

## 2014 Faculty Career and Retirement Survey (CRS)

[Faculty retirement questions]

1. How satisfied are you with your academic career? Would you say that you are **[READ LIST]**?

Very satisfied .....	4
Somewhat satisfied .....	3
Not too satisfied, or.....	2
Not at all satisfied .....	1
<b>[VOL]</b> Don't know.....	5
<b>[VOL]</b> Refused .....	6

2. Please tell me how well each of the following statements describes you at this point in your career. Would you say the statement **[RANDOMIZE AND READ LIST]** describes you very well, somewhat well, not too well, or not at all well?

	Very well	Somewhat well.	Not too well	Not at all well	[VOL] DK	[VOL] REF
a. <b>[Q10a=1]</b> You enjoy teaching and interacting with students	4	3	2	1	5	6
b. <b>[Q10b=1]</b> You value the intellectual stimulation provided by research	4	3	2	1	5	6
c. You value the intellectual stimulation provided by interactions with colleagues	4	3	2	1	5	6
d. You value the social benefits associated with academia	4	3	2	1	5	6
e. Nothing you could do outside academia would provide an equivalent sense of fulfillment	4	3	2	1	5	6

3. On average, how would you rate your current job performance relative to that of your peers? Would you say you are **[READ LIST]**?

Much better than your peers.....	4
Somewhat better than your peers.....	3
Equivalent to your peers, or.....	2
Not as good as your peers .....	1
<b>[VOL]</b> Don't know.....	5
<b>[VOL]</b> Refused .....	6

Generally speaking, there is an age at which an individual would like to retire and an age at which an individual expects to retire, and these two ages may or may not be the same.

4. At what age would you like to retire?

**[IF SAY “NEVER RETIRE,” PROBE WITH:** “Does that mean you prefer to work your entire life and never retire?”

**IF SAY DK/REF, PROBE WITH:** “What is the approximate age or your best guess at when you would like to retire?”]

Age _____	
Now .....	96
Would like to never retire (READ PROBE) .....	97
[VOL] Don't know (READ PROBE) .....	98
[VOL] Refused (READ PROBE) .....	99

5. Based on everything you know at the moment, at what age do you expect to retire?

**[IF SAY “NEVER RETIRE,” PROBE WITH:** “Does that mean you expect to work your entire life and never retire?”

**[IF SAY DK/REF, PROBE WITH:** “What is the approximate age or your best guess at when you expect to retire?”]

Age _____	
Never expect to retire (READ PROBE) .....	97
[VOL] Don't know (READ PROBE) .....	98
[VOL] Refused (READ PROBE) .....	99

6. Overall, how confident are you that you will have enough money to live comfortably throughout your retirement years? **[READ LIST.]**

Very confident.....	4
Somewhat confident .....	3
Not too confident, or .....	2
Not at all confident.....	1
[VOL] Don't know.....	5
[VOL] Refused .....	6

7. Within the past three years, have you received retirement planning advice from a professional advisor?

Yes .....	1
No.....	[SKIP TO Q44] 2
[VOL] Don't know.....	[SKIP TO Q44] 3
[VOL] Refused .....	[SKIP TO Q44] 4

8. Did you receive advice regarding [RANDOMIZE AND READ LIST]?

	Yes	No	[VOL] DK	[VOL] REF
d. [IF AGE >= 50] When you can afford to retire	1	2	3	4
e. [IF AGE >= 50] How to spend your time once you retire	1	2	3	4

**Traditional Retirees expect to retire at or before age 67**  
**Reluctant Retirees are already past age 67 or expect to retire after age 67 or expect to never retire**

9. To date, how much have you thought about whether and when to retire from academia? [READ LIST.]

A lot .....	4
Some .....	3
Not much, or .....	2
Not at all .....	1
[VOL] Don't know.....	5
[VOL] Refused .....	6

10. [IF TRADITIONAL RETIREE (Q18 <= 67)] You mentioned earlier that you expect to retire by what is typically considered a normal retirement age, as opposed to continuing to work until a later age. [RANDOMIZE AND READ LIST] Please rate the following statements as a major reason, minor reason, or not a reason why you think you will retire at that time:

	Major Reason	Minor Reason	Not a Reason	[VOL] DK	[VOL] REF
a. You will no longer enjoy teaching	3	2	1	4	5
b. You will no longer enjoy other aspects of being a faculty member	3	2	1	4	5
c. You will be able to afford to stop working at that point	3	2	1	4	5
d. You expect your health to cause problems for continued work	3	2	1	4	5
f. You will be ready to do something different	3	2	1	4	5
g. You will want to spend more time with family	3	2	1	4	5
h. That's when your colleagues tend to retire	3	2	1	4	5
i. You will no longer be as effective as you desire in carrying out your faculty responsibilities	3	2	1	4	5

11. **[IF RELUCTANT RETIREE (AGE > 67 OR Q18 = 68-97)]** You (AGE >67: have worked past/AGE <= 67 & Q18=68-97: mentioned earlier that you expect to work past) what is typically considered a normal retirement age. **[RANDOMIZE LIST]** Please rate the following statements as a major reason, minor reason, or not a reason why you expect to work longer:

	Major Reason	Minor Reason	Not a Reason	[VOL] DK	[VOL] REF
a. Personal finances necessitate continued work	3	2	1	4	5
b. You need the health insurance benefits provided by your current employment	3	2	1	4	5
c. You enjoy your work and feel fulfilled by it	3	2	1	4	5
d. You would miss your colleagues and other campus associations	3	2	1	4	5
e. You remain effective in carrying out your faculty responsibilities	3	2	1	4	5
f. There is no reason for you to retire	3	2	1	4	5

12. **[IF FINANCES ISSUE (Q48a=3)]** Suppose finances were not an issue and you were financially able to retire whenever you wanted. Would you retire sooner than you currently expect?

- Yes .....1
- No .....2
- [VOL] Don't know.....3
- [VOL] Refused .....4

13. Have you done a careful evaluation of your financial situation and when you can afford to retire?

- Yes .....1
- No .....2
- [VOL] Don't know.....3
- [VOL] Refused .....4

14. Have you done a careful evaluation of how you could spend your time if you retired?

- Yes .....1
- No .....2
- [VOL] Don't know.....3
- [VOL] Refused .....4

15. **[IF NOT DONE TIME EVALUATION (Q51=2)]** How valuable do you think it would be if someone helped you think through how you could spend your time in retirement? **[READ LIST.]**
- Very valuable.....4  
 Somewhat valuable .....3  
 Not too valuable, or .....2  
 Not at all valuable.....1  
**[VOL]** Don't know.....5  
**[VOL]** Refused .....6
16. Are you familiar with any programs, facilities or services that your institution provides for retired faculty?
- Yes .....1  
 No .....2  
**[VOL]** Don't know.....3  
**[VOL]** Refused .....4
17. At what age do most of your faculty colleagues tend to retire? Do they mostly tend to retire **[READ LIST]?**
- By age 65 .....1  
 In the 65 to 69 range .....2  
 At age 70 or later, or .....3  
 Do most not retire .....4  
**[VOL]** Don't know.....5  
**[VOL]** Refused .....6