INCENTIVIZING FACULTY AND STAFF RETIREMENT

October 19, 2016 :: 1:00 - 2:30 p.m. EDT

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

OVERVIEW

Two of the biggest motivators for incentivizing employee retirement are refreshing the workforce and budgetary concerns. Having an incentivized retirement plan in place can help you relieve pressure on the budget while giving faculty and staff enticing compensations and support packages that recognize their dedication to the university.

Join Audra Kahr, CFO and Treasurer at Cedar Crest College, online to examine how you can:

→ Identify and manage incentives and deterrents for retirement
→ Use proven faculty and staff retirement incentives from other institutions
→ Ensure non-discrimination in retirement conversations
→ Design a retirement package for your unique institutional environment

CASE STUDY

Our expert will walk you through the impact of an ongoing incentivized retirement plan validated over the last 8 years. You will learn first-hand how her rationale, process for roll-out, and challenges realized unanticipated, yet positive results.

https://www.academicimpressions.com/webcast/incentivizing-faculty-and-staff-retirement
WHO SHOULD ATTEND

Administrators charged with strategic planning, personnel management, and fiscal/resource management, as well as those who directly supervise faculty and staff, will learn the best strategies for incentivizing employee retirement.

LEARNING OUTCOME

After participating in this online training, you will be able to apply proven practices for incentivizing faculty and staff retirement at your institution.

CONTACT US FOR MORE INFORMATION

Contact Grace C. Spivak, Assistant Conference Director at grace@academicimpressions.com or 720-988-1233 if you'd like additional information about the program.
AGENDA

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Why incentivize retirement during times of strength?
- Fiscal concerns
- Productivity declines in late career
- Cautious navigation of performance issues
- “Refresh” concerns (diversity, latest training, etc.)

Key factors for institutional constraints
- Bargaining environment (union and non-union)
- Governance/Board of Trustees environment
- Ideal demographics for your institution

Incentive packages
- Personal financial benefits
- Retirement as a privilege
- Non-monetary options
- Post-retirement opportunities

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 like 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.

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. 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.
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EARLY BIRD PRICING
Postmarked on or before October 12, 2016. After October 12, 2016, an additional $75.00 fee for the first connection and $50.00 fee for each additional connection applies.

REGISTER ONLINE or below.

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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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