



INCENTIVIZING FACULTY AND STAFF RETIREMENT

May 16, 2017 :: 1:00 - 2:30 p.m. EDT

Don't wait until troubling financial situations arise to develop an incentivized retirement plan.

Many institutions incentivize retirement as a reaction to unstable fiscal situations rather than proactively managing the process to find a mutually beneficial solution for the institution and employees. In this online training, you will learn how Cedar Crest College approached this thorny faculty issue by implementing a respectful and phased approach to retirement. Similarly, you will hear how the college was able to provide its staff financial freedom to retire. You will leave this training with an understanding of the structure that made this mutually beneficial arrangement possible, including the timing of the roll-out as well as the financial and academic impact of the retirement incentives program.

ADDITIONAL RESOURCES

Included with your registration are a number of additional resources to help your faculty retirement initiative, including:

- Staffing survey
- Eligible employees chart to help track eligibility
- Samples of Cedar Crest College's plan
- Examples of forms and agreements
- Plan announcement memo

[VISIT EVENT PAGE](#)

www.academicimpressions.com/webcast/incentivizing-faculty-and-staff-retirement-may-2017



CASE STUDY: CEDAR CREST COLLEGE

Our expert will walk you through the impact of an ongoing incentivized retirement plan validated over the last eight years. You will learn strategies that enhance the transition process for both the outgoing and incoming faculty/staff.

WHO SHOULD ATTEND

Financial and academic administrators charged with strategic planning, personnel management, and fiscal/resource management, as well as those who seek information on the types of financial and personnel incentives included in an incentivized retirement plan.

Note: This training provides an administrator's perspective and may not be appropriate for faculty and faculty development professionals.

LEARNING OUTCOME

After participating in this online training, you will possess the tools necessary to develop a process for approaching incentivized retirement on your campus.

CONTACT US FOR MORE INFORMATION

Contact Grace C. Spivak, Associate Program Manager at grace@academicimpressions.com or 720-988-1233 if you'd like additional information about the program.

CPE CREDITS

Recommended CPE Credits: 2.0
Program Field of Study: Specialized Knowledge and Applications
Delivery Method: Group-Internet
Prerequisites: None
Program Level: Basic

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AGENDA

Tuesday, May 16, 2017 :: 1:00 - 2:30 p.m. EDT

➔ **Cedar Crest Process Case Study**

- Strategic review process snapshot
- Analysis, design, evaluation and communication
- Impact and provost considerations

➔ **Applying this process to your campus**

- Analyze: financial, demographics, cost/benefit
- Design: creating multiple options and understanding impact
- Evaluate: cost, eligibility, impact, and morale
- Communicate: inclusive strategies and messaging

➔ **Ongoing monitoring, feedback and support**

INSTRUCTOR

Audra Kahr, Chief Financial Officer/Treasurer, Cedar Crest College

In her current role, Ms. Kahr has been a key figure in shaping the future direction of the college, both programmatically and financially. In addition to overseeing the college's finances, Ms. Kahr was heavily involved in the creation of Cedar Crest's strategic plan and has helped lead the campus master plan initiative. She enhanced the grant process to generate more revenue and continues to search for creative ways to fund programs such as study abroad, additional majors, and new graduate programs.

Ms. Kahr is responsible for the administrative functions at the college, including facilities, human resources, finance, student financial services, aquatic center, general services, telecommunications and transportation, and campus police. In recognition of her work, Ms. Kahr received the Lehigh Valley Business' 2014 CFO of the Year award in the category of large non-profits (25 or more employees) and was a Lehigh Valley Business Forty under 40 honoree in 2013.

Ms. Kahr joined Cedar Crest College in 2005. Prior to her current position, she served as manager of financial and operational analysis and controller at Cedar Crest. Before joining the college, she served as senior auditor at Deloitte & Touche, LLP, and as senior financial analyst at Tyco International. Ms. Kahr is a certified public accountant (CPA), and a member of the Pennsylvania Institute of Certified Public Accountants (PICPA) and the American Institute of Certified Public Accountants (AICPA). She earned bachelor's degrees in management and accounting from DeSales University.



PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

PRICING & REGISTRATION (CIRCLE ONE)

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EARLY BIRD PRICING

Postmarked on or before May 9, 2017. After May 9, 2017, an additional \$75.00 fee for the first connection and \$50.00 fee for each additional connection applies.

[REGISTER ONLINE](#) or below.

PAYMENT METHOD:

We accept Visa, MasterCard, and American Express credit cards. To pay by check, include the check with this form or select the "invoice me" option. Fax form to 303.221.2259 or mail form along with payment to: Academic Impressions, 4601 DTC Blvd., Ste. 800, Denver, CO 80237.

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