

Retirement Plans Review

Robyn Fergus, Vice President for Human Resources and CHRO
Joseph DiVerdi, Associate Professor, Chemistry and Committee Chair

hr.colostate.edu/retirement-plans-review



COLORADO STATE UNIVERSITY

A Brief History

- The Defined Contribution Plan (DCP) was implemented in 1993
- Design reflected the norm in higher education plans at the time
 - consolidate recordkeepers, open fund line-up,
27 total fund choices then → 331 in 2019
- The environment and landscape has changed:
 - e.g. moving to a single recordkeeper, offering *limited fund choices*
- Retirement Plan Review was launched to improve retirement preparedness for university employees

Retirement Plans Review

- Begun in Spring 2020 to update plans and take advantage of changes in recordkeeping services
- Focus is on the DCP but also includes the voluntary 403(b) and Student Employee Retirement Plan (SERP)
- Driven by the Retirement Plan Review Committee with the assistance of consultants from Innovest
- Committee is comprised of faculty and staff leaders, the chairs of Faculty Council, Administrative Professional Council, and the University Benefits Committee, and others with relevant backgrounds
- Committee worked diligently for over two years before making their recommendation to the administration
- Work was informed by the results of:
 - a detailed participant survey,
 - three virtual employee educational workshops,
 - responses to a Request for Qualification (RFQ), issued under the guidance of CSU Procurement
 - advice and environmental research by Innovest

Procurement Rules

- Potential of adding or deleting the recordkeeper(s) authorized to provide such services means Procurement rules must be adhered to
- Master Plan Document for the DCP requires Governing Board approval of plan recordkeepers
- Once the Board of Governors formally acts on the recommendations, the successful bidder(s) and plan participants will be notified
- Information such as the organizations responding to the RFQ and the recommendation of the recordkeeper(s) going forward cannot be shared until a successful bidder(s) has been officially notified



Retirement Plan Experts

- Consult to 120+ retirement plan clients
- Higher Education expertise
- Streamlined investment menus and thoughtful plan design
- Extensive experience benchmarking fees
- Coordinated education solutions to help participants become retirement ready

Team-based

- Consultants average 20+ years of experience
- Partners lead client relationships
- 56 employees, including 16 partners

Investment research-focused

- Deep independent research team performs rigorous qualitative and quantitative due diligence

Completely Independent

- No conflicts of interest
- No proprietary products
- No monetization of participants



Innovest has been named a best place to work by *Pensions & Investments* in 2021, 2020, 2019, 2018, 2017, 2016, and 2014!



Making Retirement Work

Fiduciary Responsibilities

The University has the ultimate fiduciary responsibility. Responsibility can be delegated, but not abdicated

Government plans, like the DCP are not subject to ERISA but ERISA provides a useful guide in prudent plan oversight.

Fiduciary duties include:

- Duty of Loyalty
- Duty of Prudence
- Duty of Diversification
- Duty to Follow Plan Documents

Prudence and loyalty apply to all fiduciary decisions made by fiduciaries, but they're most important when selecting service providers and choosing investments.

Process - Request for Qualifications

RFQ responses were analyzed on several factors such as:

- Employee services, education, and communications
- Organizational stability, focus, and experience
- Cyber and Data security
- Quality of recordkeeping compliance and plan sponsor services
- Service staff background, experience, credentials, and client load
- Proposed participant fees

Process – Employee Survey

1,361 responses were received.

Major themes in the responses include:

- Respondents desire more communication regarding the plans
- Respondents want more individual assistance in navigating the investment options and the necessary steps in preparing for retirement
- Respondents do not fully understand their retirement plan options
- Respondents value lower cost over more services
- Respondents value quality of investment options over quantity

Higher Education Retirement Plan Environment

Higher education institutions face unique challenges when it comes to the management of their retirement plans

- Increasingly complex plan administration which may involve overseeing multiple providers
- Understanding complicated and ever-changing compliance requirements
- Selecting investment options for plan participants
- Managing heightened fiduciary responsibilities
- Helping faculty and staff plan for the future they envision

Higher Education Retirement Plan Environment

The strategic response has been to simplify retirement plans in an attempt to assist employees in their savings efforts

- Improve communication and engagement services
- Provide financial guidance through individual and self-directed interactions
- Streamline employee investment choices and utilize easy to use investment solutions
- Utilize the scale of the plans to access institutional funds
- Improved plan design through creating plan operation efficiencies

Reimagining the University's Employee Retirement Plans

Joseph A. DiVerdi, PhD, MBA

Chair, Retirement Plan Review Committee

Colorado State University

Fort Collins, Colorado USA

Presented to Faculty Council on 6 September 2022

Fundamentals, in Brief

- CSU's 401(a) plan, also known as the Defined Contribution Plan (DCP) for faculty and non-classified staff.
- Employees (participants) are *required* to contribute 8% in lieu of Social Security
 - The university contributes 12% to those employees who are match eligible.
 - *n.b.*, State law prohibits CSU participation in Social Security (using state funds)
- The 403(b) plan is a *voluntary* savings plan sponsored by the university
 - The same funds & service providers are available for both DCP and 403(b).
- The Student Employee Retirement Plan (SERP) will also be part of this project review process.
 - Many participants, detailed rules, *e.g.*, some work study & GTAs

Committee Membership

Project Committee:

- **Chair: Joseph DiVerdi**, Non-Tenure Track Faculty Committee Member
Associate Professor, Chemistry, College of Natural Sciences
- **Sue Doe**, Faculty Council Chair
Professor, English, College of Liberal Arts
- **Catherine Douras**, Admin Pro Council Chair
Senior Research Administrator, Office of Sponsored Programs
- **Bolivar Senior**, University Benefits Committee Chair, Associate Professor
Construction Management, College of Health & Human Science (now retired)
- **Lacey Snyder**, Higher Ed ORP Review Committee Member
Administrative Professional, Associate University Controller

Advisory Members:

CSU Human Resources

- **Robyn Fergus**, Vice President for Human Resources & CHRO
- **Bill Liley**, Special Assistant to CHRO & Retired HR Director
- **Teri Suhr**, Chief Total Rewards Officer

Innovest Portfolio Solutions

- **Wendy Dominguez**, Principal, President, & Co-Founder
- **Gordon Tewell**, Principal
- **Troy Jensen**, Vice-President

Many thanks are due to our dedicated colleagues
for their dedicated service on behalf of us all.

Present Situation

- Although the retirement plans *are* routinely monitored and updated, an *extensive* refresh of the Plans has not been completed in over two decades
 - At the (distant) beginning a formal procurement process selected Fidelity Investments, TIAA and AIG (formerly known as VALIC).
- Nationally, the retirement financial landscape has changed significantly and substantially over this time
 - So have personal investment landscape options, strategies and fashions.
- The Plan characteristics have evolved over this time
 - The number of active funds has risen many-fold.
 - Administration costs have risen substantially.
- The project committee fully reviewed all aspects of plan administration to assure our colleagues of adequacy of plan choice, plan performance, service providers, education, competitive costs and required compliance.
 - With the able assistance of consultants Innovest Portfolio Solutions, LLC.

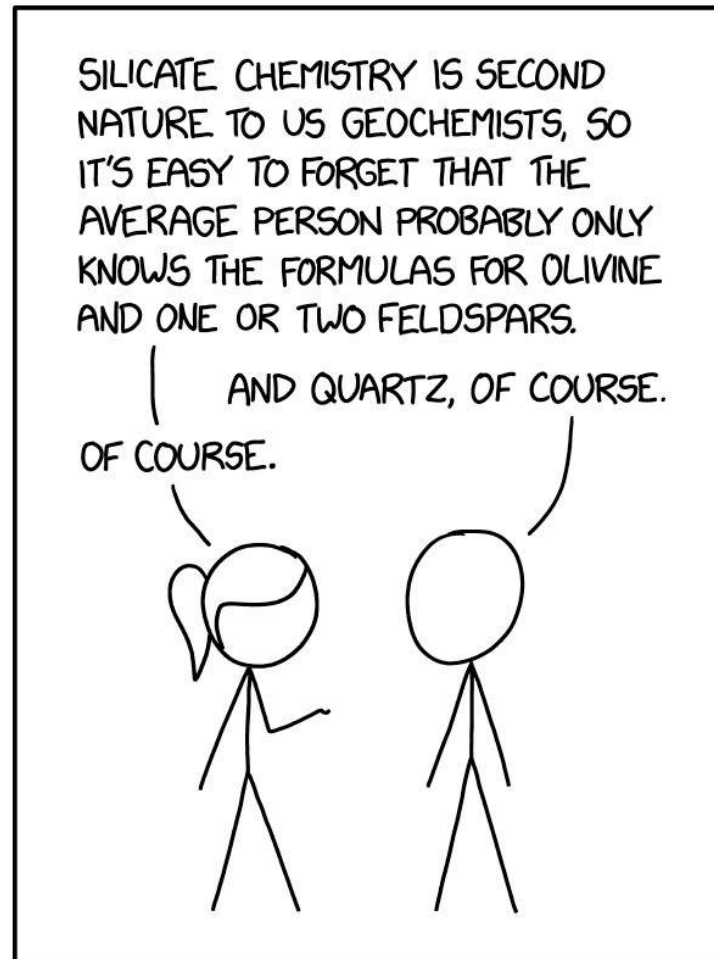
Guiding Light & Lodestar

Our Committee's guiding question throughout this process has been:

What structures, processes and culture will provide the best framework for successful achievement of the mission and purpose of the University Retirement and align with the reality of how modern organizations operate in this space?

For all employees and for the coming years.

Tough committee work



EVEN WHEN THEY'RE TRYING TO COMPENSATE FOR IT, EXPERTS IN ANYTHING WILDLY OVERESTIMATE THE AVERAGE PERSON'S FAMILIARITY WITH THEIR FIELD.

Yet, it truly is a very worthwhile cause and we took the charge very seriously.

Aspirational Goals

- A modern, best-in-class lineup of investment choices
 - Best financial performance to participants (employees)
- Rationalized and simplified investment choices to:
 - Make it easy for early (career) starts to retirement investing
 - Offer a rich pallet of investments to match personal choices
 - Avail sophisticated investors of tools to fulfill their ambitions
- Lower participant administration fees to maximize investment returns
- Rationalized disparate employee category characteristics
 - Staff, faculty and students
- Increased education resources and guidance to assist participants
 - While avoiding distortions from mixing advice and sales
- Protect retired employee (participant) investments

Current Plan in Brief

Current

AIG, Fidelity, and TIAA as multiple recordkeepers

- There is no master administrator
- The DCP investment menu offers 359 investment options across the three recordkeepers
- The 403(b) Plan investment menu offers 380 investment options across the three recordkeepers
- The investment are proprietary with AIG recordkeeping offering AIG/VALIC investments, Fidelity recordkeeping offering Fidelity investments and TIAA recordkeeping offering TIAA/TIAA-CREF investment options

Total Costs for recordkeeping:	\$2,979,935
– DCP:	\$2,050,055
– 403(b):	\$892,365
– SERP participant:	\$37,515

Example from a recent
year –
These costs are
expended *each year*

Fund Participation by Vendor

TIAA				
# Active or with Balance - DCP	6,306			
# Active or with Balance - 403(b)	1,001			
Total	7,307	\$934,388,000		
Total # of Investment Funds	34			
INVESTMENT FUND	# holding this fund	total value in this fund	% holding this fund	% total value in this fund
TIAA TRADITIONAL	2719	\$171,217,000	37%	18%
CREFSTOCKR3	2166	\$157,070,000	30%	17%
TIAA REAL ESTATE	2149	\$43,146,000	29%	5%
CREFMONEY MARKETR3	1857	\$39,134,000	25%	4%
CREFGLOBAL EQUITISR3	1692	\$67,774,000	23%	7%
CREFBOND MARKETR3	1182	\$31,597,000	16%	3%
CREFGROWTHR3	1166	\$64,903,000	16%	7%
TIAA-CREF QT SML CAPEOPREM	1091	\$22,612,000	15%	2%
TIAA-CREF INTL EQ-PREM	1068	\$22,534,000	15%	2%
TIAA-CREF MID-CAP VAL-PREM	1014	\$16,050,000	14%	2%
CREFEQUITY INDEXR3	991	\$50,236,000	14%	5%
CREFINFLATION-LINKED BOND R3	980	\$17,969,000	13%	2%
TIAA-CREF EMRG MKT EQIDX-PREM	909	\$13,780,000	12%	1%
TIAA-CREF LG-CAP VAL-PREM	905	\$18,753,000	12%	2%
CREFSOCIAL CHOICER3	884	\$40,643,000	12%	4%
TIAA-CREF SOCIAL CH EQ-PREM	658	\$18,462,000	9%	2%
TIAA-CREF COREIMPACT BD PREM	610	\$16,319,000	8%	2%
TIAA-CREF LIFECYCLE2050-PREM	494	\$16,381,000	7%	2%
TIAA-CREF LIFECYCLE2045-PREM	455	\$19,479,000	6%	2%
TIAA-CREF EMERGING MKT EQ-PREM	417	\$4,642,000	6%	0%
TIAA-CREF LIFECYCLE2055-PREM	404	\$8,741,000	6%	1%
TIAA-CREF LIFECYCLE2040-PREM	344	\$18,735,000	5%	2%
TIAA-CREF MID-CAP GR-PREM	326	\$6,189,000	4%	1%
TIAA-CREF LIFECYCLE2035-PREM	244	\$16,778,000	3%	2%
TIAA-CREF LIFECYCLE2030-PREM	164	\$8,145,000	2%	1%
TIAA-CREF LIFECYCLE2060-PREM	155	\$1,867,000	2%	0%
TIAA-CREF LIFECYCLE2025-PREM	149	\$8,585,000	2%	1%
TIAA-CREF LIFECYCLE2020-PREM	107	\$6,240,000	1%	1%
TIAA-CREF LIFECYCLE2015-PREM	63	\$2,766,000	1%	0%
TIAA-CREF LIFECYCLE2010-PREM	45	\$782,000	1%	0%
TIAA-CREF LIFCYLERTMT INC-PREM	34	\$1,095,000	0%	0%
LOAN FUND	32	\$725,000	0%	0%
PLAN LOAN DEFAULT FUND	30	\$796,000	0%	0%
SELFDIRECTED ACCOUNT	3	\$243,000	0%	0%

Fidelity				
# Active or with Balance - DCP	5,316			
# Active or with Balance - 403(b)	763			
Total	6,079	\$662,358,000		
Total # of Investment Funds	194			
INVESTMENT FUND	# holding this fund	total value in this fund	% holding this fund	% total value in this fund
0458-FID GOVTMMKT	1482	\$20,954,000	24%	3%
2090-FID GROWTH COK	998	\$53,839,000	16%	8%
2099-FID OVERSEASK	704	\$11,570,000	12%	2%
3029-FID FREEDOM2050 K	697	\$20,711,000	11%	3%
2328-FID 500 INDEX	628	\$32,393,000	10%	5%
3028-FID FREEDOM2045 K	608	\$26,164,000	10%	4%
3030-FID FREEDOM2055 K	586	\$12,738,000	10%	2%
2080-FID CONTRAFUNDK	543	\$47,486,000	9%	7%
0335-FID INTL CAP APPREC	520	\$2,937,000	9%	0%
0331-FID NEW MARKETS INC	518	\$1,286,000	9%	0%
2098-FID OTCK	509	\$12,531,000	8%	2%
0455-FID HIGH INCOME	505	\$2,803,000	8%	0%
0015-FID GNMA	494	\$4,639,000	8%	1%
2089-FID GROWTH & INCK	488	\$9,274,000	8%	1%
2084-FID EMERGING MKTSK	486	\$3,585,000	8%	1%
2097-FID MID CAPSTOCKK	485	\$3,379,000	8%	1%
0361-FID MEGA CAPSTOCK	484	\$4,725,000	8%	1%
2208-FID CORPORATEBOND	481	\$2,384,000	8%	0%
2369-FID TOTAL EMERGMKTS	479	\$1,645,000	8%	0%
2355-FID REAL ESTATEIDX	472	\$1,161,000	8%	0%
2086-FID EQDIV INCOME K	471	\$2,567,000	8%	0%
0833-FID REAL ESTATE INC	463	\$542,000	8%	0%
2941-FID USSUSTNIDX	429	\$3,688,000	7%	1%
3027-FID FREEDOM2040 K	419	\$21,326,000	7%	3%
2088-FID FUND K	403	\$1,685,000	7%	0%
2418-FID INFL PRBD IDX	394	\$2,772,000	6%	0%
2102-FID VALUEK	368	\$1,294,000	6%	0%
2085-FID EQUITY INCOMEK	347	\$8,236,000	6%	1%
2988-FID INTL SUSTNIDX	333	\$849,000	5%	0%
2078-FID BLUE CHIP GRK	333	\$25,025,000	5%	4%
3026-FID FREEDOM2035 K	318	\$14,618,000	5%	2%
GC10-METLIFE FIXED-OLD	309	\$7,906,000	5%	1%
1979-FID INTL GROWTH	295	\$1,864,000	5%	0%
0032-FID INTERMED BOND	277	\$3,311,000	5%	0%
3031-FID FREEDOM2060 K	274	\$3,603,000	5%	1%
2077-FID BALANCED K	271	\$21,246,000	4%	3%
3025-FID FREEDOM2030 K	263	\$18,092,000	4%	3%
2326-FID USBOND IDX	257	\$7,351,000	4%	1%
3024-FID FREEDOM2025 K	229	\$14,003,000	4%	2%
0820-FID TOTAL BOND	209	\$10,605,000	3%	2%
2096-FID MAGELLANK	209	\$15,177,000	3%	2%
0026-FID INVST GRBD	191	\$4,100,000	3%	1%
0384-FID SM CAPDISCOVERY	157	\$3,604,000	3%	1%
2361-FID TOTAL MKT IDX	155	\$11,728,000	3%	2%
0042-FID SELBIO TECH	153	\$3,538,000	3%	1%

AIG				
# Active or with Balance - DCP	1,648			
# Active or with Balance - 403(b)	1,166			
Total	2,814	\$303,184,000		
Total # of Investment Funds	138			
INVESTMENT FUND	# holding this fund	total value in this fund	% holding this fund	% total value in this fund
FIXED ACCOUNT PLUS	963	\$64,277,000	34%	21%
STOCK INDEX FUND	535	\$13,854,000	19%	5%
SHORT TERM FIXED ACCOUNT	527	\$13,428,000	19%	4%
MID CAP INDEX FUND	509	\$10,675,000	18%	4%
FIXED INTEREST OPTION	384	\$15,923,000	14%	5%
VANGUARD WINDSOR II	355	\$4,181,000	13%	1%
VANGUARD WELLINGTON	337	\$7,842,000	12%	3%
VCI MID CAP INDEX	336	\$6,590,000	12%	2%
VCI INTERNATIONAL EQUITIES	292	\$8,199,000	10%	3%
VCI SYSTEMATIC CORE	268	\$3,657,000	10%	1%
INTERNATL EQUITIES INDEX FUND	265	\$1,863,000	9%	1%
SMALL CAP INDEX FUND	254	\$3,180,000	9%	1%
MID CAP VALUE FUND	254	\$2,103,000	9%	1%
VCI GOVERNMENT MONEY MARKET I	253	\$4,545,000	9%	1%
VANGUARD WINDSOR II	251	\$3,891,000	9%	1%
INTL OPPORTUNITIES	251	\$1,502,000	9%	0%
VCI GLOBAL REAL ESTATE	244	\$1,456,000	9%	0%
SCIENCE & TECHNOLOGY FUND	240	\$5,781,000	9%	2%
VCI EMERGING ECONOMIES	230	\$2,322,000	8%	1%
EMERGING ECONOMIES	227	\$952,000	8%	0%
VCI INTL GROWTH	222	\$2,033,000	8%	1%
VCI CORE BOND	215	\$8,370,000	8%	3%
US SOCIALLY RESPONSIBLE FUND	207	\$2,039,000	7%	1%
SMALL CAP VALUE FUND	205	\$842,000	7%	0%
INTERNATIONAL VALUE FUND	193	\$1,300,000	7%	0%
VCI STOCK INDEX	192	\$5,625,000	7%	2%
DIVIDEND VALUE	190	\$1,030,000	7%	0%
STRATEGIC BOND FUND	175	\$2,623,000	6%	1%
VCI HIGH YIELD BOND	175	\$1,851,000	6%	1%
VCI SMALL CAP GROWTH	173	\$1,711,000	6%	1%
HIGH YIELD BOND FUND	171	\$1,051,000	6%	0%
VCI CAPITAL CONSERVATION	170	\$10,561,000	6%	3%
BLUE CHIP GROWTH FUND	166	\$3,798,000	6%	1%
CORE BOND FUND	161	\$2,896,000	6%	1%
INFLATION PROTECTED FUND	161	\$1,254,000	6%	0%
GLOBAL REAL ESTATE FUND	161	\$279,000	6%	0%
GROWTH FUND	156	\$3,108,000	6%	1%
INVESCO BAL RISK COMMOD STRRS	156	\$343,000	6%	0%
VANGUARD WELLINGTON FUND INC	151	\$5,653,000	5%	2%
ARIEL APPRECIATION	143	\$829,000	5%	0%
LOAN COLLATERAL FUND	131	\$1,682,000	5%	1%
LOAN ESCROW FUND	131	\$36,000	5%	0%
HEALTH SCIENCES FUND	130	\$3,105,000	5%	1%
INTERNATIONAL GROWTH FUND	127	\$2,411,000	5%	1%
VCI MID CAP VALUE	123	\$731,000	4%	0%

For example ...

Employee Feedback is Significant

CSU Survey - What We Learned

Survey performed 1-23 Oct 2020

Summary

Employees expressed that they feel that they would benefit from better education around the options available to them for retirement plan savings, including CSU plans, PERA, and Social Security. They value low-cost investments and operational efficiency, but also believe that the greatest need and feature for improving their retirement readiness is (personal) expert guidance. Fidelity is used and referenced by the largest number of participants, while AIG is a distant third.

- Total Responses = 1,361
- Participating in DCP = 994 (73%)
- Employment Status:
 - Admin. Professional or Post-Doctoral Fellow = 56%;
 - State Classified = 18%;
 - Tenured/Tenure Track Faculty = 15%;
 - Non-Tenure Track Faculty = 7%

Employee Survey

Comment Analysis

Question 4: If you selected AIG, Fidelity or TIAA in question #3, please describe what makes them your preferred selection?

Category	Count	Percent	For Instance
No Clear Reason	207	23.10%	Random, Only Option, Don't Remember
Prior Experience with Provider	268	29.91%	Prior Employer Used Them, Convenient, Have Other Account There
Recommended by Others	65	7.25%	Advisor Recommended; Co-workers Recommended
Provider Name / Reputation	116	12.95%	History; Name Recognition; Reputation; Heard they were XYZ
Product/Service (i.e. Fund Selection, Fees, Meetings)	240	26.79%	Investment Options; Fees; Website; Service Personnel
Total	896	100.00%	

We received 851 answers to this question, some of which touch on multiple topics. Two main factors are previous personal/household experience with the vendor and specific, active assessment of the choices. Among the latter, common drivers were feeling of better investment options, lower fees, a better online experience, or better service/people.

Question 6: If you currently do not contribute to the CSU 403(b) plan or Voluntary PERA Plans, why not?

Category	Count	Percent	For Instance
No Clear Reason	10	8.26%	
Choose to Save in Other Ways Instead	63	52.07%	Contribute to IRA;
Lack of Time/Opportunity to Sign Up	4	3.31%	It takes too much time/effort to figure out;
Lack of Understanding About the Provider or Investment Options	5	4.13%	
Lack of Extra Money to Invest Supplemental Plan Currently	5	4.13%	
Lack of Awareness About the Plans or Eligibility	16	13.22%	Did not think I was eligible; Lack of advertising
Do Not Want To Contribute to Plan(s)	18	14.88%	Not interested; No match; It's on my To-Do List
Total	121	100.00%	

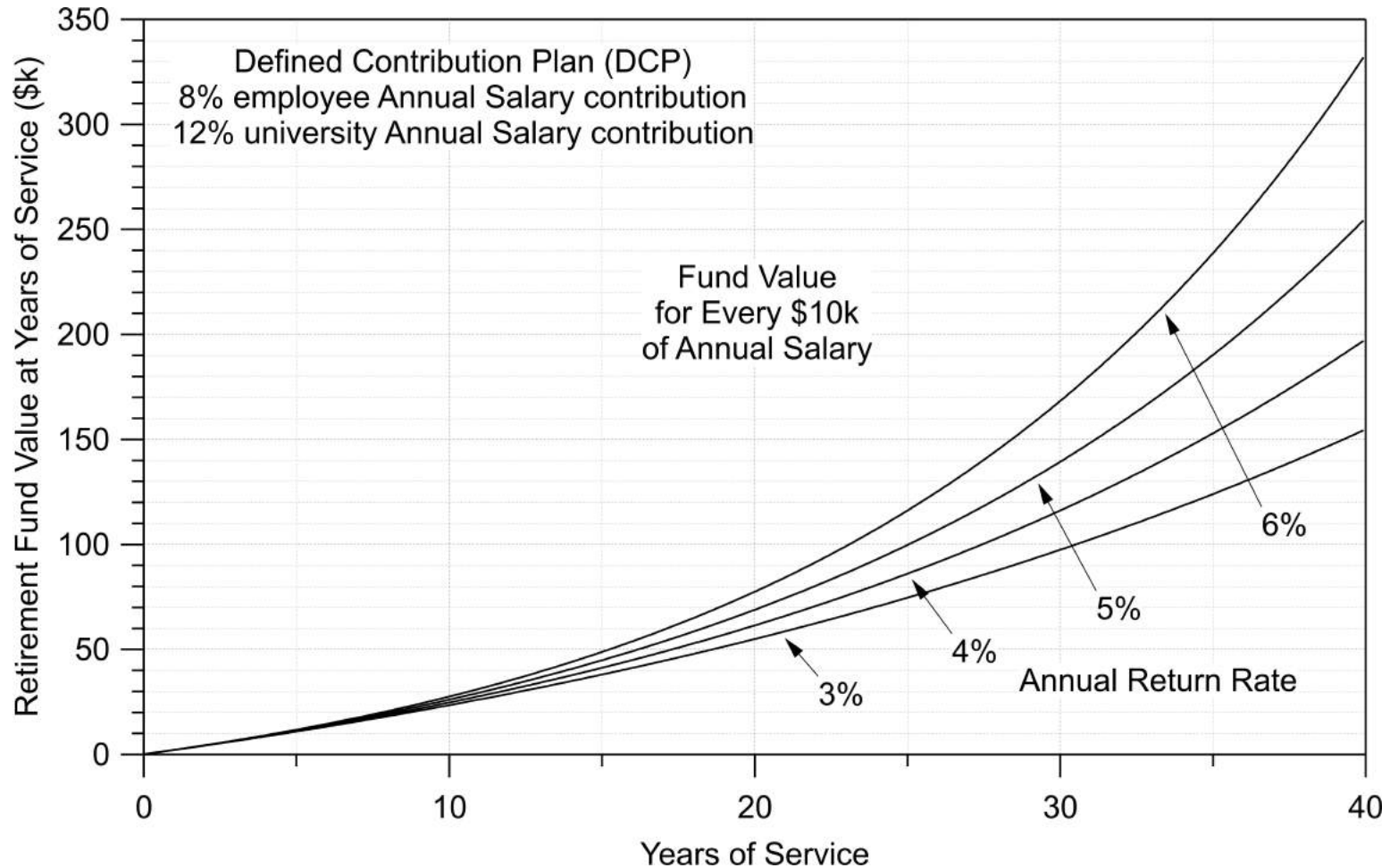
We received 121 comments from the 23.6% of responses that chose "Other". A little over half of the comments mention choosing to save for retirement in other ways or accounts. About 25% are additive to some of the other options provided, such as lack of awareness about options or eligibility or lack of time or money. About 15% stated they do not wish to contribute.

Question 16: What would help you better plan and prepare for retirement?

Category	Count	Count	For Instance
All of the Above	3	3.09%	
Better Communication/Education/Service	25	25.77%	Help understanding options; More access to knowledgeable reps/advisers; Info in plain english
A -- Access to individual financial advice (11)			
B -- Access to presentations on preparing to retire (2)			
C -- Online retirement and financial planning tools and education (4)			
D -- Easy plan enrollment process (3)			
Better and/or More Investment Options	15	15.46%	Lower Expense Ratios; Target Date Funds; SRI
Better Plan Features or Access to Other Plans	12	12.37%	Alternatives to PERA; Access to PERA; Match; Soc. Sec./Fixed Benefit;
More Money and/or Time	18	18.56%	Higher pay/median income; Finding time to deal with it; Less debt; Lower health ins. costs
Nothing	24	24.74%	
Total	97	100%	

We received 97 comments from the 8% of responses that chose "Other". About 25% of those add to responses supporting better or additional communication, education, and service. Responses also touched on desired changes to investment options (selection/cost), access to other plans or features (PERA or Matching), or simply needing more time and/or money.

Employee Education is Important

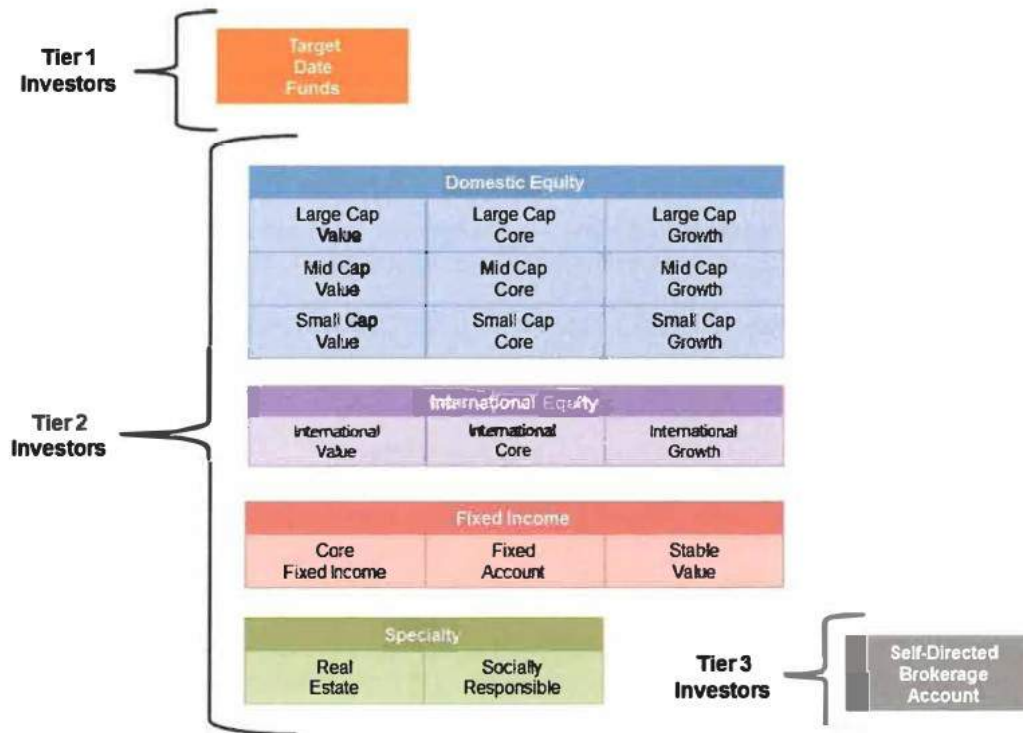


For every employee (participant) to understand the ramifications and significance of this figure to their personal wealth is a goal.

The Way to the Future

- Modernize the Plan to reduce participant administrative costs.
 - These costs are borne *exclusively by employees* (participants)
 - Costs compete with financial performance of the investments.
- Simplify the Plan to permit increased participant knowledge and foster increased active participation.
 - “More Is Not Always Better: Intuitions About Effective Public Policy Can Lead to Unintended Consequences” – The Paradox of Choice
- The Plan must provide for an *adequate level* of participant choice.
 - Sales representatives of service providers have been variously effective in establishing customer loyalty.
- The Plan must protect current participant existing assets.
 - Including past employees

The Way to the Future



Tier 1:

Target date funds are for participants who want a broadly diversified portfolio for their retirement savings but don't want to do the re-balancing themselves.

Tier 2:

Participants can construct their own diversified portfolios by allocate their contributions across 17 asset classes. Options include both actively managed funds and passive (index) funds.

Tier 3:

The brokerage window is for savvy investors who prefer to take an active responsibility in managing their investments.

Timeline

Project Timeline

Phase II (beginning May 22, 2020): Retirement Vendor Search/Request for Qualifications (RFQ) Services (beginning May 2020)

Under Committee Review:

- Employee retirement survey feedback results (beginning December 2020)
- RFQ record-keeper responses (beginning January 2021)

Phase III: Conversion Coordination – Investment Selection – Recordkeeper(s) Selection

Phase I (completed May 22, 2020): Benchmarking & Strategic Planning

- The timeline has been stretched out significantly because of factors created by the COVID pandemic.
- The current projections are
 - *Board of Governors (BOG) decision:* Q4 2022
 - *Switchover:* Q2 2023

Information on HR Web Site

News and Events

Public Student Loan Forgiveness

CSU is a qualified employer under the PSLF program which forgives the balance on your Direct Loans after you have met certain eligibility criteria.

Retirement and Savings Resources

Employees of CSU have access to personal retirement counseling through AIG, Fidelity, or TIAA. These vendors also offer numerous online resources to help you confidently navigate your financial future.

FAQs: Vaccine Requirements, Remote & Hybrid Work

Human Resources FAQs answer common questions for faculty, staff and student employees about the impacts of vaccine requirements, work environment adjustments, COVID protocols, supervisory and management guidance, flexible work arrangements, and dependent care.

Retirement Plans Review

The retirement plans comparative review is ongoing. Visit the project webpage to learn about the history, purpose, and to find updates.

FY23 State Classified Pay and Leave Changes FAQ

The new fiscal year brought several changes to state classified policy, including shift differential definitions, premium pay for working on observed holidays, on call and call back changes, and annual leave accrual rate increases.

Reuniting Campus

View guidance for supervisors and employees about fully remote and hybrid work at CSU, including policies, applications and MOUs, trainings, new parking options, and more.

[View more current and past Human Resources news and events](#)

Thank you



COLORADO STATE UNIVERSITY