Department of Accounting & Finance  
College of Business  
Texas A&M University-Commerce

FIN 436 (01W) – Retirement Planning & Employee Compensation  
Fall 2020

Instructor: Dror Parnes, Ph.D.  
Office: BA204 (Texas A&M Commerce)  
Office Hours: Monday, 4 – 6 PM (or by appointment)  
Email: Dror.Parnes@tamuc.edu  
Class Hours: Any time (web based)

Course Description and Objectives

This course provides undergraduate students with a rigorous introduction to the realms of retirement planning and employee compensation and common benefits. The primary concepts covered include: accumulations and distributions, qualified and nonqualified retirement plans, profit sharing plans, stock bonus plans, employee stock ownership plans, IRAs and SEPs, SIMPLE, 401(k), 403(b), 457 plans, social security, and employee fringe and group benefits.

Prerequisites

FIN 304, FIN430, and basic knowledge of Calculus, Statistics, and Accounting

Textbook


* We will not strictly follow this textbook. There are topics in the course that somewhat deviate from the book. The textbook, however, can be used as a further reading material. In addition, I will provide the students my Power Point slides and practice questions and detailed answers that will help you to prepare for the exams.

Exams and Grading

There is no need to submit any of the homework practice questions and answers. There will be 3 exams during the course. Each one will last for 1 hour. Each contains 10 multiple choice questions (10 points each question, 100 points altogether). These relatively short exams will cover the most recent lectures, and they will be non-cumulative. All exams are closed-material. You can bring a financial calculator (or any other calculator for that matter as long as it does not contain a USB port or any other storage capacity), pen / pencil, and a clean scrap paper. I will attach to each exam the respective formulas, and I will provide guidelines and/or practice questions prior to the exams.
Course Content and Communication

All communications will take place through TAMUC official website (myleoonline or D2L).

Grading System

Your final grade will be based on a simple average of the 3 exams during the course. In light of the high intensity of the course, make-up exams are only for students with proven medical records or extreme circumstances. Once this average is computed, I will assign a final grade according to: ‘A’ (from 90 to 100), ‘B’ (from 80 to 90), ‘C’ (from 70 to 80), ‘D’ (from 60 to 70), ‘F’ (less than 60). There will be no more optional bonus points or mercy assignments, so make sure to do your best these exams!

We will use a lot of calculus and statistical methods during the course. I will attempt to clarify these techniques when it is relevant, yet I can only do that concisely. Make sure to refresh your memory with those techniques. The best time to do that is yesterday!

Attendance and general behavior

It is your responsibility to show up for classes (on time) and to get notes from one of your fellow students whenever you cannot come. During class time, feel free to eat or drink. The only thing I’m asking you is to be quiet, in order to not to disturb other friends in class who do wish to listen. If you have any question, catch my attention right away, or come to discuss it over office hours, but please don’t wait until the last moment before the exams.

Students with Disabilities

The Americans with Disabilities Act (ADA) is a Federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services, Gee Library Room 132
Phone: (932) 886 – 5150 or (932) 886 – 5835
Email: Rebecca.Tuerk@tamuc.edu

Scholastic Dishonesty

Academic integrity is the cornerstone of the university. Any student, who attempts to gain an unfair advantage over other students by cheating, will fail the course and be reported to Texas A&M University-Commerce. “All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment” Student Handbook.
Nondiscrimination Statement

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all Federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information, or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

Campus Concealed Carry

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to ((http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf) and/or consult your event organizer). Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

Class Schedule

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📝 The schedule is due to possible changes.
Good luck!