

HACE 4210—RETIREMENT PLANNING
Fall 2008

Professor: Swarn Chatterjee, Ph.D.

Office: Stuckey 128

Class Time: M 2:30 – 5:00 PM

Classroom: Flynt 319

Office Hours: MW 1:15 – 2:00pm or by appt.

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REQUIRED TEXTS/MATERIALS:

Retirement Planning and Employee Benefits for Financial Planners, Michael A. Dalton, 4th Edition, 2007.

Financial Calculator: TI BA-II or comparable (not alpha programmable)

PREREQUISITE:

Prerequisite or corequisite: As required by HACE

COURSE DESCRIPTION:

This course is designed to examine the topics of retirement planning and retirement plans from both the employer and individual client settings. A case study approach will be used to apply and integrate the material, and evaluation of financial alternatives will be emphasized. In addition, the course will provide learning activities that will facilitate student growth and development in written and oral communication skills.

Since this program at the University of Georgia qualifies you to take the CFP® Certification Exam, this course covers the material in retirement planning that may be tested on that exam.

EXPECTED LEARNING OUTCOMES:

Upon completion of this course, students will be able to:

1. Explain the changing retirement system (including Social Security) and be able to acknowledge the importance of lifestyle needs (personalized planning), age (the boomer generation), and gender (the unique needs of women) in retirement planning.
2. Describe the basic types of “qualified” and “non-qualified” retirement plans used to meet the objectives of self-employed individuals, employees and employers.
3. Discuss the tax advantages of “qualified” and “non-qualified” plans as they relate to both the employee and the employer.
4. Expound on the impact of taxes, regulation (e.g., ERISA, etc), and IRS code (e.g., discrimination, safe harbor rules, etc) on different retirement instruments.
5. Demonstrate the ability to perform time value of money calculations that relate to savings and retirement planning on both a calculator and as part of an Excel spreadsheet.
6. Develop and design a comprehensive retirement plan that includes gathering data, establishing goals, analyzing the data, and making recommendations.
7. Describe and apply retirement income distributions strategies.

METHODS FOR ASSESSING LEARNING OUTCOMES:

Methods used will include: Exams, Calculator Assignments, Excel Assignments, Development of a Comprehensive Retirement Plan and Retirement Related Real-World Case Studies.

TEACHING PROCEDURES:

The class will be conducted in a lecture/discussion format. Be prepared to discuss and ask questions about the material assigned for each class period. Although many of the issues covered in the readings will be discussed in class, all the areas covered in the readings will not be part of class discussion. You are encouraged to participate in class. The nature of this course encourages an interactive forum, and everyone has something valuable to contribute.

EXAMS:

There will be two regular exams and a comprehensive final consisting of both objective and short essay questions. You will be responsible for information from class discussion, required readings, and guest speakers. If you need to miss an exam for an excused absence let me know in advance so we can make arrangements.

ASSIGNMENTS:

Assignments may be administered at any time during the semester. Assignments will include those assigned as homework, and may include additional assigned readings. Your assignment grades will be averaged together throughout the semester.

PROJECTS:

There will be THREE major projects given over the course of the semester. You will be required to (1) complete a capital needs calculator assignment, (2) develop an Excel capital needs spreadsheet, and (3) develop a retirement plan for a family case study. You will receive a written description of each project well before its due date, and we will discuss the purposes and expectations for each assignment in class.

GRADING INFORMATION:

Grades in this course are EARNED. Merely attending class does not, in any way, earn you a grade and not attending class will easily earn you a failing grade. This course is relatively difficult and requires you to invest time in order to master the material. Grades of A are reserved for those students demonstrating a mastery of material and a high level of performance and participation in class.

Calculator Capital Needs*	50
Excel Capital Needs**	50
Assignments	50
Exams 1& 2	200 (100X2)
Final Exam	100
Individual Retirement Plan	<u>150</u>
TOTAL POINTS	600

Final Grades will be determined by the following schedule:

A:	930 – 1000 points
A-:	900 – 929 points
B+:	870 – 899 points
B:	830 – 869 points
B-:	800 – 829 points
C+:	770 – 799 points
C:	730 – 769 points
C-:	700 – 729 points
D:	600 – 699 points
F:	0 - 599 points

**You are expected to know how to use Microsoft Excel, I will answer questions relating to the completion of the project.

ACADEMIC INTEGRITY/PLAGERISM:

All academic work must meet the standards contained in A Culture of Honesty: Policies and Procedures on Academic Honest. Students are responsible for informing themselves about those standards and for observing the University Honor Code. Plagiarism occurs when a student submits work that is not his or her own. This includes copying from printed materials, websites, or from other people. All students are expected to turn in work that has been completed individually, unless otherwise informed by the instructor. Any assignment containing plagiarized material will automatically be graded as zero.

ADA:

Students with disabilities who require reasonable accommodations in order to participate in course activities or meet course requirements should contact the instructor

SECTION: 4.06 CLASS ATTENDANCE:

University excused absences include and are limited to:

4.06-2 Religious Holidays Attendance Policy

4.06-3 Voting on Election Day

4.06-4 Certification of Absence from Class for Medical Reasons

4.06-5 Air Force ROTC Commitment and Summer Break

810 NUMBER:

The 6 digits on your UGACard beginning with 810 will now be used on all classroom assignments, including exams using Scantron sheets. You MUST know this number on exam day and any other day that it might be used for assignments.

COURSE WITHDRAWAL:

If you withdraw before the midpoint, and you are failing the course, you may receive a WF in the course. A WF counts in your grade point average and still stands when you retake the course. If you withdraw after the midpoint, you will receive a WF even if you are passing the course. Exceptions are made only upon documentation of a hardship from the Office of the Associate Dean for Student Support.

NOTE: THE COURSE SYLLABUS IS A GENERAL PLAN FOR THE COURSE. DEVIATIONS ANNOUNCED TO THE CLASS BY THE INSTRUCTOR MAY BE NECESSARY

Tentative Schedule of Classes for HACE 4210:

		Topic	Reading Assignment*
Aug	18	Intro to Course/Syllabus	
	25	Why employers sponsor plans	Chapter 1
Sept	1	Qualified Plan Overview	Chapter 2
	8	Qualified Pension Plans	Chapter 4
	15	Profit Sharing Plans	Chapter 5
	22	Stock Plans	Chapter 6
	29	Exam 1	
Oct	6	Assignment	
	13	IRAs/SEP/SIMPLE	Chapter 9
	20	403(b) and 457	Chapter 10
	27	Administration	Chapter 8
Nov	3	Distributions	Chapter 10
	10	NQDC	Chapter 12
	17	Exam 2	
Dec	1	Social Security	Chapter 11
	1	Fringe Benefits	Chapter 13
	8	Group Employee Benefits	Chapter 14

Final Exam: Dec 11-17