

AROHE Matters

E-newsletter of the Association of Retirement Organizations in Higher Education

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

July 2015

Table of Contents

Presidential Note
Transforming Retirement
AROHE Business Plan Under Development
Strengths and Well-being in Older Adults
Webinar Examines Public's View on Aging
Plan for a Secure Retirement--Are You Ready?
Human Values in Aging Newsletter
ACL Releases Profile of Older Americans
Member Highlight: University of Memphis Teddy Bear Picnic
AROHE Services and Programs About AROHE

Presidential Notes



Patrick C. Cullinane, M.S

Is it time to disrupt retirement? Is it time to discard outdated and unproductive visions for next life chapters of 20 to 30 years? AROHE says yes.

In this issue, we outline AROHE's mission, values and beliefs and how AROHE wants to disrupt the current vision of retirement with actions and programs to create and support more realistic and valued later life chapters. **Let us know your response at info@arohe.org.** If you are a researcher investigating the transition to life after fulltime academic engagement, contact pcullinane@berkeley.edu.

Since the AROHE board retreat in late January, board members with our Executive Director, Janette Brown, have been working on prioritizing activity in six areas: our case statement, the business plan, membership, communications, effective practices, and sponsorships. We will keep you updated on this work.

Please mark your calendar for the next AROHE biennial conference August 14-16, 2016, at the University of Washington in Seattle. The call for presentations will be out later this year.

Thank you for your involvement and concern for a valuable asset of institutions of higher education – our retired academics and staff.

Be Well

Patrick C. Cullinane, President, AROHE

Transforming Retirement

By Patrick Cullinane

Is America missing a treasure? Is higher education also missing treasured opportunities? Every year tens of thousands of faculty and staff retire from full time work in higher education and transition to next life chapters of 20 to 30 years. Many leave healthy and still productive with valuable institutional knowledge and a desire to be engaged and continue contributing to the best interests of their institution. It is time for this untapped resource to be engaged for the mutual benefit of the institutions. It is time to transform our vision for retirement in higher education.

"Higher Education across America stands to benefit enormously if its retired faculty and staff are organized."

"The Retirement Problem"

Higher education faces a "retirement problem." First, colleges and universities across the land urgently need help in facilitating retirement of their aging faculty. Faculty members need personalized assistance in the sometimes unsettling process of retiring from academic institutions – preparing for it, passing through the transition itself, and then fashioning a meaningful third age of continuing creativity and service. Second, the issue of retirement in higher education has national implications in terms of failure thus far to take full advantage of the tremendous resource that an active retired professoriate and staff represent.

Across North America the 78 million baby-boom generation has begun to retire – 8,000 baby boomers every day in the USA; faculty and staff in higher education are well represented in this group. According to the United States Bureau of Labor Statistics (94--Monthly Labor Review--November 2007) there are 1.54 million post-secondary teachers in the United States. The professoriate especially is visibly "graying." This population is both living longer and staying longer in full-time employment. In 2013 a sixty-five-year-old white female college professor could expect to live to age 85.5. [Table 7. Life expectancy at selected ages, by race, Hispanic origin, race for non-Hispanic population, and sex: United States, 2013, CDC FastStats web site.]

Since 1994 the freedom from a statutory retirement age in the United States has affected academic retirement more than retirement from business or industry. Sharon L. Weinberg and Marc A. Scott in *The Impact of Uncapping of Mandatory Retirement on Postsecondary Institutions*, (NYU, New York, NY) (Educational Researcher: Accepted, June 24, 2013) noted that "...Although only 11% of faculty who were subject to mandatory retirement remained after age 70 (those with special

arrangements), we find after the law changed that 60% of faculty no longer subject to mandatory retirement are expected to remain employed beyond age 70..."

"The Retirement Opportunity"

A few programs have begun to emerge to address this trend. A key to success appears to be ways to support senior faculty in the process of approaching and transitioning into retirement. Such programs focus on making retirement a positive step into the future.

AROHE, is committed to transforming retirement in higher education. Our mission is to champion transformative practices to support all stages of faculty and staff retirement and their mutually beneficial engagement and continuing contributions. AROHE is a dynamic network of 100+ organizations, representing over 100,000 individuals that include retired faculty and staff associations, campus-funded retiree centers, emeriti colleges and other lifelong learning centers as well as campus departments such as human resources, academic affairs, development/advancement and alumni relations.

AROHE has functioned effectively as a retirement coach and adviser for faculty and staff because it understands why academics and staff resist retirement. Once economic concerns are out of the picture, it is the psycho-social aspect of retirement that figures most prominently. And, unlike in other professions, academic professionals and senior staff/administrators in particular don't refuse to retire out of fear of boredom. Rather, research has shown that the most important factor keeping faculty and senior staff from retiring is simply overwhelming job satisfaction as stakeholders in a community of thinkers and institutions created to develop greater good for society. Most say they love what they do and cannot easily conceive of not doing it. Academics and senior staff face retirement as the loss of a community that has given them their identity, and thus their very sense of self-worth.

"Transformation Benefits"

Higher education across America stands to benefit enormously if its retired faculty and staff are organized. These are highly educated and talented people, whose personal skills and professional expertise fairly demand to be channeled into productive activities. The evidence suggests, however, that only structured campus-based options and retirement organizations can manage the very substantial job of compiling, coordinating, and managing this richness of human resources. This situation has profound implications for the nation. Our academic retirees – scholars, researchers, teachers, administrators, directors, clerical staff, and others – are among the best and the brightest citizens of this republic. They constitute a corps of intellectual and professional expertise the nation can ill afford to let lie fallow.

AROHE Business Plan Under Development

By Sue Barnes

The AROHE board of directors has been hard at work developing a strategic direction for the association. The organization needs to grow membership and pursue alternative sources of revenue if we wish to become a more highly developed organization. Following the AROHE board retreat in January, the board has nearly completed a business plan and a case statement and is working on grant proposals.

The business plan outlines goals and action steps for the next two years. One of the primary goals outlined in the plan is to increase membership. Of the approximately 4,200 institutions of higher education in the United States and Canada, **AROHE estimates that fewer than 250 have developed retired faculty and/or staff associations and fewer than 25 have developed campus-funded retiree centers or emeriti colleges.** Opportunities abound for AROHE to increase its membership base by educating institutions on the far-reaching and mutually-beneficial advantages of including retired faculty and staff as an important campus constituency who can contribute meaningfully to the activities of academic institutions.

AROHE's second greatest challenge is its limited resources. The organization generates revenues from dues and every other year from its biennial conference. This level of funding only covers the most basic expenses for the organization. One of the board's primary goals is to increase revenues to the point where the organization can increase our paid staff. The business plan outlines various projects that will diversify AROHE's funding sources, including the development of fee-based consultation services and pursuit of grant and sponsorship opportunities.

The business plan is being drafted by a work group consisting of Chair Sue Barnes, from the University of California, Davis, Sheryl Maxwell from the University of Memphis and Bill Lemman from the Oregon State system, with help from several other board members. When completed, the business plan will be posted on the AROHE website.

Strengths and Well-being in Older Adults



The Taos Institute has shared findings of Dr. Emma Kirkby-Geddes, Sheffield Hallam University, Sheffield, UK, of her study of aging and well-being.

Historically, psychological research has for the most part focused on what is lost in old age; psychologists know much about cognitive decline and the diseases of old age but little about gains and potentiality in older adults.

As well, Psychologists define well-being in a number of ways. Broadly these are: hedonic and eudemonic. Hedonic well-being measures how happy an individual feels based on the presence of positive emotion and absence of negative emotion coupled with how satisfied with life they are. Eudemonic well-being is more concerned with measuring the happiness that comes from living a life that expresses inner values and a sense of purpose.

This study aimed to understand the relationship between psychological strengths - such as hope, gratitude, forgiveness, optimism and curiosity - and their relationship with well-being. They employed a survey/questionnaire model. In total 396 people – aged 65-85 - took part in the survey. These participants were not ill, and they were somewhat more educated than the general population of the same age. They reported good mental health, with a low incidence of psychopathology.

Some of the findings related to well-being included:

- Those who were more active were also more curious and were more hopeful. These traits are often associated with achieving goals and are important for dealing with stress and illness.
- Optimism and gratitude were consistently good at predicting well-being, both hedonic and eudemonic.
- Religious/spiritual people were more grateful and enjoyed greater well-being than others.

Dr. Kirkby-Geddes final comments included that:

- The study showed that psychology as a discipline is actually quite ageist, evident in the scarcity of data about strengths in older people. Most of what psychologist claim to know about psychological strengths is based on younger people.
- It is important when trying to understand well-being, to include a measure which captures not just our feelings of happiness in the moment, but our feelings of living a purposeful life.
- As a culture we seem to lack the words/vocabulary to adequately describe this

latter stage in life as a positive experience. This may have implications for our ability to experience old age as positive.

More information is located at:

http://www.taosinstitute.net/2015-janfeb?utm_source=Positive+Aging+English+Issue+No.+90&utm_campaign=Issue+90+Pos+Aging+Newsletter&utm_medium=email#researchexperience.

Webinar Examines Public's View on Aging



The May 5 webinar hosted by the Leaders of Aging Organizations (of which GSA -Gerontological Society of America- is a founding member) about how the public views older adults in the U.S. has now been archived for viewing online by clicking [here](#). (The [May issue](#) of Gerontology News included more details about this project.) The FrameWorks Institute, a social science research firm, compared what experts say about older adults to what the public perceives to be true. They discovered profound differences, with deep implications for the way professionals need to communicate about aging services and policies. The

Leaders of Aging Organizations includes AARP, the American Federation for Aging Research, the American Geriatrics Society, the American Society on Aging, GSA, Grantmakers in Aging, the National Council on Aging, and the National Hispanic Council on Aging. The research was supported by AARP, Archstone Foundation, The Atlantic Philanthropies, The John A. Hartford Foundation, The Retirement Research Foundation, The Fan Fox/Leslie R. Samuels Foundation, and the Rose Community Foundation.

Plan for a Secure Retirement--Are You Ready?

What is the Campaign for a Secure Retirement?

Social Security, along with the American Savings Education Council, the Consumer Federation of America, the Women's Institute for a Secure Retirement, and the U.S. Department of Treasury, recently launched the "Campaign for a Secure Retirement: Helping Millions of Americans Plan and Save for Retirement."

The campaign is a joint educational retirement campaign to encourage retirement planning and saving and to promote the online Social Security Statement, available at www.socialsecurity.gov/myaccount.

<http://www.socialsecurity.gov/thirdparty/secureretirement/materials/CampaignforSecureRetirement-032315.pdf>

Human Values in Aging Newsletter

This electronic newsletter, edited by Harry (Rick) Moody, is sponsored by the Creative Longevity and Wisdom Program of Fielding Graduate University and is distributed by the Committee on Humanities and Arts of the Gerontological Society of America. The Newsletter contains items of interest about humanistic gerontology; To submit items of interest or request subscription changes, contact: hrmoody@yahoo.com

ACL Releases Profile of Older Americans

More than 30,000 Americans are now over the age of 100

Over the past 10 years, the U.S. population age 65 and over increased by approximately 25 percent, from roughly 36 million in 2003 to 45 million in 2013. An important aspect of this growth is that it is not equally distributed across states. For example, the population age 65 and over increased by 30 percent or more in 20 states. Nevada and Alaska experienced more than a 50 percent increase. Not only are more people reaching their 65th birthday, many are living well beyond age 65. Between 1980 and 2013, the population aged 100+ grew faster than the population over age 65. The population of older Americans is experiencing dynamic changes. Monitoring these changes over time is an important part of understanding current needs and preparing for future growth.

Every year the Administration for Community Living (ACL) uses U.S. Census data to compile a profile of the U.S. population over age 65. This year's report is entitled "A Profile of Older Americans: 2014" and is available [by clicking here](#).

Member Highlight: University of Memphis Teddy Bear Picnic

By Sheryl A. Maxwell

Like most retiree groups, our executive board struggles with what activities will intrigue our retirees bringing out both new and long-term members. Often we combine a variety of items into the planning of an event. The University of Memphis Association of Retirees (UMAR) would like to share with other University groups one successful adventure held in May. This activity provided fun, fellowship, service, and monetary contributions to our scholarships.



After retiring from successful careers at the University of Memphis, Ed Stevens and Dianne Day opened the Delta Blues Winery nearby. Capitalizing on their recent grand opening in a suburb of Memphis, we scheduled a tour and wine tasting one day in May. The cost per participant only partially paid for the total cost, with some of the actual cost being absorbed by the General Fund of UMAR.



For the \$10 per person cost, each individual received a glass of wine (after a tasting of several types), a boxed lunch, and a tour of the facilities with the history of its founding. Additionally, each individual was to bring a dozen cookies for a cookie exchange, one or more craft or homemade items for purchased ticket drawing (money-making for scholarship fund) as well as a teddy bear to donate to the Memphis Child Advocacy Center. This “teddy bear picnic” allowed us to place service as one of the primary aims of our organization.

Approximately 35 people, with a blend of new and long term members, enjoyed the University of Memphis Retiree function as we continued to contribute to the goals of adding monetary funds for the four UMAR scholarships as well as provide new teddy bears for a local organization serving child victims of sexual or severe abuse. Participants enjoyed lots of fun and fellowship

AROHE Services and Programs

AROHE provides a variety of services to its member organizations. For members who are forming new retiree organizations or developing new programs for retired faculty and staff, the association offers resources, including a Start Up Kit, geared toward newly-established groups. Current services and programs 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. 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**
 - **An online member directory** allows members to search for and seek

assistance from other member organizations that will be most aligned with their needs.

- **An online discussion forum** allows members to share ideas or to ask questions of other members.
- **Member-shared resources** in six different 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** pairs new or less-experienced members with more experienced members for one-on-one consultation.

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

About AROHE

AROHE is a nonprofit association that develops, enhances and advances campus-based retiree organizations and programs. By sharing research, innovative ideas and successful practices, AROHE emphasizes service to retired faculty and staff as they continue to make valuable contributions to their academic institutions.

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. [Click here to learn more about membership.](#)

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. Board meetings are held via conference call on the first Friday of each month, 10:30 a.m. Pacific time. Any AROHE member may join a board meeting by contacting the AROHE office for call-in information prior to the meeting.

Copyright © 2012 {Organization_Name}. All rights reserved.

Contact email: {Organization_Contact_Email}

[Unsubscribe](#)

