

Life without a Day Job

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Associate Provost for Faculty

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Today's Agenda

- Value of senior/emeritus faculty
- What is retirement?
- Stages of retirement
- University approaches
- Information from TIAA CREF
- Information from Benefits
- Q&A with Emeritus Council representatives

So far you have ...

- Cultivated a lifelong professional identity demonstrated by your achievements in:
 - Teaching
 - Scholarship
 - Service to your profession
- While this process does not look the same for all long term faculty, many reach a point in which they start searching for “What is next?” with retirement as one potential choice.

“Aging Professoriate”

ACE (2011) reports that complex and diverse reasons underlie aging faculty members' reluctance to retire:

- **Financial.** After the recession depleted many retirement savings accounts, many professors are concerned about financial security in retirement.
- **Health-related.** Many are feeling healthy and energetic and desire to keep working.
- **Psychological.** The identity of many professors is inextricable from their academic work; they can't imagine life after the academy.
- **Social/emotional.** Many faculty are deeply invested in campus life, having spent most of their adult lives at the institution. They are not ready to sever the ties.

Faculty by Age

Track	Average Age	Minimum Age	Maximum Age
Clinical Track	46.9	27.2	88.3
Instructional Track	48.3	26.4	77.3
Research Track	48.6	34.8	83.1
Tenure Track	40.0	28.0	65.7
Tenured	56.4	32.1	90.5
All Tracks	50.2	26.4	90.5

Senior Faculty


- Senior and emeritus faculty feel valued but would like more mentoring around career transitions
- What are some of the unique concerns, challenges and strengths of senior faculty?
- Be proactive about planning for the next phase
- Utilize campus resources

Senior Faculty

- How do we keep senior and emeritus faculty engaged and contributing?
 - Dead wood or untapped resource?
- Strategies for continuous engagement
 - Through teaching, research or service related activities
 - Keeping in communication with colleagues in the department
 - Continue to mentor junior faculty
 - Available to talk to students about teaching, research, or service
- But REMEMBER to take engagement seriously

Retirement

- The action or fact on leaving one's job and ceasing to work
 - To stop working at one's occupation
- To withdraw, retreat
- Concluding one's working or professional career
- Much like grief, there are stages to retirement



“Retirement for many faculty is social death,
or at least they’re afraid that it is.”

Kathleen Christensen, quoting University of Virginia president Teresa
Sullivan

Ready to Retire?

- The decision to retire is one that influences both the faculty member and their department.
- At the least, both will have to re-invent their identity and goals.
- Retirement, and it's planning, does not look the same for everyone.



Five Stages of Retirement (1)

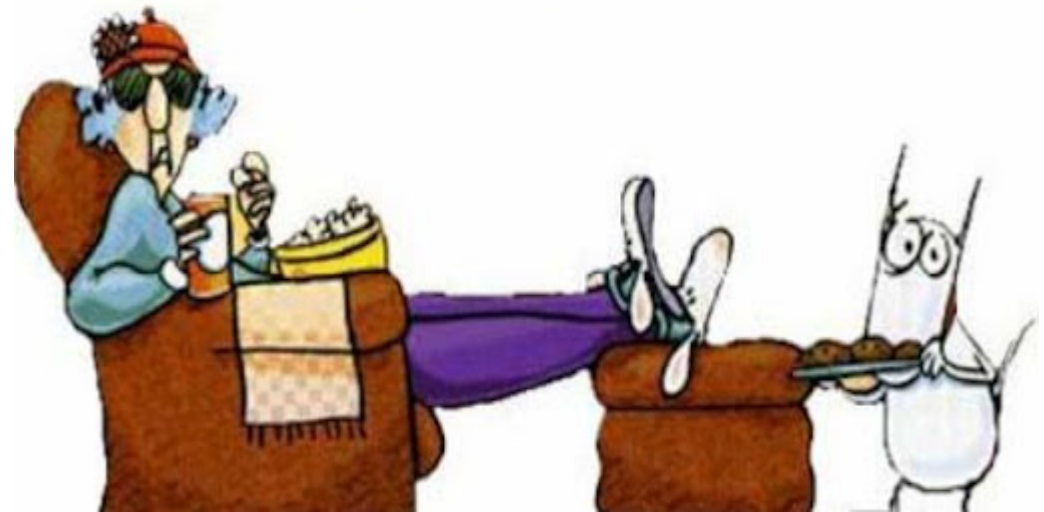
- Pre-retirement – imaging your new life and planning for it
- Financial planning
- What will make you happy and fulfilled
- Making lifestyle decisions
 - Where to live
 - When to downsize
- This can be a 5–15-year process



Five Stages of Retirement (2)

- Full retirement – liberation or honeymoon phase
- Busy reconnecting with family and friends
- Spend time on hobbies, travel, maybe start a new business
- Settle into new habits
- Continue old habits
- Just kick back

waited 50 years



Five Stages of Retirement (3)

- Disenchantment
- Emotional high has worn off
- Feel sense of disillusionment and disappointment
- Boredom, loneliness, and feeling of uselessness



Five Stages of Retirement (4)

- Reorientation
- Need a new to-do list
- Create a new identity
- Find a new purpose
 - New hobby
 - Volunteer
 - Change up routine



Five Stages of Retirement (5)

- Reconciliation and Stability
- Settled into fun and rewarding lifestyle; feeling fulfilled
- Maintain health and independence



How to retire?

- No right way to do it
- Maybe no wrong ways
- Need to find the balance for yourself and your family
- Best to make the decision rather than have it made for you



Making plans

- Iowa does not have mandatory retirement
- Therefore – we cannot force you to retire
- The University offers approaches
 - Reduced effort – decrease to 50% or greater more permanent basis
 - Cold turkey – set the date, walk away – age 55, 10 years of service
 - Phased – age 57, 15 years of service
 - currently at 2 years – up to 65% year one and 50% year two
 - If only do one year it is at 50%
 - Some units provide 10% incremental salary for the first year
 - Once started – you are done

What is in it for you?

- Emeritus status – assuming meet criteria (10 years of service)
- Add the term emeritus to your title
- Parking!! – but it is a taxable benefit
- Continued uiowa email
- Continued library access
- Participate in the emeritus faculty council
- Can still participate in the life of the institution
- Other campus resources

Conclusion

- Moving towards retirement is a PDSA – Plan-Do-Study- Act
- We have talked about what it might look like
- Here are people who can help think through the planning

IOWA

Preparing for Life without a Day Job



PLANNING FOR RETIREMENT THE BASICS

Retirement
Income

Health &
Dental

Next
Steps

RETIREMENT ELIGIBILITY

- Age 55 or above when employment ends
 - Eligible for retiree health and dental insurance, sick leave payout
 - Eligible to withdraw retirement plan funds without the IRS penalty. Taxes still apply.

RETIREMENT PROGRAMS



- Regular Retirement
- Phased Retirement

PHASED RETIREMENT PROGRAM

- Board of Regents Program
 - Subject to annual review
 - **Expires June 30, 2022 unless renewed**
 - All requests must receive approval from department & dean/DEO

PHASED RETIREMENT PROGRAM

- Age 57 & 15 years of service
- Reduce percent of time to 50%-65%
- 50% required:
 - Phasing period of one year
or
 - Year two of a two year phasing period
- Must retire at end of program
 - Maximum two years

PHASED RETIREMENT

Impact on these benefits:

- FICA
- TIAA employee contribution
- IPERS
- Vacation
- Sick Leave

PHASED RETIREMENT PROGRAM INCENTIVES



- Salary incentive at the discretion of the department:
 - First year of two year program: % salary, plus up to 10%
 - Second year or first year of one year program: 50% time, 50% salary (no incentive)
- Benefits – Group Life, LTD & TIAA
 - Based on full-time salary (100%)

FINANCIAL READINESS



University Retirement Plans:

TIAA

or

IPERS

Employee + University Pre-tax contributions

FINANCIAL READINESS

Voluntary Retirement Savings Plan / 457b

- Pre-tax or After-tax (Roth)
- Annual IRS max for most is \$19,500 in 2021
- Highly compensated may be limited in the VRSP
- If 15 years of service, may be allowed additional \$3000 catch up contribution (VRSP) ^e
- Age 50 allows additional \$6500 contribution in 2021



IPERS RETIREMENT BENEFIT

- Benefits estimates & options,
on-line calculators - www.ipers.org
- Contact well in advance of retirement –
800-622-3849

TIAA



- Meet with a TIAA representative at the TIAA Office or on campus

www.tiaa.org/schedulenow

- National call center 800-842-2776

RETIREE HEALTH INSURANCE COVERAGE OPTIONS



- Retiree coverage from employer
- COBRA
- Spouse's coverage if still working
- Group plans (AARP, professional assoc)
- TRICARE
- Individual policy – ACA Marketplace
- Medicare, when eligible (65 or disabled)

MEDICARE ELIGIBLE ***WHILE STILL WORKING***

- Coverage through active employment is primary
- Enroll for Medicare Part A
- Delay Medicare Part B enrollment until retirement
- Do not enroll for Part D

MEDICARE ELIGIBLE *WHEN RETIRED*

- Must enroll for Medicare Parts A & B
- Medicare becomes primary
- Will need prescription drug coverage - Medicare Part D coverage or other creditable coverage

UNIVERSITY OPTIONS FOR RETIREE HEALTH & DENTAL

- Health and dental insurance
- Health insurance only
- Dental insurance only

You may continue or add health and/or dental coverage for you, a spouse, domestic partner and/or dependent children at the time of your retirement.

UNIVERSITY PLAN OPTIONS AT-A-GLANCE

Medical & Prescription Drug Coverage:

- UIChoice / UISelect
- Health Alliance PPO (Medicare Eligible Retirees)
- Health Alliance HMO (Medicare Eligible Retirees)

Dental Coverage

- Dental II

RETIREE HEALTH & DENTAL

- If you decline or drop University retiree health or dental coverage, you will not be able to re-enroll at a later date (exception: employment-based coverage)
 - ✓ If you drop your University plan, coverage for your spouse/dependents is also cancelled
- In the event of your death, if your spouse is covered by your plans, your spouse can continue the coverage



RETIREE HEALTH UI CONTRIBUTION

Faculty and Staff who retire at age 62 or older with 10 years or more of continuous benefit-eligible service at the time of retirement, will receive a University contribution of \$288 per month toward the cost of UICHOICE or UISELECT health insurance in 2021.

2021 UIChoice Monthly Premium Rates

When a retiree or spouse becomes eligible for Medicare, they are moved to separate policies and charged the appropriate premium based on Medicare eligibility and eligibility for the University's retiree contribution.

Type of Contract	Total Cost	UI Contribution	Your Cost
Single (Not Medicare Eligible)	\$717	\$288	\$429
Single (Medicare Eligible)	\$862	\$288	\$574
Retiree/Spouse (Neither Medicare Eligible)	\$1, 712	\$288	\$1,424
Retiree/Children (Not Medicare Eligible)	\$1,397	\$288	\$1,109
Family (Not Medicare Eligible)	\$1,834	\$288	\$1,546

2021 UIChoice Monthly Premium Rates

Not eligible for the University Contribution

Type of Contract	Your Cost
Single (Not Medicare Eligible)	\$717
Single (Medicare Eligible)	\$862
Retiree/Spouse (Neither Medicare Eligible)	\$1,712
Retiree/Spouse (One Medicare Eligible)	\$1,579
Retiree/Spouse (Both Medicare Eligible)	\$1,724
Retiree/Children (Not Medicare Eligible)	\$1,397
Family (Not Medicare Eligible)	\$1,834

2021 UISelect Monthly Premium Rates

When a retiree or spouse becomes eligible for Medicare, they are moved to separate policies and charged the appropriate premium based on Medicare eligibility and eligibility for the University's retiree contribution.

Type of Contract	Total Cost	UI Contribution	Your Cost
Single (Not Medicare Eligible)	\$597	\$288	\$309
Single (Medicare Eligible)	\$776	\$288	\$488
Retiree/Spouse (Neither Medicare Eligible)	\$1,427	\$288	\$1,139
Retiree/Children (Not Medicare Eligible)	\$1,164	\$288	\$876
Family (Not Medicare Eligible)	\$1,528	\$288	\$1,240

2021 UISelect Monthly Premium Rates

Not eligible for the University Contribution

Type of Contract	Your Cost
Single (Not Medicare Eligible)	\$597
Single (Medicare Eligible)	\$776
Retiree/Spouse (Neither Medicare Eligible)	\$1,427
Retiree/Children (Not Medicare Eligible)	\$1,164
Family (Not Medicare Eligible)	\$1,528

2021 Monthly Rates

HEALTH ALLIANCE	Your Cost
Medicare Advantage HMO Plus Rx Plan	\$60
Medicare Advantage PPO Plus Rx Plan	\$320

DENTAL	Your Cost
Single	\$45
Retiree/spouse	\$93
Retiree/children	\$100
Retiree/family	\$133

RETIREMENT DECISIONS

- WHEN should you retire?
 - Determine financial readiness
 - Accessing TIAA or IPERS
 - Cost of health care pre/post Medicare
 - If spouse/partner is retired/retiring
 - When will Social Security Benefits begin
 - Access at age 62? (less than normal retirement age = benefit reductions, earnings limits)



Applying for Social Security Benefits

3 options available to apply:

1. Online: www.socialsecurity.gov
2. By phone: 1-800-722-1213
3. Coralville SSA office: 1-866-964-2039

Note: Social Security can assist with Medicare Enrollment

RETIREMENT DECISIONS

WHEN should you retire?

- Talk to your department
- End of academic year or semester
- Wrapping up projects
- Transitioning to your replacement
- Process for turning in keys/cards
- Availability for part-time or special project work after retirement
- Could affect access to retirement funds

RETIREMENT DECISIONS

- WHEN should you retire?
 - Consider benefit end dates
 - End of month for:
 - Health, dental, life insurances
 - Health care spending account
 - Consider Medicare enrollment dates
 - Consider tax year
 - vacation/sick leave payouts

RETIRING FROM THE UNIVERSITY

- Review Retirement Section of Benefits website:
<http://hr.uiowa.edu/retirement/university-process>
- Schedule meetings with:
 - TIAA and/or IPERS
 - Social Security Office
 - Employer verification for Medicare Enrollment
 - University Benefits Office

RETIRING FROM THE UNIVERSITY

- Meet with University Benefits to complete paperwork
 - Health & dental insurance forms
 - Vacation & Sick Leave Payout
 - Vacation - automatic payout of any accrued vacation after final time record is completed
 - Sick Leave - form needed to request payout of unused accumulated sick leave up to \$2000
 - Option to make contributions to VRSP/457b - form required
 - Life insurance
 - Group Life – Conversion Option
 - Supplemental Life – Conversion and Portability Options

RETIRING FROM THE UNIVERSITY

- Continuation/cancellation of other benefits
 - Athletic tickets
 - Parking
 - Faculty/Staff ID card
 - Email Account
 - Voluntary AD&D
 - Long-term care premiums
 - Rec center membership – Wellness points

ANNUAL NOTICES

- Annual enrollment period
 - Rates
 - Coverage changes

- Annual Medicare D Creditable Coverage Notice for Medicare eligible retirees and spouses (Please keep **ALL** notices)



University Benefits Office

benefits@uiowa.edu

hr.uiowa.edu/benefits

319-335-2676

877-830-4001

120 University Services Building

IOWA



Paying Yourself

Income options in retirement

Adam Reutzel

September 9th, 2021



- Seven in 10 American workers feel confident in their ability to retire comfortably, continuing a steady increase over the past four years.¹
- More than half of workers (52%) plan to work past age 65—and 57% plan to continue working in retirement.²
- Average time spent in retirement is about 20 years³
- Median income for married couples age 65 or older is about \$75,000⁴
- 27% of American workers are currently working with a financial advisor, and another 40% say they plan to.⁵

- Wants and needs in retirement: The income floor
- Retirement investments: What to consider
- Retirement account options: The basics
- Other investments and savings
- Action steps

Having enough starts with having a plan: The income floor



Retirement needs

- Home and home-related
- Healthcare
- Food and clothing
- Transportation
- Insurance
- Taxes and debt payments



Once you establish your income floor, you can establish your lifestyle



Retirement wants

- Vacation/second home
- Hobbies
- Travel
- Time with family and friends
- Volunteerism
- Legacy assets



The budget worksheet



How to use this worksheet

Enter your best estimates into the form fields that follow. If a field doesn't apply, just leave it blank or enter zero. For each column, add the numbers up and enter the subtotals at the bottom. At the end of the worksheet, plug those subtotals into the simple equation and you'll find out what your monthly income—after expenses—could be!

Monthly budget worksheet

Essential Budget Items (A)

Household Expenses

Mortgage/Rent	\$
Utilities/Telephone	\$
Gas/Oil/Water	\$
General Maintenance	\$
Household Supplies	\$

Meals

Groceries	\$
Beverages	\$
Essential Entertaining	\$

Debt

Credit Cards	\$
Student Loans (incl. family)	\$
Home Equity Loans	\$
Other	\$

Tax Considerations

Income (federal, state, local)	\$
Property Tax	\$
Capital Gains/Dividends	\$
Other	\$

Insurance

Life	\$
Auto	\$
Homeowner's/Renter's	\$
Health/Dental	\$
Other	\$

Miscellaneous

Professional Services	\$
Dues (memberships)	\$
Childcare	\$

Subtotal A	\$
------------	----

Discretionary Budget Items (B)

Household Expenses

Home Improvement	\$
New Purchases	\$
Cable TV	\$
Internet	\$

Meals

Dining Out	\$
Entertaining	\$

Debt

	\$
	\$
	\$
	\$

Tax Considerations

Charitable Contributions	\$
Gifts	\$
Capital Gains/Dividends	\$
Other	\$

Insurance

Long-term Care	\$
Other	\$

Miscellaneous

Professional Services	\$
	\$
	\$

Subtotal B	\$
------------	----

Transfer Subtotal A and Subtotal B to their spaces on the next page.

4

Monthly budget worksheet

Essential Budget Items (C)

Leisure & Hobbies

	\$
	\$
	\$
	\$
	\$
	\$
	\$

Personal Care

Clothing (purchases/laundry)	\$
Products/Maintenance	\$

Healthcare & Wellness

Medicare	\$
Medical/Supp. Insurance	\$
Out of Pocket Co-Payments	\$
Dental/Vision/Hearing	\$
Eye Doctor/Glasses	\$
Medical Equipment	\$
Prescription and OTC drugs	\$
Other	\$

Transportation

Car Payments	\$
Maintenance/Fuel	\$
Taxes, Registration, etc.	\$
Other (bus/train/taxi/etc.)	\$

Subtotal C	\$
------------	----

Subtotal A (from prev. page)	\$
------------------------------	----

Total Essential Budget	\$
------------------------	----

Discretionary Budget Items (D)

Leisure & Hobbies

Health Club (membership classes)	\$
Vacation/Travel	\$
Dining	\$
Movies, Theater, Rentals	\$
Education	\$
Other (books, hobbies)	\$
Discretionary spending	\$
Gifts and Holidays	\$

Personal Care

The Extras	\$
Products/Maintenance	\$

Healthcare & Wellness

Out of Pocket Co-Payments	\$
	\$
	\$
	\$
	\$
	\$
	\$

Transportation

Discretionary Travel	\$
Vacations	\$
Upgrades	\$
Other	\$

Subtotal D	\$
------------	----

Subtotal B (from prev. page)	\$
------------------------------	----

Total Discretionary Budget	\$
----------------------------	----

Monthly Income Sources (net of taxes)

Pension/IRAs	\$
401(k)/403(b)/457(b)	\$
Social Security	\$
Dividends/Interest	\$
Alimony/Child Support	\$
Employment	\$
Royalties	\$
Real Estate (rental income)	\$
Other	\$

Total Monthly Income	\$
----------------------	----

Total Essential Budget	\$
+	
Total Discretionary Budget	\$
=	
Total monthly expenses	\$

Total monthly income	
-	
Total monthly expenses	
=	
Funds available	\$

5

The most common sources of retirement income



- Social Security
- Defined Contribution plans (401(k), 403(b))
- Defined Benefit plans
- Individual Retirement Accounts (IRAs)
- Annuities
- Other investment and savings accounts



Income traits

- Taxable, fixed monthly income from the government

Income options

- Fixed benefit

Other traits

- Reduced benefits can be taken as early as age 62
- Full benefits available if you wait to full retirement age
 - Full retirement age depends on when you were born
- Spouse gets a benefit, too
 - How and when you and your spouse elect to receive Social Security benefit can make a big difference in your monthly payment

Employer-sponsored retirement accounts: Defined contribution plans (401(k) and 403(b))



Income traits

- Taxable, variable monthly income from your employer-sponsored account

Income options

- Roll it into an IRA
- Leave it alone
- Take periodic distributions
- Annuity (lifetime income)
- Lump-sum withdrawal

Other traits

- May borrow money from it (if plan permits), but must pay it back
- Minimum withdrawal age of 59½ (or be subject to IRS penalty)
- Mandatory withdrawals beginning at age 72

Employer-sponsored retirement accounts:

Defined benefit plans



Income traits

- Taxable, fixed monthly income from an employer-sponsored and managed account

Income options

- Fixed benefit based on company's formula very often at termination
- Typically funded entirely by the company (although government plans often require employees to contribute)
- Benefits determined by personalized factors, not investment performance
 - Length of service with company
 - Earnings history (so-called terminal income)
 - NOT an individual account
- Benefits may come out of company income if investments underperform
- Maximum benefit is \$230,000, no contribution limit*

*IRS, Defined Benefit Plan—Benefit Limits

irs.gov/Retirement-Plans/Plan-Participant-Employee/Retirement-Topics-Defined-Benefit-Plan-Benefit-Limits

Income traits

- Taxable, variable income from a personal retirement investment account

Income options

- Take it in a lump sum
- Periodic disbursements
- “Roll over” into another traditional IRA
- Annuity (Investment Solutions IRA)

Other traits

- 10% penalty for early withdrawal, plus taxes
- Minimum withdrawal age of 59½; mandatory distributions begin at age 72
- Penalties for not taking minimum distributions!
- Special rules may impact taxes

Income traits

- Tax-free, variable income from a personal retirement investment account

Income options

- Take it in a lump sum
- Periodic disbursements
- “Roll over” into another Roth IRA
- Annuity payout

Other traits

- 10% penalty for early withdrawal, plus taxes on earnings
- Minimum withdrawal age of 59½
 - NOTE: Special disbursement rules can apply
- No mandatory distributions
- No penalties for not withdrawing
- Account must be disbursed if account holder dies
- Roth account must be five years old before you can take a distribution of gains without tax penalty
- Contributions (but not gains) are always available for withdrawal without tax or penalty

Life annuity

Guaranteed income for life, fixed or variable

TIAA interest only

Income from a TIAA Traditional Annuity that leaves principal unchanged

Minimum distribution option

Automatically withdraws the minimum required amount from your account once you've reached the minimum age

Transfer payout annuity

Allows you to access and reallocate TIAA Traditional Annuity over a set number of years

Cash withdrawals

Lump sum or systematic

Lifetime Annuity

Lifetime Annuities:

An arrangement which provides fixed or variable income payments for life or for a specified number of years.

Income You Can't
Outlive*

*Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

Annuity account options are available through contracts issued by TIAA or CREF. These contracts are designed for retirement or other long-term goals, and offer a variety of income options, including lifetime income. Payments from the variable annuity accounts are not guaranteed and will rise or fall based on investment performance.

Life Annuity – options

One- Life and Two-Life Annuities

- One-Life Annuity
 - Provides lifetime income to the annuitant only
- Two-Life Annuity
 - Provides lifetime income to the annuitant and a second person

Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

Life Annuity – beneficiaries

Guaranteed Period*

- Outlines the number of years your beneficiaries can collect income payments after your death
- Guaranteed period begins when your annuity income contract is opened
- Options: 10, 15 or 20 years
- Beneficiary can collect payments for the remainder of the guaranteed period
- Assumes you and your annuity partner die within the time frame

*Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

Understanding annuities based on life stages



Using our fixed and variable annuities as examples:



Deferred Annuity
Accumulation period



Immediate Annuity
Distribution period

Fixed Annuities		
	Fixed rate of return	Fixed income payments
Variable Annuities	CREF & REA Accounts	CREF & REA Accounts
	Returns vary based on portfolio returns	Variable income payments based on portfolio results

Reminder: Your plan may offer non-annuity investments that may be appropriate for your situation.

- Interest Income
 - Receive monthly interest payments from your TIAA Traditional annuity
 - Your principal remains intact
 - Available for Retirement Annuity (RA) or Group Retirement Annuity (GRA) contracts

TIAA Income Options: Transfer Payout Annuity (TPA)



Access and reallocate a TIAA Traditional Annuity over a set number of years

- TIAA Traditional investment in the University of Iowa Defined Contribution Plan
 - Fastest way to get money out but not the only
 - 10 annual payments over 9 years



- Cash withdrawals
 - Distribute according to your needs
 - May allow for distribution of significant assets to beneficiaries
 - Available from TIAA Traditional in 10 annual installments**
 - Available from the CREF accounts and the TIAA Real Estate account

Income option availability is subject to your institution's plan provisions and contract type.

**If you have an RA contract, the TIAA annuity contract does not allow lump-sum cash withdrawals from the TIAA Traditional Annuity and transfers must be spread over a ten-year period.

If you have a GRA contract, lump-sum withdrawals are available from the TIAA Traditional Annuity only within 120 days after termination of employment and are subject to a surrender charge. All other withdrawals and all transfers to the Real Estate Account or to CREF must be spread over a ten-year period (five years for withdrawals after termination of employment).

- Required by IRS to take a minimum withdrawal at 72 if no longer working.
- Calculation is based on life expectancy factor and Dec 31st account balance the year that it is required
- Pays IRS required minimum distribution
- Maximizes income tax deferral and preserves accumulation
- Delays deciding on lifetime income

Income traits

- Variable income from personal investments, bonds and savings

Income options

- Periodic disbursements
- Take it in a lump sum

Other traits

- Can incur capital gains taxes
- No minimum withdrawal age
- No mandatory disbursements

Recap: What to consider in retirement investments



- What will the investment/asset be used for?
- How liquid or easy to withdraw is it?
- How is each investment/asset taxed on withdrawal?
- What is it invested in—what is the risk?



- Estimate your *required* expenses and determine if guaranteed income could help
- Estimate the cost to do what you *want* in retirement consider investing accordingly
- Plan your income carefully and know which assets will pay what amount and when
- Taxes, taxes, taxes
- Learn about consolidation options

TIAA.org/tools

- Retirement Advisor
- Lifetime Income Calculator
- Budget Worksheet

TIAA.org/pfr

- Preparing for Retirement

IMPORTANT: The projections or other information generated by the Retirement Advisor tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

Questions?



Thank you!



You can call **800-732-8353**

Weekdays, 8 a.m. to 8 p.m. (ET)
to schedule a one-on-one session with
a TIAA financial consultant

Local Office – 319-356-8000



Schedule online at
TIAA.org/schedulenow

Seven in 10 American workers feel confident in their ability to retire comfortably, continuing a steady increase over the past four years.¹

¹Employee Benefit Research Institute, 2020 Retirement Confidence Survey, “RCS Fact Sheet 1: Retirement Confidence,” April 2020

More than half of workers (52%) expect to work past age 65—and 57% plan to continue working in retirement.²

²Transamerica Center for Retirement Studies, “20th Annual Transamerica Retirement Survey: Retirement Security Amid COVID-19: The Outlook of Three Generations,” May 2020

Average time spent in retirement is 20 years.³

³Social Security Administration, “Life Expectancy for Social Security,” accessed online March 2021

Median income for married couples age 65 or older is about \$75,000⁴

⁴United States Census Bureau, “Household Income in 2019,” accessed online March 2021

27% of American workers are currently working with a financial advisor, and another 40% say they plan to.⁵

⁵Employee Benefits Research Institute, 2020 Retirement Confidence Survey, “RCS Fact Sheet 3: Preparing for Retirement in America,” April 2020

Nearly half of Americans between ages 65-79 have a mortgage when they retire—and more than a quarter 80 and older still have a mortgage.⁶

⁶Center for Retirement Research at Boston College, “More Retirees Today Have a Mortgage,” November 2019

For a healthy 65-year-old couple retiring in 2021, total costs for premiums and out-of-pocket expenses will average \$662,156.⁷

⁷HealthView Services, “Retirement Healthcare Cost Data Report,” December 2020

Spending on eating at home rose 4% in a year's time, while eating out increased 2% during the same period.⁸

⁸Bureau of Labor Statistics, "Consumer Expenditures Midyear—2019," September 2020

The rule of thumb is that Social Security benefits replace around 40% of pre-retirement income.⁹

⁹The Motley Fool, "How Much of Your Pre-Retirement Income Will Social Security Replace?," November 2020

A spouse's benefit may be up to 50% of yours.¹⁰

¹⁰Social Security Administration, "Retirement Planner: Benefits for Your Spouse," accessed online March 2021



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