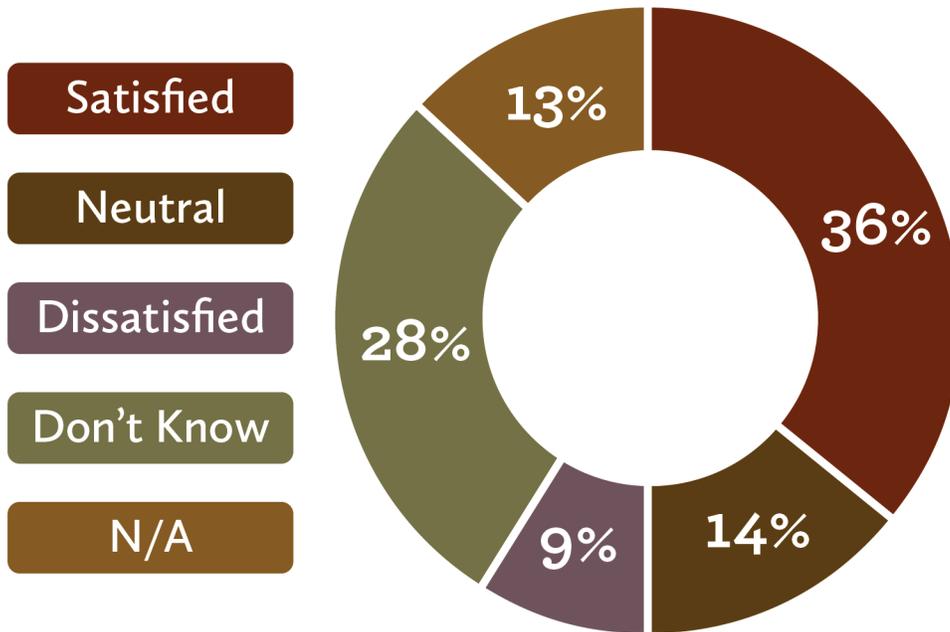
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Research opportunities

All: N=3,138



By institutional type: Faculty at research universities had the highest rate of satisfaction (38 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (14 percent). This question elicited high rates of faculty responding that they didn't know, with master's large institutions at 34 percent, liberal arts colleges at 30 percent, and research universities at 27 percent.

By age: Faculty over 70 years old were the most satisfied (50 percent), followed by faculty 60–69 years old (36 percent). Faculty under 30 years old were the most dissatisfied (13 percent), followed by faculty 60–69 years old (12 percent). Younger faculty tended to have higher responses of "don't know," with faculty 30–39 years old having the highest rate at 51 percent, faculty 40–49 years old at 41 percent, and faculty under 30 years old at 38 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (41 percent), and also had the highest rate of dissatisfaction (11 percent). Faculty who had been with the institution for less than one year had the highest rate of "don't know" responses (49 percent), followed by faculty who had been at the institution for one to five years (47 percent).

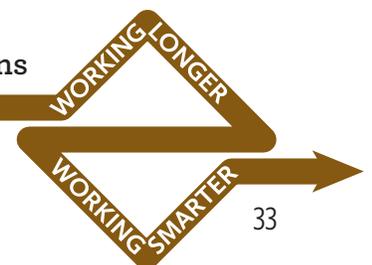
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (60 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (43 percent).

By academic rank: Retired faculty were the most satisfied (53 percent), while emeritus professors were the least satisfied (11 percent). Assistant professors were the most likely to respond that they didn't know (50 percent).

By relationship status: Faculty who were living with someone as a couple were the most satisfied (40 percent), while faculty who indicated that they were divorced/widowed/separated had the highest rate of dissatisfaction (12 percent). Those who were single and never married and those living with someone as a couple were the most likely to respond that they didn't know (35 percent).

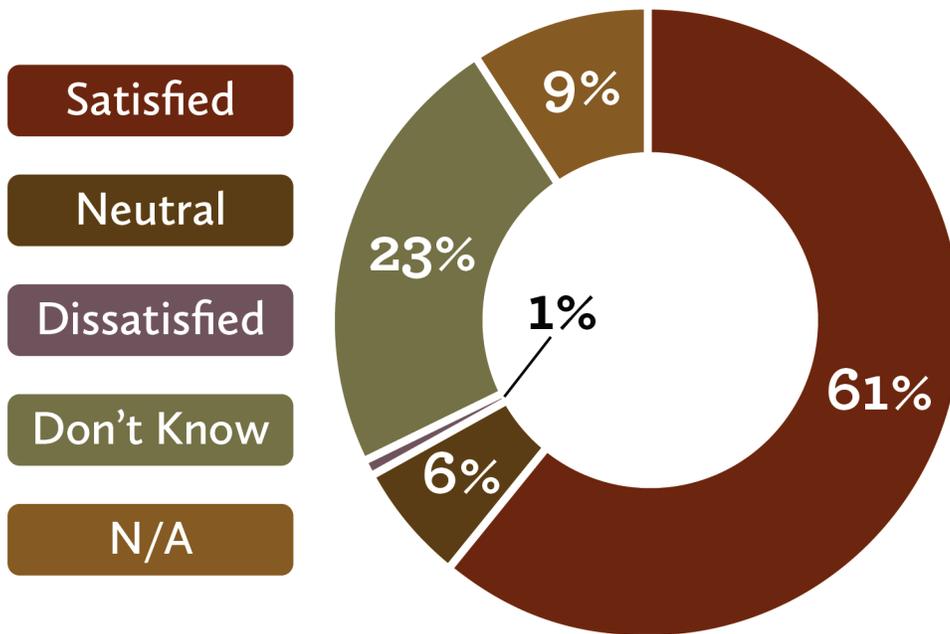
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Library privileges

All: N=3,162



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (68 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (3 percent). This question elicited a high rate of faculty indicating that they didn't know, with master's large institutions at 33 percent, research universities at 23 percent, and liberal arts colleges at 18 percent.

By age: Faculty over 70 years old were the most satisfied (88 percent), followed by faculty 60–69 years old (72 percent). This question had low rates of dissatisfaction, with faculty 30–39 years old having the highest rate at 2 percent. This question garnered high rates of faculty responding that they didn't know, particularly within the younger faculty age cohorts. Faculty 30–39 years old had the highest rate of respondents answering that they didn't know (54 percent), followed by faculty under 30 years old (50 percent), and faculty 40–49 years old (38 percent).

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (76 percent), followed by faculty who had been with the institution for 16–20 years (62 percent). Faculty who had been with the institution for less than one year and for one to five years tied for having the highest rate of "don't know" responses (47 percent), followed by faculty who had been at the institution for six to 10 years (39 percent).

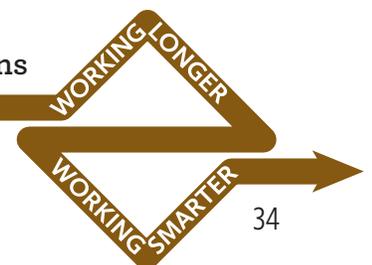
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (94 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (41 percent).

By academic rank: Emeritus faculty were the most satisfied (95 percent), followed by retired faculty (94 percent). Assistant professors were the most likely to respond that they didn't know (50 percent).

By relationship status: Faculty who indicated that they were divorced/widowed/separated were the most satisfied (65 percent). Faculty who were single and had never married had the highest rate of dissatisfaction (3 percent). Faculty who were single and never married and faculty who were living with someone as a couple were also the most likely to respond that they didn't know (29 percent).

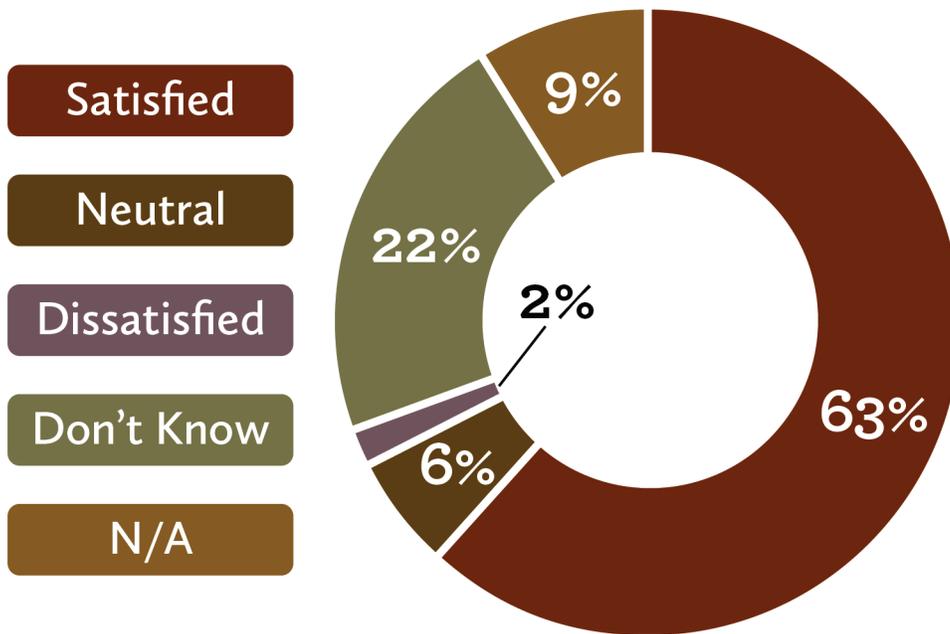
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Email privileges

All: N=3,151



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (68 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (4 percent). This question elicited high rates of faculty responding that they didn't know, with master's large at 31 percent, research universities at 21 percent, and liberal arts colleges at 19 percent.

By age: Faculty over 70 years old were the most satisfied (88 percent), followed by faculty 60–69 years old (73 percent). Faculty 30–39 years old had the highest rate of dissatisfaction (4 percent). This question elicited high rates of respondents answering that they didn't know, with faculty under 30 years old and faculty 30–39 tied for the highest rate at 50 percent, and faculty 40–49 years old having a rate of 36 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (77 percent), followed by faculty who had been with the institution for 16–20 years (64 percent). Faculty who had been with the institution for less than one year had the highest rate of dissatisfaction (4 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (46 percent), followed by faculty who had been with the institution for less than one year (44 percent).

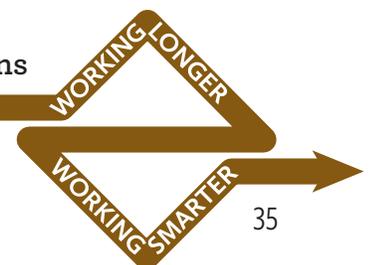
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (89 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (11 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (39 percent).

By academic rank: Retired faculty were the most satisfied (98 percent), followed by retired faculty (95 percent). Assistant professors were also the most likely to respond that they didn't know (48 percent).

By relationship status: Faculty who were married and faculty who indicated that they were divorced/widowed/separated were tied for most satisfied (both at 63 percent). Faculty who were single and had never married had the highest rate of dissatisfaction (3 percent), and also were the most likely to respond that they didn't know (28 percent).

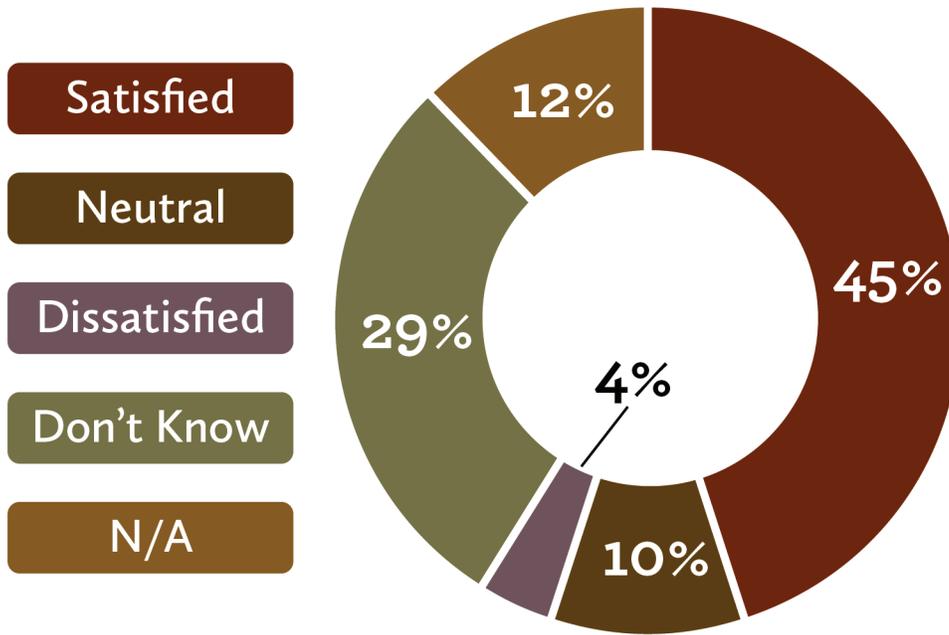
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Social/fitness (e.g., gym access, faculty facility, commencement activities)

All: N=3,151



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (61 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (10 percent). This question elicited high rates of faculty who responded that they didn't know, with master's large institutions at 34 percent, research universities at 30 percent, and liberal arts colleges at 22 percent.

By age: Faculty over 70 years old were the most satisfied (64 percent), followed by faculty 60–69 years old (51 percent). Faculty 50–59 years old were the most dissatisfied (6 percent), followed by faculty 60–69 years old (5 percent). Younger faculty tended to have more responses of “don't know,” with faculty 30–39 years old having the highest rate at 59 percent, faculty under 30 years old at 50 percent, and faculty 40–49 years old at 42 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (55 percent). Faculty who had been with the institution for less than one year had the highest rate of dissatisfaction (7 percent). Faculty who had been with the institution for one to five years had the highest rate of “don't know” responses (51 percent), followed by faculty who had been with the institution for less than one year (49 percent), and faculty who had been with the institution for six to 10 years (43 percent).

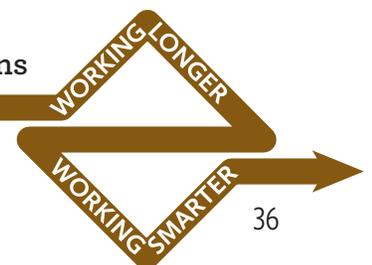
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retiring were the most satisfied (73 percent), while faculty who indicated that they were not sure what their tenure status was had the highest rate of dissatisfaction (22 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (46 percent).

By academic rank: Retired faculty were the most satisfied (70 percent), while faculty who selected “other” as their academic rank were the least satisfied (8 percent). Assistant professors were the most likely to respond that they didn't know (54 percent).

By relationship status: Faculty who indicated that they were divorced/widowed/separated were the most satisfied (49 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (9 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (36 percent).

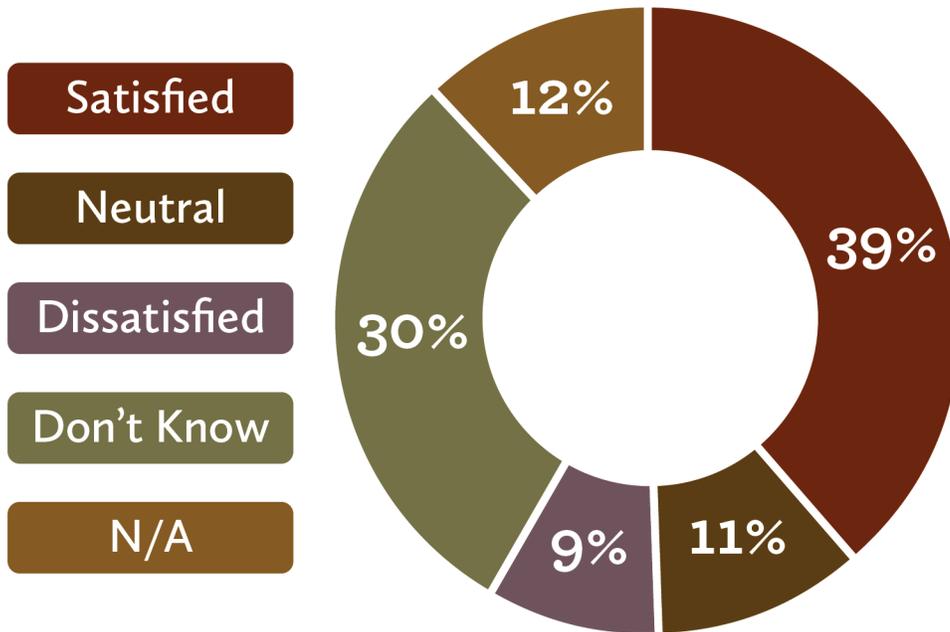
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Parking

All: N=3,129



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (50 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (13 percent). This question elicited high rates of faculty who responded that they didn't know, with master's large institutions at 33 percent, research universities at 30 percent, and liberal arts colleges at 25 percent.

By age: Faculty over 70 years old were the most satisfied (70 percent), followed by faculty 60–69 years old (47 percent). Faculty 50–59 years old were the most dissatisfied (13 percent), followed by faculty 60–69 years old (11 percent). Younger faculty tended to have more responses of “don't know,” with faculty 30–39 years old having the highest rate at 57 percent, faculty under 30 years old at 50 percent, and faculty 40–49 years old at 46 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (53 percent). Faculty who had been with the institution for less than one year had the highest rate of dissatisfaction (13 percent), followed by faculty who had been with the institution for six to 10 years (11 percent). Faculty who had been with the institution for one to five years had the highest rate of “don't know” responses (52 percent), followed by faculty who had been with the institution for less than one year and six to 10 years (45 percent).

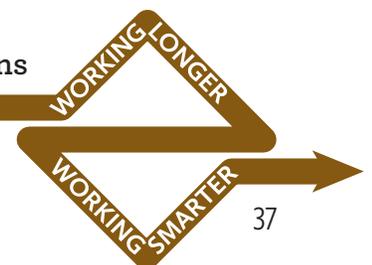
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retirement were the most satisfied (74 percent), while faculty not on a tenure track (although their institution has a tenure system) had the highest rate of dissatisfaction (13 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (43 percent).

By academic rank: Emeritus faculty were the most satisfied (80 percent), while instructors and lecturers were the least satisfied (23 percent). Assistant professors were the most likely to respond that they didn't know (53 percent).

By relationship status: Faculty who were married were the most satisfied (40 percent), while faculty who indicated that they were divorced/widowed/separated and faculty who indicated that they were single and never married had the highest rate of dissatisfaction (12 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (39 percent).

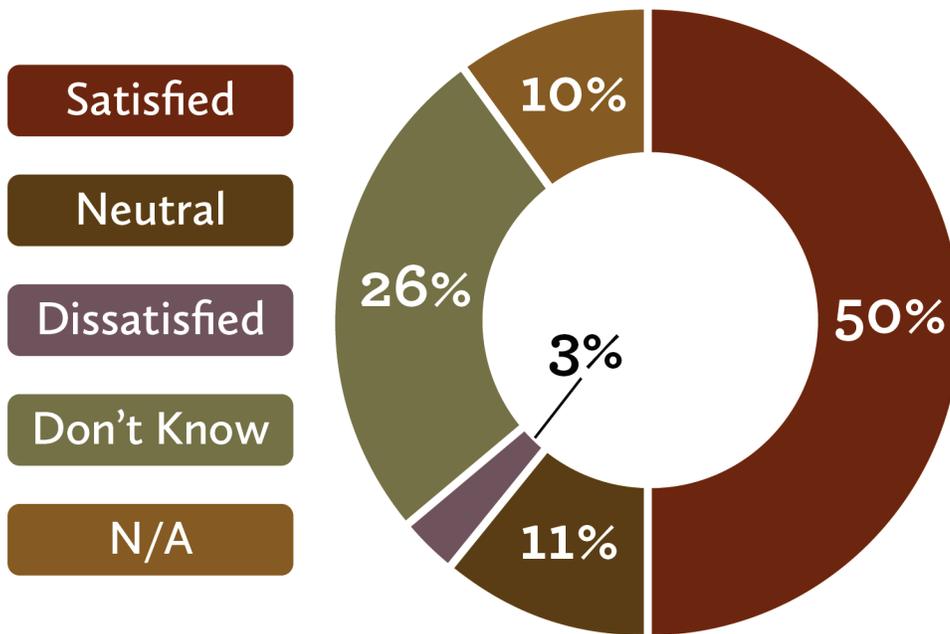
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Participating in lectures/performing arts/international opportunities

All: N=3,132



By institutional type: Faculty at liberal arts colleges had the highest rate of satisfaction (59 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (5 percent). This question elicited high rates of faculty who indicated that they didn't know, with faculty in master's large institutions at 36 percent, research universities at 26 percent, and liberal arts colleges at 22 percent.

By age: Faculty over 70 years old were the most satisfied (69 percent), followed by faculty 60–69 years old (57 percent). Younger faculty tended to have more responses of "don't know," with faculty 30–39 years old having the highest rate at 55 percent, faculty under 30 years old at 50 percent, and faculty 40–49 years old at 39 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (61 percent), followed by faculty who had been with the institution for 16–20 years (55 percent). Faculty who had been with the institution for six to 10 years had the highest rate of dissatisfaction (4 percent). Faculty who had been with the institution for less than one year had the highest rate of "don't know" responses (49 percent), followed by faculty who had been with the institution for one to five years (48 percent).

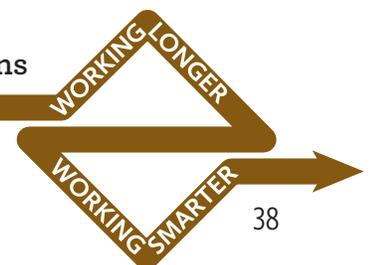
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retiring were the most satisfied (77 percent), while tenured faculty had the highest rate of dissatisfaction (3 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (39 percent).

By academic rank: Emeritus faculty were the most satisfied (72 percent), while retired faculty were the least satisfied (6 percent). Assistant professors were the most likely to respond that they didn't know (48 percent).

By relationship status: Faculty who indicated that they were divorced/widowed/separated were the most satisfied (53 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (5 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (32 percent).

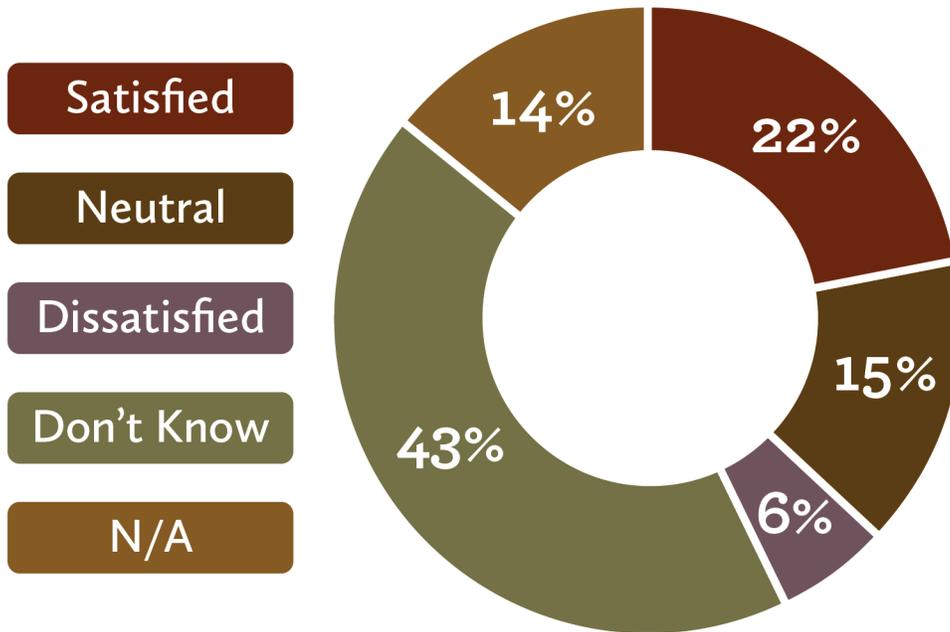
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Ability to provide feedback via surveys or interviews/focus groups on retirement process

All: N=3,142



By institutional type: Faculty at research universities had the highest rate of satisfaction (23 percent), while faculty at master's large institutions had the highest rate of dissatisfaction (8 percent). This question elicited very high rates of faculty indicating that they didn't know, with master's large institutions at 45 percent, liberal arts colleges at 45 percent, and research universities at 43 percent.

By age: Faculty over 70 years old were the most satisfied (41 percent), followed by faculty 60–69 years old (24 percent). Faculty over 70 years old also had the highest rate of dissatisfaction for this question (9 percent), followed by faculty 60–99 years old (8 percent). This question elicited high rates of “don't know” responses among all age cohorts, with faculty 30–39 years old having the highest rate at 64 percent, followed by faculty 40–49 years old at 60 percent, faculty 50–59 years old at 51 percent, faculty under 30 years old at 50 percent, faculty 60–69 years old at 35 percent, and faculty over 70 years old at 19 percent.

Years at institution: Faculty who were long-serving (over 20 years) indicated that they were the most satisfied (28 percent), followed by faculty who had been with the institution for 16–20 years (19 percent). Faculty who had been with the institution for over 20 years also had the highest rate of dissatisfaction (8 percent). Faculty who had been with the institution for one to five years had the highest rate of “don't know” responses (59 percent), followed by faculty who had been with the institution for less than one year (56 percent), faculty who had been with the institution for 11–15 years (55 percent), faculty who had been with the institution for six to 10 years (55 percent), faculty who had been with the institution for 16–20 years (47 percent), and faculty who had been with the institution for over 20 years (33 percent).

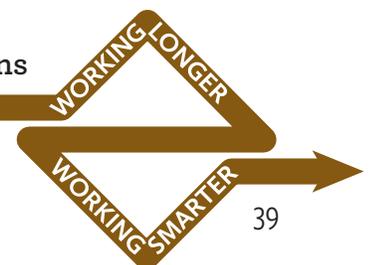
By tenure status: Faculty who gave up tenure due to phasing/going part-time/retiring were the most satisfied (43 percent), and also had the highest rate of dissatisfaction (12 percent). Tenure-track faculty were the largest cohort to respond that they didn't know (52 percent).

By academic rank: Retired faculty were the most satisfied (57 percent), and also had the highest rate of dissatisfaction (11 percent), followed by emeritus faculty (10 percent). Assistant professors were the most likely to respond that they didn't know (62 percent).

By relationship status: Faculty who indicated that they were divorced/widowed/separated were the most satisfied (24 percent), while faculty who were single and had never married had the highest rate of dissatisfaction (9 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (53 percent).

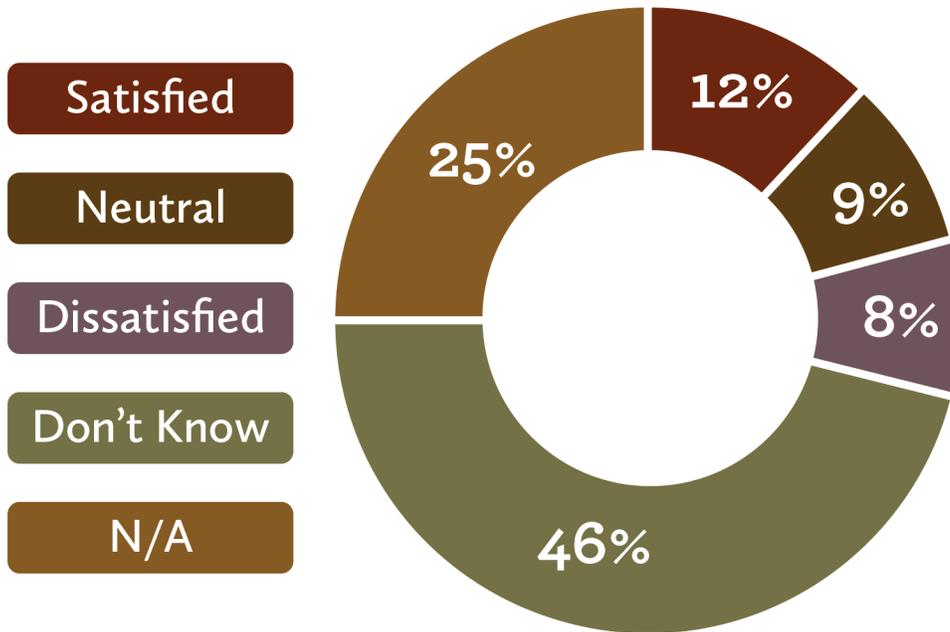
Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement



Ability to participate in tuition remission for partner/dependents in post-retirement

All: N=3,137



By institutional type: Faculty at master's large institutions had the highest rate of satisfaction (14 percent), while faculty at research universities had the highest rate of dissatisfaction (10 percent). This question elicited very high rates of faculty indicating that they didn't know, with master's large institutions at 50 percent, liberal arts colleges at 49 percent, and research universities at 45 percent.

By age: Faculty over 70 years old were the most satisfied (16 percent), followed by faculty 60-69 years old (12 percent). Faculty 60-69 years old were the most dissatisfied (12 percent), followed by faculty 50-59 years old (10 percent). This question elicited high rates of "don't know" responses among all age cohorts, with faculty 30-39 years old having the highest rate at 69 percent, followed by faculty 40-49 years old at 61 percent, faculty 50-59 years old at 52 percent, faculty under 30 years old at 50 percent, faculty 60-69 years old at 37 percent, and faculty over 70 years old at 27 percent.

Years at institution: Faculty who have been with the institution for 16-20 years indicated that they were the most satisfied (14 percent), followed by faculty who had been with the institution for over 20 years (13 percent). Faculty who had been with the institution for 16-20 years also had the highest rate of dissatisfaction (11 percent), followed by faculty who had been with the institution for over 20 years (10 percent). Faculty who had been with the institution for one to five years had the highest rate of "don't know" responses (62 percent), followed by faculty who had been with the institution for less than one year (59 percent).

By tenure status: Faculty who indicated that they were not sure what their tenure status was were the most satisfied (22 percent), while faculty who gave up tenure due to phasing/going part-time/retirement had the highest rate of dissatisfaction (11 percent). Faculty where there is no tenure system at their institution was the largest cohort to respond that they didn't know (59 percent).

By academic rank: Faculty who selected "other" as their academic rank were the most satisfied (24 percent), followed by emeritus faculty (14 percent). Retired faculty were the least satisfied (11 percent), followed by full professors (10 percent). Assistant professors were the most likely to respond that they didn't know (64 percent).

By relationship status: Faculty who were married were the most satisfied (12 percent), and also had the highest rate of dissatisfaction (9 percent). Those who were living with someone as a couple were the most likely to respond that they didn't know (60 percent).

Alfred P. Sloan Award for Best Practices in Faculty Retirement Transitions

Faculty Satisfaction with Ongoing Supports and Opportunities in Retirement

