

Financial Planning
Course Number: 29:393:467
Course Title: Retirement Planning

COURSE DESCRIPTION

This course explores the nature and function of retirement plans and surveys the more common employee benefits companies offer today. The course outlines the various retirement plans available including government and private plans, pension plans, individual retirement accounts, and other qualified and non-qualified retirement plans. Students learn to determine a client's eligibility to participate in a retirement plan, calculate a client's tax-deductible contribution limits, and calculate the taxation of retirement plan benefits upon distribution. The course includes a complete needs analysis to determine a client's expected monetary needs and the associated cash flow required in a client's retirement years.

COURSE MATERIALS

Text Book: Planning for Retirement Needs (12th edition)

Authors: Littell, Tacchino and Hopkins

Publisher: The American College Press (ISBN: 1-58293-123-2; 978-1-58293-123-4)

LEARNING GOALS AND OBJECTIVES

This course is designed to help students develop skills and knowledge in the following area(s) associated with Retirement Planning:

1. **Business knowledge.** Students graduating with a BS degree will have broad understanding of basic business theory and practice and deep understanding of theory and practice within their major field.

Students will demonstrate:

a. knowledge of current basic concepts in the functional areas of business.

b. knowledge of current advanced concepts within their major field and an ability to integrate and apply these concepts to practical business problems.

c. proficiency at using current software tools and information systems to manage business data and address practical business problems.

2. **Critical Thinking and Ethical judgment.** Students graduating with a BS degree will use reasoned and ethical judgment when analyzing problems and making decisions.

Students will demonstrate:

- a. ability to critically evaluate unstructured business decision-making scenarios and develop solutions
- b. recognition of ethical dimensions in unstructured business decision-making scenarios and implementation of ethical solutions.

3. **Global perspective.** Students graduating with a BS degree will have the breadth of perspective necessary to succeed in a global and diverse business environment.

Students will demonstrate:

students will have a sensitivity and understanding of the impact of demographic and cultural diversity on business interactions both domestically and globally.

4. **Teamwork and Persuasive communication.** Students graduating with a BS degree will be effective communicators and have interpersonal relation skills.

Students will demonstrate:

a. ability to construct clear, concise, and effective written business reports.

b. ability to construct and deliver clear, concise, and convincing oral business reports.

5. **Quantitative Thinking.** Students graduating with a BS degree will understand and be able to apply appropriate quantitative techniques to

a. analyzing and finding patterns in data

b. analysis of business decision-making and planning

PREREQUISITES

All RBS students must complete the following courses prior to taking any upper level business courses: 21:355:101(English Composition I); 21:355:102(English Composition II);21:220:101(Intro to Econ-Micro);21:220:102(Intro to Econ-Marco);21:220:231(Statistical Methods(or)21:640:211(Statistics);29:010:203(Financial Accounting)29:010:204(Managerial Accounting);21:640:119(Basic Calculus)

ACADEMIC INTEGRITY

I do NOT tolerate cheating. Students are responsible for understanding the RU Academic Integrity Policy (<http://academicintegrity.rutgers.edu/>).

I will strongly enforce this Policy and pursue *all* violations. On all examinations and assignments, students must sign the RU Honor Pledge, which states, “On my honor, I have neither received nor given any unauthorized assistance on this examination or assignment.” I will screen all written assignments

through *SafeAssign* or *Turnitin*, plagiarism detection services that compare the work against a large database of past work. Don't let cheating destroy your hard-earned opportunity to learn. See business.rutgers.edu/ai for more details.

ATTENDANCE AND PREPARATION POLICY

- Expect me to attend all class sessions. I expect the same of you. If I am to be absent, my department chair or I will send you notice via email and Canvas as far in advance as possible. If you are to be absent, report your absence in advance at <https://sims.rutgers.edu/ssra/>. If your absence is due to religious observance, a Rutgers-approved activity, illness, or family emergency/death and you seek makeup work, also send me an email with full details and supporting documentation within 3 days of your first absence.
 - For weather emergencies, consult the campus home page. If the campus is open, class will be held.
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CLASSROOM CONDUCT

There is an expectation that we all conduct ourselves in a professional manner during

EXAM DATES AND POLICIES

There are 3 exams in this course and dates are shown on the Course Schedule:

During exams, the following rules apply:

- If you have a disability that influences testing procedures, provide me an official letter from the Office of Disability Services at the start of the semester.
 - No cell phones or other electronics are allowed in the testing room.
 - Alternate seating; do not sit next to another student or in your usual seat.
 - Use the bathroom prior to the exam start
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GRADING POLICY

Course grades are determined as follows:

- 30% Exam 1
- 30% Exam 2
- 30% Final
- 10% Case Study Project
- 5% Discussion Boards

Case Study Project

Student will work in teams of two to review a case study related to an individual's retirement. The team will present the facts of the case to the class and develop a retirement plan. The presentations will have a 10-minute time limit along with a 5-minute Q&A period by the class.

The course will be graded on a curve with the approximate grade distribution being the following:

A – 15%

B+ – 30%

B - 35%

C+ - 15%

C - 5%

D - * - See note below

* Grades lower than a C can be earned if students perform over 15 points below the average.

COURSE SCHEDULE

<u>Module #</u>	<u>Subject covered</u>	<u>Chapter</u>
1	Pension and Retirement Planning Overview	1
2	The Retirement Field	2
3	Preliminary Concerns in Retirement Plan Design	3
4	Defined benefit, Cash-Balance, Target-Benefit, and Money Purchase Pension Plans	4
5	Profit-Sharing Plans, 401(k) Plans, Stock Bonus Plans and ESOPS	5
6	SEPs, SIMPLEs and 403(b) Plans	6
7	Coverage, Eligibility, and Participation Rules	7
8	Designing Benefit Formulas and Employee Contributions	8

9	Helping Clients Choose the Best Loan, Vesting and Retirement-Age Provisions	9
10	Death and Disability Benefits; Top-Heavy Rules	10
11	Mid- Term Exam #1	
12	Plan Funding and Investing	11
13	Fiduciary Responsibility	12
14	Plan Installation and Administration	13
15	Retirement Plan Termination	14
16	Non-Qualified Retirement Plans: An Overview	15
17	Equity-Based Compensation Plans: An Overview	16
18	Individual Retirement Plans – Part 1	17
	Individual Retirement Plans – Part 2	18
19	Mid- Term Exam #2	
20	Social Security	19
21	Introduction to Individual Retirement Planning	20
22	Retirement Needs Analysis: The Assumptions	21
23	Determining Postretirement Monetary Needs: Case Study	22
24	Additional Retirement Planning Issues	23

25	Distribution from Retirement Plans – Part 1	24
	Distributions from Retirement Plans – Part 2	25
26	Presentation of Case Studies	
27	Presentation of Case Studies	
28	Presentation of Case Studies and Review for Final	
Final	TBD	Non-cumulative final

SUPPORT SERVICES

If you need accommodation for a *disability*, obtain a Letter of Accommodation from the Office of Disability Services. The Office of Disability Services at Rutgers, The State University of New Jersey, provides student-centered and student-inclusive programming in compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments of 2008, Section 504 of the Rehabilitation Act of 1973, Section 508 of the Rehabilitation Act of 1998, and the New Jersey Law Against Discrimination. More information can be found at ods.rutgers.edu.

[Rutgers University-New Brunswick ODS phone (848)445-6800 or email dsoffice@echo.rutgers.edu]

[Rutgers University-Newark ODS phone (973)353-5375 or email ods@newark.rutgers.edu]

If you are *pregnant*, the Office of Title IX and ADA Compliance is available to assist with any concerns or potential accommodations related to pregnancy.

[Rutgers University-New Brunswick Title IX Coordinator phone (848)932-8200 or email jackie.moran@rutgers.edu]

[Rutgers University-Newark Office of Title IX and ADA Compliance phone (973)353-1906 or email TitleIX@newark.rutgers.edu]

If you seek *religious accommodations*, the Office of the Dean of Students is available to verify absences for religious observance, as needed.

[Rutgers University-New Brunswick Dean of Students phone (848)932-2300 or email deanofstudents@echo.rutgers.edu]

[Rutgers University-Newark Dean of Students phone (973)353-5063 or email DeanofStudents@newark.rutgers.edu]

If you have experienced any form of *gender or sex-based discrimination or harassment*, including sexual assault, sexual harassment, relationship violence, or stalking, the Office for Violence Prevention and Victim Assistance provides help and support. More information can be found at <http://vpva.rutgers.edu/>.

[Rutgers University-New Brunswick incident report link: <http://studentconduct.rutgers.edu/concern/>. You may contact the Office for Violence Prevention and Victim Assistance at (848)932-1181]

[Rutgers University-Newark incident report link: https://cm.maxient.com/reportingform.php?RutgersUniv&layout_id=7 . You may also contact the Office of Title IX and ADA Compliance at (973)353-1906 or email at TitleIX@newark.rutgers.edu. If you wish to speak with a staff member who is confidential and does **not** have a reporting responsibility, you may contact the Office for Violence Prevention and Victim Assistance at (973)353-1918 or email run.vpva@rutgers.edu]

If students who have experienced a temporary condition or injury that is adversely affecting their ability to fully participate, you should submit a request via <https://temporaryconditions.rutgers.edu>.

If you are a military *veteran* or are on active military duty, you can obtain support through the Office of Veteran and Military Programs and Services. <http://veterans.rutgers.edu/>

If you are in need of *mental health* services, please use our readily available services.

[Rutgers University-Newark Counseling Center: <http://counseling.newark.rutgers.edu/>]

[Rutgers Counseling and Psychological Services–New Brunswick: <http://rhscaps.rutgers.edu/>]

If you are in need of *physical health* services, please use our readily available services.

[Rutgers Health Services – Newark: <http://health.newark.rutgers.edu/>]

[Rutgers Health Services – New Brunswick: <http://health.rutgers.edu/>]

If you are in need of *legal* services, please use our readily available services: <http://rusls.rutgers.edu/>

Students experiencing difficulty in courses due to *English as a second language (ESL)* should contact the Program in American Language Studies for supports.

[Rutgers–Newark: PALS@newark.rutgers.edu]

[Rutgers–New Brunswick: eslpals@english.rutgers.edu]

If you are in need of additional *academic assistance*, please use our readily available services.

[Rutgers University-Newark Learning Center: <http://www.ncas.rutgers.edu/rlc>

[Rutgers University-Newark Writing Center: <http://www.ncas.rutgers.edu/writingcenter>]

[Rutgers University-New Brunswick Learning Center: <https://rlc.rutgers.edu/>]

[Optional items that many faculty include:

- Students must sign, date, and return a statement declaring that they understand the RU Academic Integrity Policy.

- Students must sign, date, and return a statement declaring that they understand this syllabus.]