

AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

[Trouble viewing this email or want to print it?](#)

February 2016

Table of Contents

President's Notes

Become a Leader in Transforming
Higher Education

Meet Fernando Torres-Gil

The University of Cincinnati Emeriti
Association: Rebirth and AROHE

ACE/Sloan Conference: Highlights

Are You Psychologically Ready for
Retirement?

Member Highlight: UC Davis
Retiree Center

AROHE Services and Programs

About AROHE

President's Notes



Dear Colleagues:

How do our concerns about retirement planning and transition compare with our peers? Do we share priorities with others in higher education? Our recent survey helps us answer those questions.

Over 100 representatives of retiree organizations from across the country participated in the survey. These organizations represent over 100,000 retirees from higher education. 70% of the respondents were primarily concerned about the faculty population.

Here are the top rated interest areas:

- Capturing campus attention
- Best practices
- Problem solving
- Collaborative partnerships
- Membership development
- Recruiting and retaining volunteers

When asked what issues do you want addressed at the Aug. 14 – 16, 2016 AROHE biennial conference at the University of Washington in Seattle, the following issue areas were top rated:

- Changing expectations and challenges in retirement planning and services
- Addressing the needs and interests of changing retiree populations •
Supporting the transition to retirement • Strategies for institutional support of

the retirement organization and retirees

As you may recall, we offered two \$50 Amazon gift cards as incentive for all to take the survey. **The two winners drawn at random were: Chris Wagner, Vice President, Cosumnes River College Emeriti Association (CRCEA) in Sacramento, CA and Karen Castelli, Chairman of the Membership Committee for the University of CA Davis Retiree Association Board.**

AROHE Conference Planning Committee has all the survey results. The input is guiding the development of the final conference program. You can read more about the conference program and registration in the enclosed article.

We hope 2016 is the best year yet for you and your colleagues. We look forward to seeing you at the biennial conference as we address Transforming Retirement: Rewriting Life's Next Chapter.

Be Well,

Patrick C. Cullinane, President, AROHE

Become a Leader in Transforming Higher Education Retirement at the 2016 AROHE Conference



Learn how your university and organization can benefit from the changing scene in higher education retirement at the Eighth Biennial AROHE Conference at the University of Washington campus in Seattle, August 14-16, "Transforming

Retirement: Re-writing Life's Next Chapter.”

Our society is undergoing dramatic shift in meaning for older adults. New retirees are pushing for meaningful roles and engagement as continuing participants in intergenerational generational communities. Institutions, including higher education will not be exempt from this change – and can stand to gain. What are the benefits we'll realize as retirees, retirement organizations, colleges and universities by embracing this transformation?

Conference program sessions will look at the big picture of retirement change – what's coming and why, what staff and faculty retirement trends we're seeing and their impacts. Changing retirement may already impact your organization and your school. How are member and retiree interests and needs shifting? How can we respond with fresh approaches?

Higher education retirees (both staff and faculty) are among the most loyal and supportive, yet least recognized group of university constituents. Are we positioned to influence our campuses on behalf of our retiree constituents? How can retirement organizations build their stature and influence to do this?

We'll learn how organizations and administrators can position themselves to be taken seriously on this issue and to influence change. On site we'll begin to form strategic partnerships and networks, learning to develop connections on our campuses between administrators and organizations, and with other institutions and organizations. We'll strategize about how to best advocate for campus policy and culture changes to open pathways for effective university retiree engagement.

A transformed retirement holds tremendous potential to enhance college and university campus communities and outreach. How can we work together to capitalize on this important academic and organizational brain trust? Join us in Seattle. Register now at: <http://arohe.org/event-2149015>

Looking Forward to the AROHE Conference with Fernando Torres-Gil

AROHE is happy to announce that one of the upcoming conference speakers will be Fernando Torres-Gil. Professor Torres-Gil graduated from [San Jose State University](#) in 1970 with a BA in Political Science, PhD, was the first Assistant Secretary for Aging at the [Administration on Aging](#) within the [U.S. Department of Health and Human Services](#). He was appointed by President Clinton in 1993 and served in the position until 1997.



Currently, Torres-Gil sits on the [National Council on Disability](#) as an appointee of President Obama. He is the Associate Dean of Academic Affairs and Professor of Social Welfare and Public Policy at the

[UCLA Luskin School of Public Affairs](#).^[3] He is the Director of the UCLA Center for Policy Research on Aging^[4] and is a member of the [AARP](#) Board of Directors.^[5] Torres-Gil also holds the position of Adjunct Professor of Gerontology at the [USC Davis School of Gerontology](#), having served as Professor of Gerontology and Public Administration at USC before moving to UCLA.

(Credit: Wikipedia)

University of Cincinnati Emeriti Association: Rebirth and AROHE *by Carl Huether*

I assumed the presidency of the Emeriti Association at University of Cincinnati (UC) in April, 2013, which had been moribund for at least the past year. A completely new Board of ten members also joined me at that time. I became a trial member of AROHE in September 2013. During the ensuing years, AROHE has been an essential component in helping us accomplish the many advances we have so far made. The budget of the Emeriti from the Provost increased from \$2,000 in FY13 to \$20,000 in FY16 on the basis of our making the case for increased Emeriti activities, ones that primarily originated thru our contacts with Sue Barnes, then AROHE President, and AROHE members.

Specific ways AROHE has been of significant assistance over the past three years:

- AROHE communications (with individuals and thru the Newsletter) have played a major role in helping us grasp the value and importance of Emeriti to the university. This has included that university administration can significantly enhance this value by strongly supporting increased Emeriti activities.
- Likewise, we have learned of the strong desire among Emeriti to continue to be actively involved in the intellectual life of the university, continue to contribute professionally if given the chance thru mentoring, serving on committees, as consultants, etc. and provide significant funds to the university Foundation.
- The university has learned that providing pre-retirees a better opportunity for something “to retire to” may better encourage some to retire where they otherwise may not. Once those considering retirement see the opportunity for continued active involvement with the university, and professionally, they feel better about making that decision.
- We learned about Emeriti at other institutions having an Emeriti Undergraduate Mentoring Program where undergrads can be provided a scholarship to work on research with active Emeriti. We requested funding and the Provost granted two scholarships of \$2000 each annually.
- We learned about the existing Emeritus Colleges around the country, and began communications with the four primary ones for advice and support, resulting in a formal proposal for a College of Emeriti being sent to the Provost in December, 2015.

- We learned about University Linked Retirement Communities (ULRC) thru the biannual conference in Minneapolis in August, 2014, have communicated with numerous existing ones, and are now six months into serious consideration of a ULRC here at our university.
- Helping us understand the simple but eloquent idea that new Emeriti need to be shown recognition and appreciation for their professional services as faculty when they retire. We requested, and received, Provost support for starting an annual Recognition and Appreciation Banquet for all new Emeriti.

The biannual conference in Minnesota certainly contributed to these advances as well, even though I specifically mention it only once. I could not believe an institution our size would pay only \$120/year for all this assistance and I still don't believe it!!

Many Take-Aways from the Recent ACE/Sloan Conference

by Sue Barnes

The "Sharing the Knowledge: Navigating Faculty Retirement Transitions" conference from the American Council on Education (ACE) occurred January 10- 12, 2016, hosted by the University of Southern California in Los Angeles.

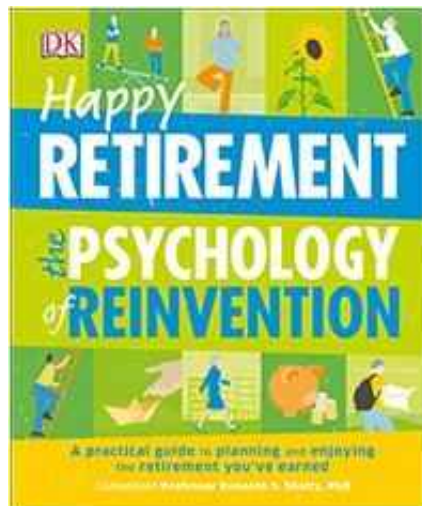
Attendees were from academic affairs and human resources offices and included retired faculty and staff. Patrick Cullinane, Janette Brown and Sue Barnes, all AROHE Board Members, presented at this conference. Patrick moderated a panel on "Late Career Vitality and Transitioning to Retirement." Janette and Sue presented the closing presentation, "The Upside of Emeriti." Also available was a panel presentation, "Culture Change at Institutions and Establishment of Retirement Organizations." Paul Yakoboski of the TIAA-CREF Institute presented a session titled, "Should I Stay or Should I Go? Understanding the Faculty Retirement (Non) Decision." He shared the results of the institute's survey on faculty retirements. [Click here for the survey results report.](#)

Most of the 1 ½-day conference sessions were topical panel discussions. On the second day, several topics were identified based on the conversations from day one. At lunch, each participant sat at tables according to these topics, offering an extended opportunity for learning networks that will continue to collaborate informally after the conference.

Many of the successful practices discussed at the conference are included in the book, "[Faculty Retirement: Best Practices for Navigating the Transition](#) Faculty Retirement: Best Practices for Navigating the Transition," which is still available from Stylus Publishing.

Many resources/best practices can be found on the ACE website's "[ACE website's 'Resources on Faculty Retirement' page](#). Of particular interest, I think, is the [faculty retirement policy rubric](#) developed by ACE.

Quiz: Are You Psychologically Ready for Retirement?



[Happy Retirement: The Psychology of Reinvention](#) is by Kenneth S. Shultz and is a practical, full illustrated guide to planning and enjoying retirement, grounded in psychological research. (Text reproduced by permission of DK, a division of Penguin Random House from *Happy Retirement* by DK. ©2015 by DK. All rights reserved.)

Dr. Elizabeth Mokyr Horner, a health services and policy researcher in California found that, no matter what age we retire, we all tend to go through the same psychological stages of adjustment:

- 1) an initial spike in well-being,
- 2) followed by a rapid fall in [happiness levels](#) a few years later, and
- 3) then a stabilizing of happiness levels in the long run.

The article encourages readers to "answer five questions to learn if the time is right" and then go with what feels right for you and retire on your own time.

Member Highlight from University of California, Davis by Sue Barnes

The UC Davis Retiree Center is relatively new (we celebrated our 10th anniversary in fall 2016) and we would like to share our start-up and several resources. I firmly believe that the UC Davis Retiree Center would not exist today if it weren't for the assistance and advice our campus received from AROHE colleagues. We have posted several documents on the web that provide information about our structure and programs and a summary of a few of these is below. [Click here to see the following:](#)

1. **Retiree Center Proposal**— a group of retired faculty and staff worked diligently for five years to advocate for a campus-funded center. The turning point came when they requested that the provost name a task force to explore options. This task force developed this ultimately-successful proposal.
2. **Division of Responsibility Agreements**—the Center works very collaboratively with the UC Davis Emeriti Association and the UC Davis Retirees' Association. These agreements specify the responsibilities of each entity.
3. **Space Proposal**—the UC Davis Retiree Center was in three different temporary locations in its first five years. When efforts stalled, we organized a space committee, submitted a written space proposal to the planning

department and continued (politely) advocating until we moved into a beautiful suite of offices in the Alumni Center.

4. **2015 – 2016 Business Plan**—our vice chancellor calls for a bullet-point business plan with measurable goals from each unit in the department every year.
5. **UC Emeriti Activity Survey results (2012)**—the 10-campus survey of UC emeriti that is conducted every three years has been a very powerful document used to successfully advocate for services and programs for retirees. As our emeriti association past president has said, “UC emeriti contributions are almost the equivalent of an 11th UC campus.” The 2015 report will be posted on the Council of UC Emeriti Association (CUCEA) website.

A caveat—we are in the midst of redesigning our webpages and are finding some missing links etc. We are working on those.

Please feel free to use and amend these and other materials we have developed. We have done that ourselves with permission from our colleagues who developed programs before us. I do encourage you to join AROHE as an invaluable additional resource.

Sue Barnes is Director, UC Davis Retiree Center and Past-President, AROHE

AROHE Services and Programs

AROHE provides a variety of services to its members and member organizations. For members who are forming new retiree organizations or developing new programs for retired faculty and staff, AROHE offers the following resources, in addition to a Start Up Kit, geared toward newly-established groups. Membership benefits include:

- **A Biennial Conference** is AROHE’s most significant undertaking. It brings retiree organization leaders from across North America together for two full days of workshops, forums and networking opportunities.
- **AROHE Matters** is an electronic newsletter that is sent every other month to AROHE members and non-members. ***Please SHARE this resources with your members.*** The newsletter includes such items as links to useful resources, descriptions of successful practices, results of surveys and profiles of AROHE members.
- **The AROHE website featuring:**
 - An online member directory** allowing members to search for and seek assistance from other member organizations that will be most aligned with their needs.

-An online discussion forum for members to share ideas or to ask questions of other members.

-Member-shared resources in these topical areas: programs and events, awards and recognition, fundraising and scholarships, volunteers and service, communications and marketing, surveys and reports, organization management and pre-retirement programs.

- **A new mentoring program** which pairs new or less-experienced members with more experienced members for one-on-one consultation.

Join us. We invite your input. Share your ideas, needs, and concerns at info@arohe.org. Join AROHE and help transform retirement in higher education.

About AROHE

AROHE's mantra is "Transforming Retirement".

AROHE is a nonprofit association that champions transformative practices to support all stages of faculty and staff retirement, their mutually beneficial engagement and continuing contributions to their academic institutions. By sharing research, innovative ideas and successful practices, AROHE emphasizes the development and enhancement of campus-based retiree organizations and programs which support this continuing engagement in higher education.

Paid organizational memberships allow member benefits for up to eight people per organization and start at just \$120 per year for retiree organizations with annual budgets under \$50,000.

Learn more at <http://arohe.org> or contact AROHE at info@arohe.org or 213-740-5037.

AROHE Board Members are volunteers who are leaders from associations of retired faculty and staff, administrators of campus-based retiree centers or emeriti colleges or other campus department administrators who oversee programs for academic retirees.

Copyright © 2012 {Organization_Name}. All rights reserved.

Contact email: {Organization_Contact_Email}

[Unsubscribe](#)