

# AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

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May 2016

## Table of Contents

President's Notes

Present at the Conference Resource Exchange Fair and be Part of Transforming Retirement

AROHE August Conference Highlights

Survey: Providing Critical Data on Emeriti Value

President Signs Older American Act

Get the Inside Scoop on the Secret to a Happy Retirement

2016 Candidates, The Bully Pulpit is Waiting

AROHE Services and Programs

About AROHE

## President's Notes



Dear Colleagues:

They are Faculty Retirement Liaisons. They serve as advisors for ladder-rank faculty who are considering retirement. Learn more about this new program and other creative, effective

and valued programs for both faculty and staff at **AROHE's 8th biennial conference at the University of Washington in Seattle, Aug 14 – 16 – "Transforming Retirement: Rewriting Life's Next Chapter."**

[Registration is now open.](#)

[Register Here](#)

Three University of California campuses – UCLA, UC Berkeley and UC San Diego -- now have Retirement Liaisons. Emeritus Professors offer assistance in negotiating pre- and post-retirement arrangements with their chairs and deans, including Pathway to Retirement Agreements. Carol Goldberg, Vice Chancellor of Academic Personnel at UCLA, created the program and is a strong advocate for senior and retired faculty and staff. She is the latest plenary speaker at the upcoming conference.

As the enclosed article highlights, the conference will also offer opportunities to learn new trends, gain ideas, and build relationships and network with peers. The conference is an ideal event for college administrators, staff and faculty interested in transforming retirement and retirees. The conference agenda will address top rated issue areas:

- 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

## Conference Resource Exchange Fair

Do you have a program others in academia would benefit knowing more about? If yes, the conference will highlight a [Resource Exchange Fair](#) for such programs. Read the enclosed article and learn more about how you can apply to present your program.

### Conference Justification Toolkit

Need help in justifying your attending the conference? Go to [2016 Conference Details page](#) at arohe.org and use the Conference Justification Toolkit to make the case for the value of a professional conference with colleagues from across North America offering new perspectives and thoughtful introspection.

### May is Older Americans Month

This year's theme is "Blaze a Trail." The US Administration for Community Living will use May as an opportunity to raise awareness about important issues facing older adults. The enclosed article provides more about this effort and how to connect and gather materials.

We hope to see and network with you at the conference as together we address Transforming Retirement: Rewriting Life's Next Chapter. **Remember early bird registrations garner a significant conference registration discount.**

Be Well,

Patrick C. Cullinane, President, AROHE

### Present at the Conference Resource Exchange Fair and be Part of Transforming Retirement



Planners of the upcoming AROHE Conference on Transforming Retirement: Re-writing Life's Next Chapter invite you to apply by May 31st to be a presenter at the conference's [Resource Exchange Fair](#), Monday afternoon, August 15th.

Organizers are looking for innovative campuses and organizations that have already implemented new policy and programs. Tell us what's working and what you've learned.

Applicants with innovative programs or policies may include representatives of

- Campus retirement organizations
- Provost's area, human resources, advancement/development, continuing education
- Community organizations focused on retirement-related housing, health, or services
- Research studies on retirees of or retirement from higher education

Topics on emerging new directions may include

- Campus policies extending career trajectories for staff and faculty or creating specific roles to get the most from seasoned staff or faculty
- Campus cultures actively recognizing, integrating and using the talents of older faculty, staff and retirees
- Intergenerational programs engaging retired staff, faculty (and alumni) in campus life and learning
- New emphases in member-focused programs of retirement associations
- Innovative housing or other age-relevant models under way in the community
- Research data resulting in recommendations for new campus policies on retirement and later life work

Presenters staff tables at the Resource Exchange Fair and talk with conference attendees in an informal reception setting. Answer questions, provide resources (especially websites and follow-up contact information) and exchange ideas.

Apply by May 31st (NEW application deadline)! Go to <http://arohe.org/Resource-Exchange-Fair> and link to the simple on-line form. Tell us how you are already helping to re-write life's next chapter!

## **AROHE August Conference Highlights**

### **Transforming Retirement: Re-writing Life's Next Chapter Aug. 14 to 16, 2016, at University of Washington, Seattle**

How do we engage the largely untapped resource of late career and retired faculty and staff for the benefit of their institutions, themselves and society at large? Bring your team and join us as we transform our vision of retirement and re-write life's next chapter. Early bird cost saving registration by July 11.

The conference starts early Sunday with a reception and banquet in the Panoramic, Beacon Hill room with spectacular views of Seattle and the Bay.

#### **Why attend?**

- Learn what's coming in retirement and what it can mean on your campus
- Network with campus administrators and retirement association leaders
- Build Partnerships with peers to support your continued work

#### **Who on your campus team should attend?**

- Staff administrators and faculty leaders in academic affairs, HR, development, continuing education
- Retired/emeritus faculty and staff association leaders and members
- Administrators and retirees who want to start new retiree ass

#### **Network Café**

At a movable 'Network Café' you can take time out to confer with regional and organizational peers and strategize about the future of retirement on your campus.

#### **Keynote and Plenary Speakers**

Fernando Torres-Gil will provide the conference keynote address. He is an internationally recognized authority on aging and public policy and former Assistant Secretary for Aging at the U.S. Administration on Aging. He is Adjunct Professor of Gerontology at USC; Professor of Social Welfare and Public Policy and Director of the Center for Policy Research on Aging at UCLA.

Carole Goldberg is Vice Chancellor of Academic Personnel at UCLA. Formerly Associate Dean of the School of Law, Chair of the Academic Senate, and member of the Council on Academic Personnel.

### **Pre-Post Conference Travel Opportunities**

Combine this conference with a trip to the Pacific Northwest, by land, sea or air. See Seattle's local wonders and the Puget Sound region. Explore Portland, OR and Vancouver BC, both three hours away by car.

### **Register Now and Save Costs**

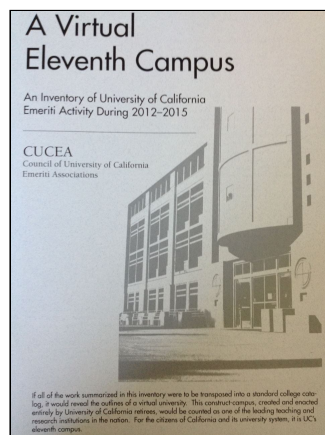
Lower your registration fee and register now before the early bird July 11 deadline. Go to <http://arohe.org/2016-conference-details>.

### **Survey: Providing Critical Data on Emeriti Value**

The latest report of UC emeriti activity from all UC campuses again proves to be an effective tool in documenting the continuing value of emeriti to their campus, the UC system and the state of California.

The [Council of University of California Emeriti Associations \(CUCEA\)](#), an organization composed of representatives from the Emeriti Associations of its older nine UC campuses has, as one of its primary goals, fostering supportive relations not only among its member associations, but also among all levels of the University's governance to benefit the teaching, research and service missions of the University of California.

The most recent [CUCEA report](#) presents an inventory of the work and achievements of more than 1600 UC emeriti between July 1, 2012 and fall of 2015, who were asked to complete a survey, most of which were completed online. The survey results show that during this time, this group of UC retirees taught more than 2000 undergraduate and graduate classes, wrote more than 500 books, 1100 book chapters and 3000 journal articles. They were also involved in hundreds of campus and community service efforts and were, in effect, "a virtual campus--UC's eleventh campus" (CUCEA report 2012-2015). As well, 537 UC emeriti reported that they had been selected for an honor, award or other recognition, with 197 receiving honors in the category of "lifetime achievement;" and 42 were awarded the status of Fellow by their colleagues in academic and professional societies. Many in the creative arts had taken part in musical performances, most on multiple occasions, while others were involved in theater arts or completed fiction, poetry, or biographical projects. Within the Health Sciences, 52% of respondents indicated that they had maintained their licenses to practice and 29% were still doing clinical work. Perhaps of even greater importance is the fact that more than 700 participants had been involved as mentors to UC students.



These findings are compelling. All of their accomplishments act as independent validations of the claims the UC makes about the excellence of its faculty. They illustrate that for hundreds of UC emeriti, in spite of formal retirement, their work and dedication to scholarship, their campus and productivity continues. Perhaps the most remarkable finding is that hundreds of UC emeriti remain engaged in their research and writing even 15-20 years after retirement.



AROE would like to suggest that obtaining and documenting the accomplishments of their emeriti and retirees **should help all colleges and universities to understand the importance of continuing the engagement, services and support of this population.**

## President Signs Older Americans Act

Statement from Assistant Secretary for Aging Kathy Greenlee

President Obama signed the Older Americans Act Reauthorization Act of 2016, reaffirming our nation's commitment to the health and well-being of older adults. Last July, the President called on Congress to reauthorize this important legislation as part of his remarks at the White House Conference on Aging.

For more than 50 years, the Older Americans Act has helped people live the lives they want, with the people they choose, throughout their lives. Through the aging services network, it has helped older adults continue to work, play and volunteer in their communities, to the great benefit of all. Because of the Older Americans Act, neighborhoods and organizations across the country are able to continue to draw upon the wealth of knowledge that comes only with life experience.

The OAA underpins a promise to preserve the right to live independently, with dignity, making everyday decisions according to our individual preferences and goals across our lifespan. This promise is more important than ever. In a few short years, more than 77 million people will be over the age of 60, and more than 34 million people – mostly family and friends – will be supporting a loved one who is over 60. These numbers will continue to grow for the next several decades.

The OAA affects everyone – older adults, people who help support them, and all of us who hope to one day grow old. I am delighted to see its reauthorization, and I am deeply grateful for the renewed commitment to preserving the rights of all people, for the full course of our lives.

## Get the Inside Scoop on the Secret to a Happy Retirement



As retirement is around the corner for many boomers, they are pondering the million dollar question: what makes for a happy retirement?

In her latest [Wall Street Journal piece](#), Maddy Dychtwald, Co-founder of Age Wave reveals how retirees define a successful retirement and what brings them happiness. These surprising insights are the results of a recent [study](#) conducted by Age Wave on behalf of Bank of America Merrill Lynch. The secret might amaze and delight you.

Please enjoy reading this article and share it with friends and family who might find it useful. If you have questions or comments and want to get in touch, tweet and follow Maddy Dychtwald on Twitter or connect with Maddy on Facebook.

## 2016 Candidates, The Bully Pulpit is Waiting

*Marc Freedman is CEO and Founder of Encore.org, a nonprofit organization working to promote encore careers - second acts for the greater good. Below is a recent posting from him.*

Dear friends,

I'm writing to invite you to read my [newest post](#) for the Wall Street Journal's "Experts" section.

It's a challenge to both parties' front-runners: As seekers of the nation's highest office, the candidates owe us an agenda that goes beyond meeting the basic needs of older people-as important as those issues might be.

It's time for a plan to unleash the human and social capital of a group that remains the nation's only increasing natural resource.



The truth is, many among the over-50 population -- who represent one in four votes nationwide - - are neither frail nor dependent "elderly."

These individuals want to continue contributing, earning an income and fulfilling a sense of purpose and connection. Tens of millions in the encore generation are not worrisome liabilities but powerful, untapped assets. Will the campaigns and the nation's leaders awaken to the potential of this vast and growing talent pool? I hope so, because all generations stand to benefit when encore talent is engaged for the greater good.

Last year, I wrote another column for the WSJ calling for a national Legacy Corps. I'm more convinced than ever that national service, long considered the exclusive turf of younger Americans, could likewise be a vehicle to bring those in the second half of life into world-improving work that strengthens the nation's social fabric.

To understand how this aspiration might be realized, read this [new paper](#), "An Encore of Service," by Service Year Alliance leaders John Bridgeland and Shirley Sagawa. These two compelling-and bipartisan-voices for national service make a powerful case for the contributions of Americans over 50, particularly through efforts designed to improve the prospects of younger generations.

They conclude with something we've been waiting for and wanting from the candidates: a much-needed and timely call to action, a challenge to step forward and serve in ways that promise not only to be personally fulfilling, but can help leave the world better than we found it.

With all best,  
Marc

PS For another take on politics in post-midlife, read this [New York Times article](#) by Amy Zipkin on people seeking to improve civic life through second acts in state and local government.

## 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 question 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 by emailing [info@arohe.org](mailto: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. Individual memberships are available for \$60/year.

Learn more at <http://arohe.org> or contact AROHE by emailing [info@arohe.org](mailto:info@arohe.org) or calling 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.

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