

Distribution of Tenured Faculty, Age 50 or Older

| | Traditional Retirees | Reluctantly Reluctant | Reluctant by Choice |
|-------------------------|----------------------|-----------------------|---------------------|
| All | 35% | 16% | 49% |
| Gender | | | |
| Males | 31 | 15 | 53 |
| Females | 48 | 14 | 37 |
| Discipline | | | |
| Liberal Arts | 36 | 15 | 49 |
| Professional | 37 | 16 | 47 |
| Sector | | | |
| Public | 40 | 16 | 45 |
| Private | 30 | 14 | 56 |
| Institutional Type | | | |
| Doctoral/Research | 33 | 14 | 53 |
| Masters | 39 | 16 | 46 |
| Baccalaureate | 38 | 18 | 44 |
| Primary Retirement Plan | | | |
| Defined benefit | 52 | 13 | 35 |
| Defined contribution | 32 | 15 | 53 |

Source: *Faculty Career and Retirement Survey*, TIAA-CREF Institute (2015).

Note: The survey did not define what it means to “retire.” Survey respondents were asked—“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. At what age would you like to retire?” Then they were asked—“Based on everything you know at the moment, at what age do you expect to retire?”