



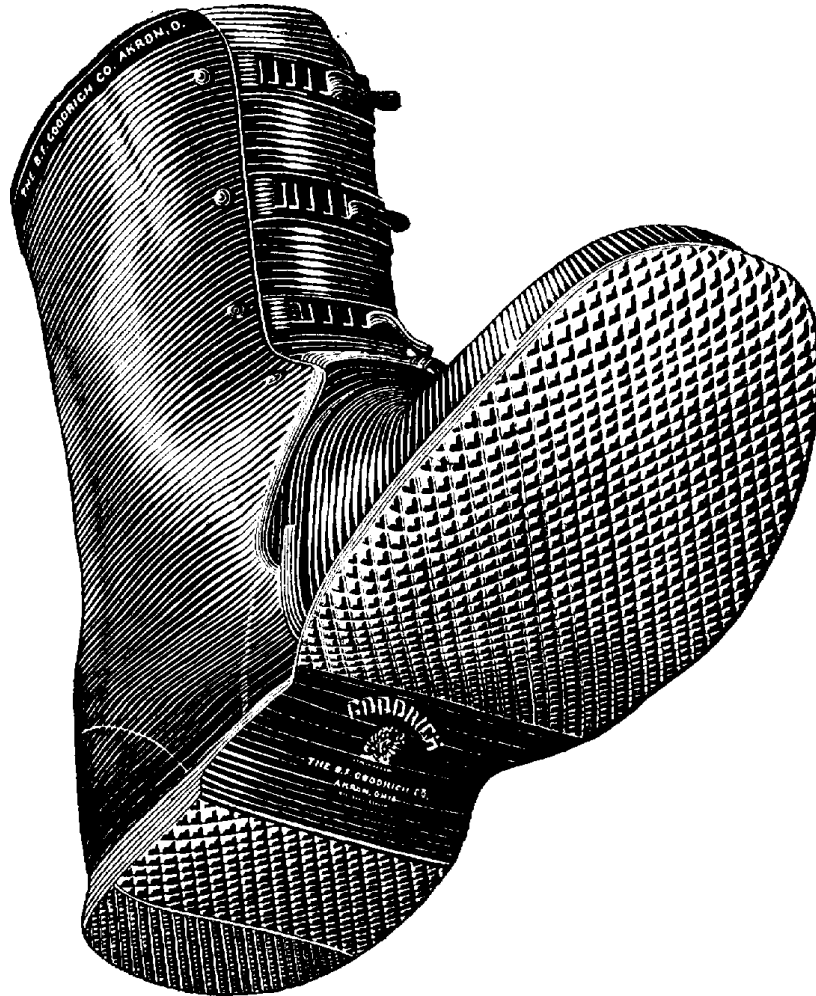
Beautiful Sunsets: Practical Legal Issues in Faculty Retirement

Ann H. Franke, Esq.
Washington DC
September 9, 2013
NAS COSEPUP

1. Shun ageist stereotypes.



2. Ensure that retirement is voluntary.



3. Address faculty feedback, evaluation, discipline, and dismissal.



4. Write phased retirement agreements carefully.



5. Address disincentives to retirement.



6. Know Your Goals for Retirement Incentives and Plan to Measure Results.



7. Appreciate ERISA and IRS issues for individuals and the institution.

