



Matthew Papp  
University of Oklahoma

# Cost Benefit Analysis of Higher Education Investment

The Case of University Schooling and Lifetime  
Earnings in Florida



WORK

# Benefit Plans In Higher Education

**William C. Greenough, Francis P. King**

## **Benefit Plans In Higher Education:**

*Benefit Plans in Higher Education* Francis P. King, Thomas J. Cook, 1980-03-02      *Benefit Plans in Higher Education* Francis Paul King, Thomas J. Cook, 1980-01-01      Recruitment, Retention, and Retirement in Higher Education Robert Louis Clark, Jennifer Ma, 2005-01-01 This book provides tools and insights for university and college administrators to use when evaluating changes in retirement policy and it presents valuable information in the form of case studies concerning changes in retention policies and retirement policies Lisa M Dickson Industrial and Labor Relations Review This volume a collection of papers presented at the 2004 TIAA CREF Institute conference on higher education contains many excellent chapters John Heuer Journal of Pension Economics and Finance This book enlightens the reader about two important policy issues health care provision and retirement plans by addressing both broad macro issues and specific concerns of higher education administrators Such content is both valuable and practical for the concerned higher education researcher and administrator Marc Kaulisch The Review of Higher Education Attracting and retaining highly qualified faculty is essential to maintaining productivity at institutions of higher education Colleges and universities are at a critical juncture in their history as they attempt to achieve their teaching and research goals This volume examines some of the most pressing employment and compensation issues confronting academic administrators Contributors discuss topics such as ageing of faculty changing economic conditions and shifts in faculty employment patterns rapid increases in health care costs and trends in retiree health insurance and adoption of phased and early retirement programs The volume also includes a series of case studies on how individual universities are confronting these challenges Institutions in these case studies include Syracuse University the University of North Carolina the University of California institutions in the Association of New American Colleges and other colleges and universities included in several surveys and research projects This timely volume will appeal to academic administrators at colleges and universities in the US and internationally as they face the common challenges of rising employment costs faculty aging and global competition Researchers interested in the future of higher education economics and the academic labor market in general will find this a valuable addition to their library      **Benefit Plans in American Colleges** William Croan Greenough, Francis Paul King, 1969      Resources in education , 1987-07      The Massachusetts register , 1994-08-26      "Code of Massachusetts regulations, 1998" , 1998 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020      "**Code of Massachusetts regulations, 1997**" , 1997 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020      Higher Education for American Democracy United States. President's Commission on Higher Education, 1947      To Retire or Not? Robert L. Clark, P. Brett Hammond, 2017-06-13 Colleges and universities across the country face huge challenges as their faculties age their budgets stagnate and mandatory retirement becomes a thing of the past In To Retire or Not the nation s foremost authorities on retirement policy

and practice provide a critical assessment of academic labor markets and retirement patterns explaining how to adjust pension and other incentive programs to ensure proper replenishment of intellectual and human capital Case studies vividly illustrate how to predict the need for special retirement programs how to structure voluntary early out benefit plans and how age based retirement incentives work in practice Recent legal decisions are assessed and critiqued A recent amendment to the U S Age Discrimination in Employment Act ended mandatory retirement for tenured faculty at colleges and universities across the country This law let individual faculty members enjoy an economic benefit enjoyed by almost all other American workers they could choose to continue working past age 70 or sell the benefit back to their universities in exchange for earlier retirement At the same time however educational administrators were faced with a faculty bulge created by the expansion of the professorate in the 1960s and early 70s and the so called surplus army of Ph D s of the 1980s Colleges and universities everywhere are now faced with the higher costs of retaining senior professors instead of hiring entry level replacements at lower salaries

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