To Retire or Not?

Retirement Policy and Practice in Higher Education

Edited by Robert L. Clark and P. Brett Hammond

Pension Research Council The Wharton School of the University of Pennsylvania

PENN

University of Pennsylvania Press Philadelphia

Pension Research Council Publications

A complete list of books in the series appears at the back of this volume

Copyright © 2001 The Pension Research Council of the Wharton School of the University of Pennsylvania All rights reserved

Printed in the United States of America on acid-free paper 10 9 8 7 6 5 4 3 2 1

Published by University of Pennsylvania Press Philadelphia, Pennsylvania 19104–4011

Library of Congress Cataloging-in-Publication Data

To retire or not? : retirement policy and practice in higher education / edited by Robert L. Clark and P. Brett Hammond. p. cm. "Pension Research Council publications"—T.p. verso. Includes bibliographical references and index. ISBN 0-8122-3572-X (cloth : alk. paper) 1. College teachers—Pensions—United States—Congresses. I. Clark, Robert Louis, 1949— II. Hammond, P. Brett. III. Wharton School. Pension Research Council. LB2334.T6 2001

331.25′2913781′20973—dc21

00-055218

Contributors

- **Robert L. Clark** is Professor of Business Management and Professor of Economics at North Carolina State University. His research focuses on retirement behavior, company decisions to offer pension plans, the choice between defined benefit and defined contribution plans, the economic well-being of the elderly, and Social Security as well as international pensions. He is a Fellow of the Employee Benefit Research Institute and a member of the National Academy of Social Insurance, the American Economic Association, and the Gerontological Society of America. He earned a B.A. from Millsaps College and a Ph.D. from Duke University.
- **Ronald G. Ehrenberg** is Irving M. Ives Professor of Industrial and Labor Relations and Economics at Cornell University. He is also Director of the Cornell Higher Education Research Institute and Co-director of Cornell's Institute for Labor Market Policies. He is a research associate at the National Bureau of Economic Research and a member of the Executive Committee of the American Economic Association. From 1995 to 1998 he served as Cornell's Vice President for Academic Programs, Planning, and Budgeting. He received a B.A. in mathematics from Harpur College (SUNY Binghamton) and a Ph.D. in economics from Northwestern University.
- **David Fontanella** is Director of the Office of Institutional Research and Planning, and Senior Data Analyst in the Office of Institutional Research and Planning at Cornell University.
- Linda S. Ghent teaches economics at Eastern Illinois University. She is a coauthor of several articles concerning retirement, retiree health insurance benefits, and other aging issues; her work has appeared in the *Journal of Gerontology, Economic Development and Cultural Change*, and other academic venues. She received a Ph.D. in economics from North Carolina State University.
- **P. Brett Hammond** is Director of Corporate Projects for Teachers Insurance Annuity Association-College Retirement Equities Fund Investments.

168 Contributors

Previously he served as Acting Executive Director of the behavioral and social sciences division at the National Academy of Sciences, Director of Academy Studies at the National Academy of Public Administration, and a faculty member at the University of California (Berkeley and Los Angeles). His research focuses on investments, pension economics, corporate governance, and higher education. He received A.B. degrees in economics and political science from the University of California at Santa Cruz and a Ph.D. in public policy from the Massachusetts Institute of Technology.

- W. Lee Hansen is Professor Emeritus of Economics at the University of Wisconsin-Madison. Previously he taught at the University of California-Los Angeles and several European universities, was a Research Fellow at the Brookings Institution, served as a Senior Staff Economist for the President's Council of Economic Advisers, and was a Fulbright scholar. His research explores topics in labor economics, the economics of education, and economic education. He holds undergraduate and master's degrees from the University of Wisconsin-Madison and a Ph.D. in political economy from the Johns Hopkins University.
- **Karen C. Holden** is Professor of Public Affairs and Consumer Science at the University of Wisconsin-Madison, a Fellow of the Gerontological Society of America, a member of the National Academy on Social Insurance, and an Associate of the Fellows program of the Employee Benefit Research Institute. She also sits on the Executive Committee of the Institute for Research on Poverty. Her research focuses on the economic welfare of the aged and explores how lifting the mandatory retirement age under the Age Discrimination in Employment Act of 1967 affected tenured faculty in higher education. She received a B.A. in economics from Barnard College and a Ph.D. in economics from the University of Pennsylvania.
- **John Keefe** is President of Keefe Worldwide Information Services Inc. Previously he worked on Wall Street as an equity research analyst at two large investment banks and at leading public accounting firm. He earned a B.S. in accounting from Villanova University and an M.B.A. from the University of Pennsylvania's Wharton School.
- **Juanita Kreps** is a widely published author on labor and industrial markets, education, and other economic issues. She served as U.S. Secretary of Commerce and has been a board member of several Fortune 500 corporations along with national educational, research, and philanthropic organizations. Previously she taught economics and was Vice President at Duke University. A graduate of Berea College, she holds a Ph.D. in economics from Duke University.
- **Michael W. Matier** is Director of Institutional Research and Planning at Cornell University. Previously he served as a Resource and Policy Analyst in the Planning and Budgeting Office of the University of Illinois. His re-

search examines faculty recruitment and retention, the persistence of undergraduates in science, space planning, and the nature and future of institutional research. He holds a Ph.D. in higher education administration from the University of Oregon.

- **Robert M. O'Neil** is founding director of the Thomas Jefferson Center for the Protection of Free Expression and is on the University of Virginia's law faculty. Previously he was President of the University of Virginia and President of the University of Wisconsin, and taught at the University of California, Indiana University, and the University of Wisconsin. He also served as law clerk to U.S. Supreme Court Justice William J. Brennan, Jr. His teaching and research, including numerous books and articles, focus on constitutional law of free speech and church and state, the first amendment and the arts, and cyberspace. He has chaired Committee A (Academic Freedom and Tenure) of the American Association of University Professors and served on two occasions as general counsel. He holds three degrees from Harvard University.
- **David L. Raish** is the partner in charge of the employee benefits law practice at Ropes & Gray, a Boston-based law firm, where he concentrates on retirement plans, deferred compensation, and other employee benefit matters. His work focuses on tax-exempt employers including universities, health care organizations, and religious groups. He chairs the annual American Law Institute-American Bar Association conference on retirement and other benefit plans of tax-exempt and governmental employers. He is a graduate of Yale University and Harvard Law School.
- Sharon P. Smith is Dean of the College of Business Administration at Fordham University. She previously worked as visiting senior research economist at Princeton University and as Vice President of AT&T. Her research focuses on employee compensation as well as higher education. She has written books on equal pay in the public sector and the impact of ending mandatory retirement for faculty in the arts and sciences.
- **Ellen Switkes** is Assistant Vice President for Academic Advancement at the University of California, Office of the President, in Oakland, California, where she oversees academic personnel policy for the University of California's nine campuses. She previously taught at the University of California, Santa Cruz. Her current responsibilities include faculty compensation, health science practice plans, severance compensation, grievance and layoff policies, and policy for academic collective bargaining. She holds a bachelor's degree from Oberlin College and a Ph.D. in inorganic chemistry from the Massachusetts Institute of Technology.

- Academic labor market, vii, 1–20, 21–38, 65–80, 81–105, 148–66. *See also* Faculty; Retirement
- Age: and retirement incentives, 21–38, 39–64, 65–80, 81–105, 110–21, 124–25, 128–47, 148–66; discrimination, 1, 39–64, 138–47, 148–66; distribution of faculty, 1–20, 21–38, 32–33, 65–80, 81–105. *See also* Faculty; Human resource policies; Productivity; Retirement
- Age Discrimination in Employment Act (ADEA), 1, 9, 19, 21, 26, 39–64, 138–47, 149
- Aging faculty, vii, 1–20, 65–80, 81–105, 123–27, 148–66. *See also* Age
- American Association of Retired Persons (AARP), 92, 123
- American Association of University Professors (AAUP), 123, 146
- American Council on Education (ACE), 123 Annuities, 19–20
- Ashenfelter, Orley, 6–8, 14, 20, 38, 64, 146
- Association of American Universities (AAU), 123
- Atkinson, Richard C., 5, 20

Baby boomers, 1, 65–80 Berkowitz, Monroe, 139, 146 Biggs, John, vii Blacks, 32–34. *See also* Minorities; Race Bowen, William G., 1, 5, 20 Brewer, Dominic J., 1, 20 Burkhauser, Richard, 32, 38

Card, David, 6–8, 14, 20, 38, 64, 91, 105, 146 Carnegie classification system, 71–74, 138– 47

- Clark, Robert L., 1–20, 21–38, 62, 139, 146, 154, 159–60, 165
- Colleges, 1–5; costs, 40–41, 81–105. *See also* Academic labor market; Higher education
- Conference Committee Report on the Higher Education Amendments of 1998, 45, 49–51
- Cornell University, 12, 20, 81–105. *See also* Window plans
- Costa, Dora L., 128, 137
- Costs of delaying retirement, 1–20, 88–89, 138–47, 157. See also Delayed retirement

Death benefit plan. *See* Employee Retirement Income Security Act

- Deferred compensation, 56-57, 95-96
- Defined benefit pension, 7–8, 32, 40–42, 81–105, 106–21, 151. *See also* Pension
- Defined contribution pension, 7–8, 32, 40–42, 81–105, 151. See also Pension
- Delayed retirement, vii, 2–3, 29–30. *See also* Academic labor market; Costs of delaying retirement; Early retirement; Employment; Retirement age
- Demographic trends, 16–20, 81–105, 138– 47. See also Aging; Baby boomers
- DeVineuy, Stanley, 165
- DiGiovanni, Nicholas, Jr., 139, 146
- Disability benefit plan, 61–62. *See also* Employee Retirement Income Security Act; Welfare benefit plan
- Duke University, vii, 7-8, 12, 21-38
- Early retirement, 1–20, 65–80, 81–105, 106– 21, 122–27, 129–32, 138–47, 157; window plans, vii, 13–14, 106–21, 81–105. See also

Early retirement (*continued*)

- Academic labor market; Employment; Retirement; Window plans
- Earnings, 31-33, 95-97, 129-32
- Ehrenberg, Ronald G., 12, 62, 81–105, 146, 157, 165
- Ekerdt, David J., 164–65
- Emeritus faculty, 93
- Employee Retirement Income Security Act of 1974 (ERISA), 9–11, 53–64, 74
- Employment: older faculty, 1–20, 21–38, 57–61, 65–80, 81–105, 106–21, 122–27, 138–47; rights, 4–6, 38–64. See also Academic labor markets; Discrimination; Retirement; Work
- Endowment, 90-91
- Equal Employment Opportunity Commission (EEOC), 10, 40–41, 62–64 Expectations about retirement, 79, 148–66
- Faculty: age distributions, 1–20, 81–105, 134–37, 148–66; flow model, 100–103, 148–66; performance, 3, 21–22, 138–45; reactions to retirement incentives, 81–105, 122–27, 138–47, 148–66; retirement patterns, 1–20, 21–38, 65–80, 81–105. *See also* Academic labor markets; Employment; Retirement: Tenure
- Fair Labor Standards Act, 40-41
- Federal income taxes and pensions, 56–57 Financial: impact of retirement programs, 88–105, 138–47; planning, 13, 88–91, 148–66; status of educational institutions, 21–38, 74–75, 88–105, 106–7, 122–27
- Finkelstein, Martin J., 1, 5, 20
- Finkin, Matthew W., 139, 146
- Fontanella, David, 12, 81–105, 146, 165 403(b) plans, 107. See also Defined contribution; Pension

Gates, Susan M., 1, 20 Gender. See Sex Geographic differences in retirement, 73–74 Ghent, Linda S., 7, 21–38, 62, 146, 165 Goldman, Charles M., 1, 20 Gustman, Alan L., 164–65

Hammond, P. Brett, 1–20, 21–38, 62, 139, 146 Hansen, W. Lee, 15, 146, 148–65 Harper, Loretta, 38 Harsanyi, J. C., 134, 137

Income Security Act Higher education, 1-20, 65-80, 122-27, 148 - 66Higher Education Act Amendments of 1998, 4-5, 43-53, 59, 62-64 Highly compensated employees, 54-55. See also Employee Retirement Income Security Act Hiring patterns. See Employment Holden, Karen C., 15, 148-65 Honig, Marjorie, 164-65 Human resource policy, vii, 1-20, 34, 65-80, 81-105, 126-27, 138-47 Incentive plans, 1-20, 65-80, 81-105, 108-21, 122-27, 128-37, 138-47, 148-66. See also Early retirement; Pension; Windows

Health, 21; insurance, 41, 53, 61-62, 76-

77, 107, 155. See also Employee Retirement

Insurance. *See* Health insurance; Pension; Social security Internal Revenue Code, 56–57, 111–12

- Jobs. See Seniority; Tenure
- Keefe, John, 10–11, 14, 62, 65–80, 128–37, 156, 161, 165 Kim, Seongsu, 118, 121 Kosloski, Karl, 165 Kotlikoff, Laurence J., 32, 38 Kreps, Juanita, vii, 7, 21–38, 62, 146, 165 Kreuger, Alan B., 91, 105
- Labor force trends, 1–20, 65–80, 81–105, 122–27, 148–66. *See also* Retirement; Work Lederman, Douglas, 92, 105 Legal constraints, 8–9, 39–64
- Liberal arts. See private colleges and universities
- Life expectancy, 21
- Life insurance, 77
- Lump sum payments, 11, 46–53, 66–67, 81–105
- Management pensions, 54–56, 148–66. *See also* Employee Retirement Income Security Act
- Mandatory retirement, vii, 1–20, 21–38, 39–64, 65–80, 81–105, 122–27, 138–47, 148–66. *See also* Academic labor market; Retirement
- Matier, Michael W., 12, 81-105, 146, 165

Medicare, 76 Medigap insurance, 76 Mellon, Andrew J. Foundation, 141 Mitchell, Olivia S., 165 Mobility, 65-80. See also Employment; Tenure Morgenstern, Oscar, 147 Mortality, 21. See also Life expectancy Myers, Daniel, 32, 38 National Center for Education Statistics, 65, 74-75, 79-80 National Commission on the Cost of Higher Education, 40, 64 National Research Council, 1-2, 6, 20, 37-38, 40, 64, 105, 123, 125, 127, 141, 145-46, 160 - 61Neumark, David, 91, 105 Normal retirement. See Employment; Retirement: Work North Carolina, 21-38, 160 North Carolina State University, vii, 7-8, 12, 21 - 38Older Workers' Benefit Protection Act, 43 O'Neil, Robert M., 14, 17, 122-27, 165 Palmer, Bruce A., 67, 79 Paths to retirement, 65-80, 81-105, 122-27, 148-66. See also Employment; Retirement; Work Pencavel, John, 13, 20, 70, 79-80, 121, 134-45, 137 Pension: assets, 7-8; benefits, 7-8, 54-56, 95-96, 128-47; coverage, 32-33, 54-56; early retirement incentives, 65-80, 81-105, 122-27, 138-47, 157; eligibility, 68-69; informal versus formal plans, 69; participation, 32-33; phased retire-

- ment incentives, 66–80, 81–105, 128–47; supplemental, 58–59. *See also* Employee Retirement Income Security Act; Defined benefit; Defined contribution
- Pension plan type. *See* Defined benefit; Defined contribution
- Pension Research Council, vii
- Phased retirement, vii, 1–20, 57–61, 66–80, 81–105, 128–37
- Pitts, Melinda, 38
- Postretirement activities, 117–18
- Pratt, Henry J., 147
- Productivity of faculty, 22-24, 123-24

Private colleges and universities, 4–5, 39– 64, 71, 74, 142–43 Public colleges and universities, 9, 39–64, 71, 74, 106, 142–43

Quality of educational programs, 121 Quinn, Joseph, 32, 38

Race, 31-33. See also Minorities

Raish, David L., 8-9, 39-64, 125, 237

Recall patterns, 117-18

- Replacement rate, 7-8, 67
- Rees, Albert, 2, 20, 105, 146
- Religiously affiliated colleges and universities, 53–59. *See also* Private colleges and universities; Public colleges and universities
- Research universities, 2–3, 74–76, 81–105 Retiree health insurance. *See* Health insurance
- Retirement, vii, 1–20, 21–38; ages, 5–20, 21–38, 65–80, 81–105, 138–47, 152–53; decisionmaking, 44–46, 79, 128–30; expectations versus realizations, 22–23, 81–105, 148–66, 152–53; incentives, 1–20, 39–64, 66–80, 81–105, 106–22, 128–37, 157; mandatory, 1–20, 39–64, 81–105, 81–105, 122–27, 148–66; patterns, 1–20, 21–38, 65–80, 81–105, 122–27; policies, 1–20, 21–38, 39–64, 65–80, 81–105, 106– 22, 148–66; wealth, vii, 1–5. *See also* Early retirement; Faculty retirement; Pension; Tenure; Windows
- Review of faculty performance, 5–6
- Rosovksy, Henry, 139, 147

Safe harbor: legislation, 10–11, 18, 39–64; plans, 50–55. *See also* Age Discrimination in Employment Act; Discrimination Salary, 31–33, 61–62, 95–97, 145. *See also*

- Deferred compensation; Earnings
- Schuster, Jack H., 1, 5, 20 Seal, Robert K., 1, 5, 20
- Service and pensions, 39–64, 81–105
- Service and pensions, 39-04, 81-103
- Severance payments, 10–11, 46–48. *See also* Employee Retirement Income Security Act
- Sex, 31–33
- Size of school, 74-75
- Smith, Sharon P., 2, 14, 20, 105, 138-47, 165
- Social security benefits, 107
- Sosa, Julie Ann, 1, 5, 20

- State: age discrimination laws, 57–56; colleges and universities, 39–64, 106–22, 122–27
- State University of New York, 105
- Steinmeier, Thomas L., 165

Stock, 17–18

Supreme Court, 41

Surplus faculty, 1–2, 39–40, 65–80, 122–27. *See also* Academic labor market; Employment; Retirement

Switkes, Ellen, 13, 70, 79–80, 105, 106–21, 134–45, 137, 156, 165

Tax issues, 56–57, 85, 159. *See also* Internal Revenue Code

Teachers Insurance Annuities Association/College Retirement Equities Fund (TIAA-CREF), vii, 65, 84, 104, 150–51, 154, 157, 161, 164; Institute, vii; participants, 7

Temporary retirement incentive. See Phased retirement; Lump sum; Window plan

Tenure, 1–20, 39–64, 65–80, 81–105, 122– 27. *See also* Aging faculty; Retirement; Seniority; Work

Top hat plans, 54–56. *See also* Employee Retirement Income Security Act

University: staffing patterns, 1–20, 82–105, 122–27. See also Financial impact; Higher education; Human resource policy; Retirement; names of individual institutions

University of California, 12, 70, 74, 79, 106–23, 134–35. *See also* Window plans

University of Chicago, 90

- University of Florida, 122, 125-27
- University of Maine, 122 University of Michigan, 123
- University of North Carolina, 7-8, 12, 21-38,
- 160–61 University of Virginia, 12, 14, 122–27
- University of Wisconsin, 12, 14, 122–27
- U.S. Congress, 2-5, 91-94, 123, 150, 165
- U.S. Court of Appeals, 43
- U.S. Department of Education, 64, 80, 71, 137, 143, 146–47, 164
- U.S. Department of Labor, 60-61, 149, 165

Voluntary retirement (VERIP) plans, 13– 14, 45–46, 51–53, 65–80, 106–22, 126, 128–47, 156 Von Neumann, John, 147

Wascher, William L., 91, 105

Welfare benefit plan, 61-62. See also Em-

- ployee Retirement Income Security Act of 1974
- Window plans, 10–11, 39–64, 65–80, 128– 47; Cornell University, 12; University of California, 13–14, 107–21
- Wise, David A., 32, 38
- Women. See Sex
- Work: at older ages, 1–20, 21–38, 65–80, 107–21; differences by sex, 31–33. *See also* Academic labor market; Employment; Retirement age

Yale University, 90, 124

The Pension Research Council

The Pension Research Council of the Wharton School at the University of Pennsylvania is an organization committed to generating debate on key policy issues affecting pensions and other employee benefits. The Council sponsors interdisciplinary research on the entire range of private and social retirement security and related benefit plans in the United States and around the world. It seeks to broaden understanding of these complex arrangements through basic research into their economic, social, legal, actuarial, and financial foundations. Members of the Advisory Board of the Council, appointed by the Dean of the Wharton School, are leaders in the employee benefits field, and they recognize the essential role of social security and other public sector income maintenance programs while sharing a desire to strengthen private sector approaches to economic security.

Executive Director

Olivia S. Mitchell, *International Foundation of Employee Benefit Plans Professor*, Department of Insurance and Risk Management, The Wharton School, University of Pennsylvania, Philadelphia.

Senior Partners

AARP

Actuarial Sciences Associates, Inc. Buck Consultants, Inc. Morgan Stanley Dean Witter & Co. Mutual of America Life Insurance Co. PricewaterhouseCoopers SEI Investments, Inc. State Street Corporation The Vanguard Group Watson Wyatt Worldwide William M. Mercer Companies, Inc.

Institutional Members

Employee Benefit Research Institute Ford Motor Company Hay Group India Life Pension Services Limited Instituto Cultural de Seguridade Social **Investment Company Institute** John Hancock Mutual Life Insurance Co. J.P. Morgan Investment Management, Inc. **IRT** Research, Ltd. KPMG Peat Marwick LLP Loomis, Sayles & Company, L.P. Merck & Co., Inc. MetLife New York Life Insurance Company The Principal Financial Group The Prudential Insurance Company The Segal Company TIAA-CREF ULLICO VALIC

Advisory Board

Vincent Amoroso, F.S.A., Principal, Deloitte Touche, Washington, DC

- Gary W. Anderson, *Executive Director*, Texas Municipal Retirement System, Austin, TX
- David S. Blitzstein, *Director*, United Food & Commercial Workers International Union, Washington, DC
- Marshall Blume, Howard Butcher Professor of Finance and Director, Rodney L. White Center for Financial Research, The Wharton School, Philadelphia, PA Zvi Bodie, Professor of Finance, Boston University, Boston, MA
- Michael S. Gordon, Esq., Law Offices of Michael S. Gordon, Washington, DC
- P. Brett Hammond, Director of Corporate Projects, TIAA-CREF, New York, NY
- Judith F. Mazo, *Senior Vice President and Director of Research*, The Segal Company, Washington, DC
- Alicia H. Munnell, Peter F. Drucker Chair in Management Sciences, School of Management, Boston College, Boston, MA
- Robert J. Myers, F.S.A., International Consultant on Social Security, Silver Spring, MD

- Richard Prosten, *Director*, Washington Office, Amalgamated Life Insurance/ Amalgamated Bank of New York, Washington, DC
- Anna M. Rappaport, F.S.A., *Managing Director*, William M. Mercer, Inc., Chicago, IL
- Jerry S. Rosenbloom, Frederick H. Ecker Professor of Insurance and Risk Management, The Wharton School, Philadelphia, PA
- Sylvester J. Schieber, *Vice President and Director of Research and Information Center*, The Wyatt Company, Washington, DC
- Richard B. Stanger, *National Director*, Employee Benefits Services, Price Waterhouse LLP, New York, NY
- Marc M. Twinney, Jr., F.S.A., Consultant, Bloomfield Hills, MI
- Michael Useem, *Professor of Management and Sociology*, The Wharton School, Philadelphia, PA
- Jack L. VanDerhei, *Professor of Risk and Insurance*, Temple University, Philadelphia, PA
- Paul H. Wenz, F.S.A., *Second Vice President and Actuary*, The Principal Financial Group, Des Moines, IA
- Stephen Zeldes, *Benjamin Rosen Professor of Economics and Finance*, Columbia University, New York, NY

Recent Pension Research Council Publications

Demography and Retirement: The Twenty-First Century. Anna M. Rappaport and Sylvester J. Schieber, eds. 1993.

An Economic Appraisal of Pension Tax Policy in the United States. Richard A. Ippolito. 1991.

The Economics of Pension Insurance. Richard A. Ippolito. 1991.

Forecasting Retirement Needs and Retirement Wealth. Olivia S. Mitchell, P. Brett Hammond, and Anna M. Rappaport. 2000.

Fundamentals of Private Pensions. Dan M. McGill, Kyle N. Brown, John J. Haley and Sylvester Schieber. Seventh edition. 1996.

The Future of Pensions in the United States. Ray Schmitt, ed. 1993.

Inflation and Pensions. Susan M. Wachter. 1991.

Living with Defined Contribution Pensions. Olivia S. Mitchell and Sylvester J. Schieber, eds. 1998

Pension Mathematics with Numerical Illustrations. Howard E. Winklevoss. Second edition. 1993.

Pensions and the Economy: Sources, Uses, and Limitations of Data. Zvi Bodie and Alicia H. Munnell, eds. 1992.

Pensions, Economics and Public Policy. Richard A. Ippolito. 1991.

Positioning Pensions for the Twenty-First Century. Michael S. Gordon, Olivia S. Mitchell, and Marc M. Twinney, eds. 1997.

Prospects for Social Security Reform. Olivia S. Mitchell, Robert J. Myers, and Howard Young, eds. 1999.

Providing Health Care Benefits in Retirement. Judith F. Mazo, Anna M. Rappaport and Sylvester J. Schieber, eds. 1994.

Retirement Systems in Japan. Robert L. Clark. 1991.

Search for a National Retirement Income Policy. Jack L. VanDerhei, ed. 1987.

Securing Employer-Based Pensions: An International Perspective. Zvi Bodie, Olivia S. Mitchell, and John A. Turner. 1996.

Social Investing. Dan M. McGill, ed. 1984.

Social Security. Robert J. Myers. Fourth edition. 1993.

Available from the University of Pennsylvania Press, telephone: 800/445-9880, fax: 410/516-6998.

More information about the Pension Research Council is available at the web site: http://prc.wharton.upenn.edu/prc/prc.html