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THE DECISION TO RETIRE EARLY IN A MANDATORY RETIREMENT  
ENVIRONMENT: AN INVESTIGATION OF FACULTY IN THE CANADIAN  
HIGHER EDUCATION SYSTEM

The changing demographics of our general population have overriding implications for a large portion of professors in post-secondary institutions in Canada. Baby boomers make up the largest segment of the general population and also, the largest segment of professors. Large numbers of the general population and university professors are entering the retirement stage of their life and universities could experience difficulty in retention and recruitment in the coming years. Therefore, the implications of this study for post-secondary administrators are compelling.

This study examined the antecedents that predict which professors, in a mandatory environment, will decide to retire voluntarily before 65. The expectancy theory model was used as the basis for this research. It was enhanced with the addition of elements from Schlossberg's (1995) 4-S model (e.g. life satisfaction) and the concept of job satisfaction.

An online survey was distributed to professors in Atlantic Canada (New Brunswick, Prince Edward Island, Nova Scotia, and Newfoundland and Labrador). Using bivariate regression and multiple regression, the sample results clearly indicated that Job Satisfaction, Economic Status, Flexible Time With Family, and Time For Leisure Activities were statistically significant predictors for retirement when using both "P" in Expectancy Theory and the proxy variable "Probability of Retirement".