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Informing decisions

TIAA Institute Fellows Symposium

A Fresh Look: Responding to Challenges in Higher Ed

Program and Speaker Profiles

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TIAA Institute Fellows Symposium

A Fresh Look: Responding to Challenges in Higher Ed

Dear Colleagues,

Welcome to the TIAA Institute Fellows Symposium, ***A Fresh Look: Responding to Challenges in Higher Ed***. Today, higher education is facing some unique challenges in an ever-changing environment, and our Symposium will focus on three of particular importance: faculty workforce composition and the use of adjunct faculty; financial well-being for millennials in the higher-ed community; and institutional mergers and consolidations, all of which we hope you will find interesting and informative.

The Institute feels it is critical to sponsor convenings like today's to help shed light on how academic institutions are responding to the key challenges facing secondary education. Such forums also underscore why TIAA created the Institute 20 years ago—to harness diverse perspectives, leverage intellectual capital, and forge strong partnerships that allow us to give back and contribute meaningfully to both the ongoing strength of our academic partners, and to the greater good of all.

Our intention, as always, is to facilitate an open exchange of ideas on these important issues, as well as provide practical guidance to inform leaders in their decision making—and help them achieve the best outcomes possible for stakeholders.

Again, we hope you will find today's Symposium a valuable and fruitful investment of your time—and thank you for bringing your enthusiasm and your talent to the table!

Sincerely,

Stephanie

Paul

Stephanie Bell-Rose
Senior Managing Director
Corporate Strategy
Head, TIAA Institute

Paul J. Yakoboski
Senior Economist
TIAA Institute

TIAA Institute Fellows Symposium

A Fresh Look: Responding to Challenges in Higher Ed

Thursday, November 1, 2018

TIAA
730 Third Avenue, 17th Floor
New York, NY 10017

by invitation only

9 to 10 a.m.	Registration, Continental Breakfast and Networking
10 to 10:10 a.m.	Welcome and Opening Remarks **David P. Richardson**, TIAA Institute
10:10 to 11:45 a.m.	**Morning Session** *Off the Tenure Track* Moderator: **Valerie Martin Conley**, University of Colorado, Colorado Springs, TIAA Institute Fellow
10:15 to 10:30 a.m.	*2018 Adjunct Faculty Survey* **Paul J. Yakoboski**, TIAA Institute
10:30 to 10:45 a.m.	*Academic Workforce Flexibility and Strategic Outcomes in Four-year Colleges and Universities* **James Hearn**, University of Georgia, TIAA Institute Fellow
10:45 to 11 a.m.	*Promoting Student Success in Adjunct-taught Courses* **Adrianna Kezar**, University of Southern California, TIAA Institute Fellow
11 to 11:15 a.m.	*Rethinking the Faculty Workforce Model at the University of Denver* **Gregg Kvistad**, University of Denver, TIAA Institute Fellow
11:15 to 11:45 a.m.	Q&A
11:45 to 11:50 a.m.	Keynote Introduction **Stephanie Bell-Rose**, TIAA Institute

11:50 a.m. to 12:30 p.m.	*Keynote Presentation: Observations and Lessons from the Consolidation of Georgia State University and Georgia Perimeter College* **Risa Palm**, Senior Vice President for Academic Affairs and Provost, Georgia State University, TIAA Institute Fellow Moderator: **Ronald R. Pressman**, Senior Executive Vice President, Advisor to the CEO, TIAA
12:30 to 1:30 p.m.	**Lunch and Networking**
1:30 to 1:40 p.m.	*Transition from lunch to afternoon session*
1:40 to 3:05 p.m.	**Afternoon Session** *Financial Wellbeing of Higher Ed's Millennials…Both Faculty and Students* Moderator: **John O. Nauss III**, Relationship Manager, TIAA
1:45 to 2 p.m.	*2018 P-Fin Index and Millennial Financial Literacy* **Andrea Hasler**, GFLEC, The George Washington University
2 to 2:15 p.m.	*Financial Literacy and Brand Awareness: A Case Study of Indiana University Graduate Students* **Jason Seligman**, Investment Company Institute
2:15 to 2:30 p.m.	*Factors Influencing Employee's Choice of Retirement Benefit Plan* **Robert Toutkoushian**, University of Georgia
2:30 to 3 p.m.	Q&A
3 to 3:05 p.m.	Concluding Remarks **Paul J. Yakoboski**, TIAA Institute

Stephanie Bell-Rose

TIAA Institute

Stephanie Bell-Rose leads the TIAA Institute, which conducts and publishes original research and insights on issues pertaining to financial security and organizational effectiveness for the education, nonprofit and public sectors. Prior to her appointment at TIAA, she served as president of the Goldman Sachs Foundation, and as legal counsel and program officer at the Andrew W. Mellon Foundation.

Bell-Rose currently serves on the Boards of Trustees of The John S. and James L. Knight Foundation, Bed Bath & Beyond Inc., the Public Welfare Foundation, the Council on Foundations, and ABFE, and is on the Board of Overseers of Columbia University's School of Professional Studies. She is a member of The Gates Scholarship Advisory Council, the Council on Foreign Relations, the Economic Club of New York, the Executive Leadership Council, and the Women's Forum of New York City. After a number of years of board service, she remains an Honorary Trustee of the American Museum of Natural History and Trustee Emerita of the Barnes Foundation.

She earned her A.B., J.D. and M.P.A. degrees from Harvard University.

Valerie Martin Conley

University of Colorado, Colorado Springs

Valerie Martin Conley, Ph.D., is dean of the College of Education at the University of Colorado, Colorado Springs, where she also holds the rank of tenured full professor in the department of Leadership, Research, and Foundations. A TIAA Institute Fellow, she has written extensively about faculty careers, retirement and benefits. Dr. Conley is co-author of *The Faculty Factor: Reassessing the American Academy in a Turbulent Era*. Her reputation as an exceptional scholar and teacher who is skilled at putting research into practice derives from her experience as a consultant to the National Center for Education Statistics. A former institutional researcher, she served on the board of directors for the Association for Institutional Research.

Before joining UCCS, Dr. Conley served as professor and chair of the department of Counseling and Higher Education, director of the Center for Higher Education, and as program coordinator for Higher Education and Student Affairs in The Gladys W. and David H. Patton College of Education at Ohio University. She holds among her most notable accomplishments being named the Ohio University Outstanding Graduate Faculty Member, an award given by students to recognize a professor who has made a difference in their lives.

Dr. Conley holds a Bachelor of Arts and Master of Arts in Sociology from the University of Virginia, and a Ph.D. in Educational Leadership and Policy Studies from Virginia Tech.

Andrea Hasler

GFLEC, The George Washington University

Andrea Hasler is an Assistant Research Professor in Financial Literacy at the Global Financial Literacy Excellence Center (GFLEC) at The George Washington University School of Business. where, she leads the team of researchers working on financial literacy and capability and develops analyses for educational and policy initiatives. With her research, which is dedicated to financial literacy and capability, she seeks to inform policy as well as develop and promote financial literacy programs. Hasler has recently worked on projects focused on financial literacy levels of the young, women, entrepreneurs, investors, and minorities in the U.S. and around the world. She also has expertise in financial fragility among U.S. households.

During her doctorate studies, Hasler spent two years at the New York University Stern School of Business, conducting research on household saving and financial decision making, as well as six years as a lecturer at the University of Basel. Her professional experience also includes the development of an online advanced studies course in financial market theory, and work as an analyst conducting global equity market research.

Hasler holds a Ph.D. in Finance, as well as an M.Sc. and B.A. in Business and Economics, from the University of Basel.

James C. Hearn

University of Georgia

James C. Hearn is Professor and Interim Director in the Institute of Higher Education at the University of Georgia. His research and teaching focus on organization, finance, and policy in higher education.

Most recently, Hearn has been examining how institutions are shifting their curricula, faculty employment approaches, and athletics profiles in response to emerging economic, demographic, and political conditions. His research has been published in sociology, economics, and education journals as well as in several books.

Hearn holds an M.B.A from the Wharton School of the University of Pennsylvania and a Ph.D. in sociology of education from Stanford University.

Adrianna Kezar

University of Southern California

Adrianna Kezar is Professor for Higher Education at the University of Southern California, and co-director of the Pullias Center for Higher Education, and is considered a national expert in areas including student success, equity and diversity, the changing faculty, change, governance and leadership in higher education.

A well-published author, with 18 books/monographs, more than 100 journal articles, and in excess of 100 book chapters and reports to her credit, Dr. Kezar's recent books include: *Envisioning the Faculty for the 21st Century* (2016, Routledge); *How Colleges Change* (2013) (Routledge Press); *Enhancing Campus Capacity for Leadership* (Stanford Press, 2011); and *Organizing for Collaboration* (Jossey Bass, 2009).

Dr. Kezar also serves as project director for the Delphi Project on the changing faculty and student success, and was recently awarded a grant from the Teagle Foundation to reward institutions that better support faculty and create new faculty models.

She earned her B.A. from the University of California, Los Angeles and Ph.D. in higher education administration from the University of Michigan.

Gregg Kvistad

University of Denver

Gregg Kvistad is Provost Emeritus at the University of Denver. Serving as Provost and Executive Vice Chancellor at the University from 2005 until July 1, 2018. he was the chief academic officer responsible for enhancing academic quality, intellectual inquiry, and research activities at the University, and for annually developing the University's budget. A tenured full professor, Dr. Kvistad previously served the University as Dean of Arts, Humanities & Social Sciences, as well as Chair of the Department of Political Science. Currently, he is beginning work in Advancement at the University of Denver, helping to prepare for a comprehensive institutional fundraising campaign.

Previously, Dr. Kvistad taught at Wellesley College, and has published research in the areas of postwar European politics and political theory. His recent professional activity includes conference and workshop presentations on the 21st century higher education model, faculty appointments, faculty research and public policy, faculty lifecycles and post-tenure review, faculty workforce models, and technology and pedagogy.

Among other research awards, Dr. Kvistad held a Fulbright Fellowship in Cologne, Germany, and a Social Science Research Council post-doctoral fellowship in Berlin, Germany. He received his Ph.D. and M.A. from the University of California, Berkeley, and his B.A. from the University of Minnesota.

John O. Nauss III

TIAA

John Nauss is a Financial Consultant for the Institutional Business division at TIAA. In his role, he provides advice to individuals about their comprehensive retirement planning needs and assists clients, in developing a cohesive strategy to help get them to and through retirement.

Previously, John was a financial advisor with Merrill Lynch. Prior to that, he was employed as a Financial Planner by a private high net worth wealth management firm, and helped to provide clients with solutions to their complex financial planning needs.

John maintains a passion for financial education and literacy and has been quoted in publications such as *U.S. News and World Report*, *Business Insider*, and the University of Alabama's school newspaper, *The Crimson White*.

John holds a B.S. in Finance from the University of Delaware and an M.S. in Tax and Financial Planning from Widener University. He is also a Certified Financial Planner®.

Risa Palm

Georgia State University

Dr. Risa Palm became Senior Vice President for Academic Affairs and Provost of Georgia State University on September 1, 2009. Prior to that, she was Provost and Vice Chancellor for Academic Affairs at the State University of New York system. Dr. Palm has been a full professor (tenured) of geography at the University of Colorado, the University of Oregon, the University of North Carolina at Chapel Hill, Louisiana State University and the University at Buffalo (SUNY); an assistant professor in the department of geography at the University of California at Berkeley; and a faculty member at Normandale Community College in Minnesota while doing her graduate studies.

Palm's prior university administrative positions include Associate Vice Chancellor for Research and Dean of the Graduate School at the University of Colorado at Boulder, Dean of the Colleges of Arts and Sciences at the University of Oregon and the University of North Carolina at Chapel Hill, Executive Vice Chancellor and Provost at the Louisiana State University and the State University of New York (SUNY) system. She is also a past president of the Association of American Geographers and has served on boards of directors of several organizations including the American Geographical Society, Association of Public and Land Grant Universities (APLU), the Association of Chief Academic Officers (ACAO), and the Consortium of Social Science Associations.

Dr. Palm's research interests include urban housing, response to earthquake hazards, and the communication of information about climate change. She has published 13 books and monographs, including *Invitation to Geography* (McGraw-Hill), *The Geography of American Cities* (Oxford University Press) and *Illusions of Safety: Culture and Earthquake Hazard Response in the US and Japan* (Westview Press).

Palm holds a B.A. in history and a B.S. in social studies education, and an M.A. and Ph.D. in geography, all from the University of Minnesota.

Ronald R. Pressman

TIAA

Ron Pressman is Senior Executive Vice President and Advisor to the CEO. His prior roles at TIAA include Chief Operating Officer and, most recently, CEO of Institutional Financial Services. With more than 30 years of leadership experience in the financial services, investment management, real estate and insurance industries, Ron is a distinguished business leader and innovator with an outstanding track record of optimizing organizational performance and evolving businesses to meet changes in the marketplace.

Since joining TIAA in 2012, Ron has been a driving force for innovation and excellence, playing a pivotal role in the company's strategic push to strengthen and evolve to better meet the ever-growing needs of its institutional and individual customers. Under his leadership, TIAA has taken major steps forward in strengthening its foundation and building for the future, including enhancing and expanding its offerings, broadening its reach, modernizing its technology platform, and greatly enhancing its ability to help institutional clients achieve their financial goals and help their employees build lifelong financial and retirement security.

Prior to joining TIAA, Ron served as president and CEO of GE Capital Real Estate, and as director of the GE Capital Services and GE Capital Corporation boards. Previously, he served as president and CEO of GE Asset Management, and chairman, president and CEO of GE Employers Reinsurance Group. Ron also held global leadership positions as CEO of GE Energy Europe, Africa, Middle East and Southwest Asia, and the general manager for GE International's Central and Eastern European markets.

Ron is a Charter Trustee of Hamilton College, a director of Aspen Insurance Holdings Limited, a member of the Business-Higher Education Forum's Executive Committee, a board member of the American Council of Life Insurers and a director of Pathways to College. He holds a Bachelor of Arts degree from Hamilton College.

Biography

David P. Richardson
TIAA Institute

David P. Richardson is Managing Director of Research at the TIAA Institute. Before joining the Institute, he served as Senior Economist for Public Finance at the White House Council of Economic Advisers, and held the New York Life Chair in Risk Management and Insurance at Georgia State University. Previously, he worked as a financial economist in the Office of Tax Policy at the U.S. Treasury and was an assistant professor in the Department of Economics at Davidson College.

Richardson's research interests include public pensions, employer retirement benefit plans and household financial security. He has served as a research fellow for the China Center for Insurance and Social Security Research at Peking University, a research fellow for the Center for Risk Management Research, and a research associate at the Andrew Young School of Policy Studies at Georgia State University. He also is a member of the Pension Research Council Advisory Board, the American Economic Association, the American Risk and Insurance Association, and the National Tax Association.

Richardson earned an M.A. and a Ph.D. in economics from Boston College, and a B.B.A. from the University of Georgia.

Jason Seligman

Investment Company Institute

Jason Seligman is a senior economist focusing on retirement and investor research at the Investment Company Institute, where he works on investor behavior and retirement policy issues. An alumnus of the TIAA Institute Fellows program, he has also served in the federal government as an economist for the U.S. Treasury Office of Economic Policy and at the President's Council of Economic Advisers, as well as advised the state governments of California, Georgia and Ohio on entitlement related issues.

Previously, Seligman held faculty positions at The Ohio State University, and at The University of Georgia.

Seligman holds a Ph.D. in economics from the University of California, Berkeley and a B.A. in economics from the University of California, Santa Cruz.

Robert Toutkoushian

University of Georgia

Dr. Robert Toutkoushian, Professor of Higher Education at UGA's Institute of Higher Education, holds a Ph.D. in economics from Indiana University and specializes in the application of economic theories and quantitative methods to problems in higher education. He is also editor of the journal *Research in Higher Education*, which is regarded as one of the leading journals in the field of higher education.

Professor Toutkoushian has published more than 60 studies in peer-reviewed journals and edited books on topics including faculty compensation, student demand for higher education, higher education finance, and policy analysis. More recently, along with Mike Paulsen, he published the book *Economics of Higher Education: Background, Concepts, and Applications* (Springer, 2016).

Currently, Dr. Toutkoushian is involved in an analysis of educator pension plans, a study of the success of first-generation college students, a study of the determinants of excess revenues for colleges, and a study of how students define the markets that they consider for going to college.

Paul J. Yakoboski

TIAA Institute

Paul Yakoboski is a senior economist with the TIAA Institute, where he is responsible for research on lifetime financial security, including topics related to defined contribution plan design, individual saving and investment decision making, financial literacy and capability, and asset management during retirement, as well as research on workforce issues in the higher education and nonprofit sectors. He develops and organizes Institute symposia in these areas. Yakoboski also serves as director of the Institute's Fellows Program and editor of the *Trends and Issues* publication series.

Prior to joining the TIAA Institute, Yakoboski held positions as Director, Policy Research for the American Council of Life Insurers, Senior Research Associate with the Employee Benefit Research Institute, and Senior Economist with the U.S. Government Accountability Office. He previously served as Director of Research for the American Savings Education Council and was an adjunct instructor at Nazareth College.

Yakoboski is a member of the American Economic Association and the National Academy of Social Insurance. He also serves on the board of the *Journal of Retirement*, the editorial advisory board of *Benefits Quarterly*, the research committee of the Insured Retirement Institute and the Society of Actuaries' Committee on Post-Retirement Needs and Risks.

He earned his Ph.D. and M.A. in economics from the University of Rochester, and his B.S. in economics from Virginia Tech.

About the TIAA Institute

The TIAA Institute helps advance the ways individuals and institutions plan for financial security and organizational effectiveness. The Institute conducts in-depth research, provides access to a network of thought leaders, and enables those it serves to anticipate trends, plan future strategies and maximize opportunities for success. To learn more, visit **www.tiaainstitute.org**.