

AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

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November 2018

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President's Notes



Greetings AROHE members and friends,

This President's newsletter is being coauthored by both current President, Caroline Kane, and President-Elect, Trudy Fernandez. This letter is Caroline's last and Trudy's first to tell you about AROHE activities in the last two months of 2018.

We both were delighted with all we and others learned and experienced at the 9th AROHE Biennial Conference in Atlanta in early October. There were many new connections made among attendees, and we all heard from our keynote speakers, Steve Tipton and Roger Baldwin, about the impact that AROHE can make on innovating to help higher education retirees now and in the future. What a challenge they each gave to all of us! Articles on their presentations are in this issue.

A reminder about AROHE's Request for Proposals for hosting the AROHE Home Office. All of us are happy to answer any questions and provide details that might help your retirement organization and institution decide to throw in your hat. The deadline for submitting the RFPs is mid-January 2019. Click here to submit a proposal to be the AROHE home office: <https://www.arohe.org/Home-Office-RFP>

We have also released the RFP for hosting the 10th AROHE Conference in 2020. Again, we are happy to answer questions and provide details, especially with the Atlanta conference so fresh in mind. We have one organization and institution that has already submitted a proposal. Would you like to be in the competition as well? Hosting the Conference takes a strong local committee in partnership with AROHE Board Members and AROHE's home office; the reward includes highlighting your

local organization and your locality. Click here to submit a proposal to be the AROHE 2020 Conference: <https://www.arohe.org/page-1826907>

As Caroline winds down her Presidency, she is very confident that AROHE is in great hands with Trudy Fernandez as President and a newly constituted Board as of January 1, 2019. As institutions across the globe enter a transformative phase in educating our generations ahead, retirement organizations have an opportunity to elevate their presence as solutions-driven centers for their organizations. AROHE will continue to enrich our member constituency with best practices, as well as, advocate for the value of retirement organizations in higher education.

We are always eager to hear from you, our members and friends, about how we are doing and with suggestions for what you think we should be doing. Stay tuned for new updates and new initiatives as 2019 gets underway.

Best wishes,

Caroline and Trudy

AROHE President and President-Elect

The Life to Come: Re-creating Retirement

Professor Steven M. Tipton, Emory University, gave the keynote address at AROHE's biennial conference at Emory University. Drawing on his new book of the same title, his talk invited this generation of Americans to weigh the moral meaning of their visions and dreams of retirement. Here is an excerpt of his keynote presentation.

On the seventh day God rested. What about us? Some 80 million Americans born between 1946 and 1964—a third of the nation's workers--are now retiring at the rate of 10,000 every day. Most will live well beyond the age of 65, closer to a quarter of a lifetime than a sabbatical seventh. Over the next two decades they will double the number of those on Medicare and Social Security, and thin by a third the ranks of payroll taxpayers for each retiree. They will mandate a massive transfer of federal funding from poor families to better-off older adults. This seismic shift will drive national debates over public provision and public debt, taxes and spending, for the future we foresee. Closer to home, this tidal wave of retirement will alter the moral rhythm and flow of American life and its social arrangement.

Now is the time to think twice about retirement. Not only about its public policy and planning in the face of contested crisis, but about its ethos, woven into our own dreams and doubts of retirement, what we imagine and yearn for, what we fear and worry about. What must we do for ourselves to make our dreams come true? What can we only do together to keep the promise of the American Dream? Making moral sense of retirement more clearly can help us come to reach it more fairly and realize it more fully.

How we institutionalize and enact retirement in practice re-creates its meaning in redemptive visions of who we are and where we are headed. Can they keep the promise of our progress as a people of plenty? Can they bear the globalized burden of our prosperity, its ecological impact, and its fair sharing? The rising risks and costs we face in reaching retirement run through the moral predicaments of the social world we share, as we wrestle with paying fair taxes and fair wages, helping the needy, and seeking liberty and justice for all, given the urgency and contingency we feel in the course of our own lives. What should we do about it? We'll find out in the life to come.

To read on, click [here](#)



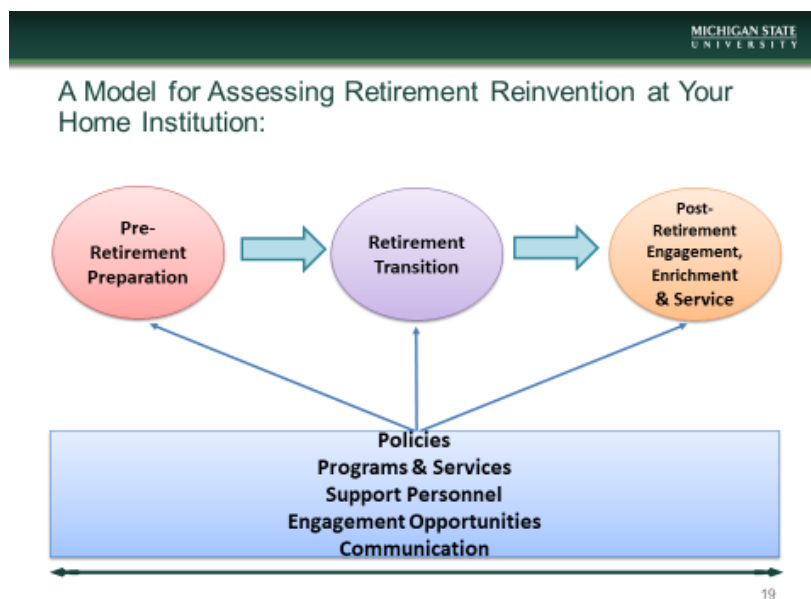
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Reinventing Academic Retirement: Where Are We Now?

“Reinventing Academic Retirement: Where Are We Now?” was the subject of Roger Baldwin’s keynote address at the 2018 AROHE conference. Baldwin reported that retirement is in transition in higher education, and society in general, as we live longer, healthier lives and as evidence mounts of the many benefits of an engaged, purposeful retirement. He argued that AROHE and campus-based retirement organizations have important roles to play in reinventing academic retirement.

Baldwin showed how academic retirement is changing in three areas: support for retirement preparation, efforts to ease the transition into retirement, and the growth of post-retirement engagement opportunities. However, many of these initiatives to enhance retirement are piecemeal, and not connected by a coherent and holistic vision of academic retirement in the 21st century. To address this shortcoming, Baldwin proposed a model to guide the development of a more comprehensive approach to academic retirement (see model). Ideally, application of this model will benefit key stakeholders—retirees, institutions, colleagues, and students—affected when valued and vital members of an academic community retire.

Baldwin encouraged AROHE members to use the model to assess the reinvention of academic retirement on their home campuses. The model can be employed to guide the development of a more robust academic retirement system that smooths the transition to retirement while retaining access to vital professional resources by encouraging continued productive engagement with higher education in the post-retirement years.



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The Academy at Johns Hopkins: Retiree Engagement and Service

On October 2, 2018, the Johns Hopkins University, School of Medicine celebrated its 125th birthday. That day also marked the ribbon-cutting ceremony for "The Academy at Johns Hopkins." The Academy at Johns Hopkins is a community of retired faculty from the Johns Hopkins University School of Medicine, the Johns Hopkins Bloomberg School of Public Health, and the Johns Hopkins University School of Nursing. https://www.hopkinsmedicine.org/fac_development/sr-faculty-retirement-resources/the-academy-johns-hopkins.html.T

The Academy will provide opportunities to retired faculty members to stay intellectually engaged, to retain collegial relationships, and to continue to serve in the intellectual life of the institution. Engagement opportunities include a wide variety of lectures, seminars, workshops, community engagement, and social events. Service opportunities may include mentoring and coaching junior faculty and trainees, grant application and manuscript reviews, participation on research projects, nominating faculty for awards, serving on advisory panels to the deans, and various school committees such as searches, reviews of disclosures of intellectual property, patents, and clinical strategies.

Membership in the Academy is honorific and requires formal application. Our new Academy on the medical campus will synergize with The Academy at Johns Hopkins – an institute that fosters the continued scholarship and research of retired faculty of the Krieger School of Arts and Sciences on the Homewood Campus. <https://krieger.jhu.edu/theacademy>



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Quality Retiree Journal and Website

The Florida State University Association of Retired Faculty (ARF) publishes a Journal three times a year to keep the Members and University Community informed about the events and activities of the Association, and interesting information about the University.

In the beginning the communication mechanism was a four page newsletter, text only. It evolved into eight pages, with color on the front and back, and included some photos. The September issue of 2013 was the first issue as a journal of 32 pages. The largest journal has been 48 pages.

Another major aspect of the success of our Newsletter being transformed into a Journal, is that we have a person called "Special Advisor" on the Board of Directors. We select a retiree who has special connections with the Administration to serve in this position. Currently we have the retired Registrar. This person is responsible for coordinating ARF functions and working with the President and President-Elect. He also reminds everyone when deadlines are due and helps with encouraging members to submit articles for the Journal.

Our Provost and Presidents have always been interested in helping the Retired Faculty and Staff Organization called ARF. The Provost provides the funds to print and mail more than 1,200 Journals three times a year to retired faculty and staff.

To learn more, contact Thomas L. Hart, PhD, Professor Emeritus, College of Information, Florida State University, (850) 385-7550, Thomas.Hart@cci.fsu.edu, and/or go to <https://retiredfaculty.fsu.edu/>.



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Seeking Retired Engineering Faculty to Serve as Sponsors/Mentors

Join us in preparing our faculty of the future. We are seeking retired engineering faculty to serve as sponsors/mentors of engineering underrepresented minority (URM) faculty. The Increasing Minority Presence within Academia through Continuous Training (IMPACT) program pairs emeriti/retired faculty in engineering with underrepresented minority (URM) faculty to engage in a new mentoring and advocacy-networking paradigm.

IMPACT seeks to improve mentorship and advocacy for historically marginalized groups via goal matches focusing on shared sub-disciplinary expertise (e.g., tribology, engineering structures) and professional aspirations-accomplishments (e.g., retention-tenure-promotion progression, technical societal leadership, academic administration leadership).

IMPACT is a collaborative program at Georgia Institute of Technology, the University of Colorado, Colorado Springs, and Morehouse College. The IMPACT program is sponsored by the National Science Foundation INCLUDES DDLP Award Number 1744500. The two-year INCLUDES DDLP IMPACT program synergizes mutual professional interests and technical expertise of Dr. Comas Haynes of Georgia Tech (PI), Dr. Rosario Gerhardt of Georgia Tech (Co-PI), Dr. Valerie Martin Conley of UCCS (Co-PI), Dr. Sylvia Mendez of UCCS (Co-PI), and Dr. Kinnis Gosha of Morehouse (Co-PI).

Partnerships: A comprehensive team of majority and minority university investigators, ethnicity-themed engineering faculty groups, national engineering department heads organizations, and a leading national faculty retirement organization will form a core network to expand the seed delivery of this strategy to a national and multi-partner scope.

The primary measure of successful partnership will be the development of a memorandum of understanding (MOU) among partners that documents a common agenda finalized during the launch pilot.

Visit the website for information and to sign up. www.uccs.edu/impact

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Resources and Trends

FINDINGS ON THE JOURNEY TO AFTER-WORK LIFE

"Transitioning from work to retirement can be bumpy, as we wrestle with questions of identity and rebuilding relationships." A semi-retired professor at Harvard Business School, Teresa Amabile, recently reported on a 4-year research project investigating how people make that transition. Four cohorts were interviewed: millennials just starting out; those inching closer to retirement; late career professionals entering retirement; and those already retired.

Amabile says, "One man on the cusp of exiting his career spoke openly about how the transition was making him question his identity. 'After I retire, I'm going to have to discover who I really am,' he said. I was so struck by that. He clearly felt he was going to become untethered from the person he'd been for many years, in a fundamental way."

...She and her colleagues "found that, for many, the transition begins smoothly enough but then develops into retirees questioning their own identity and puzzling over how to structure their days as their familiar work life fades into the background.

You have to negotiate new physical and psychological boundaries with your partner, and people vary in how bumpy that transition is." Read more: "[Welcome to Retirement: Who Am I Now?](#)"

How Do I Know if an Aging Friend or Relative Needs Help?

When caring for an aging friend or relative from afar, it can be hard to know when your help is needed. Sometimes, your relative will ask for help. Or, the sudden start of a severe illness will make it clear that assistance is needed. But, when you live far away, some detective work might be necessary to uncover possible signs that support or help is needed.

A phone call is not always the best way to tell whether or not an older person needs help handling daily activities. The person may not want to worry you or may be embarrassed to admit that he or she cannot handle certain daily activities.

With the person's permission, you could contact people who see the person regularly—neighbors, friends, doctors, or local relatives, for example—and ask them to call you with any concerns. You might also ask if you can check in with them periodically. When you visit, look around for possible trouble areas—it's easier to disguise problems during a short phone call than during a longer visit. Make a list of trouble spots you want to check on—then, if you can't fix everything during your visit, see if you can arrange for someone else to finish up.

In addition to safety issues and the overall condition of the home, try to determine the older person's mood and general health status. Sometimes people confuse depression in older people with normal aging. A [depressed](#) older person might brighten up for a phone call or short visit, but it's harder to hide serious mood problems during an extended visit.

Read more about [long-distance caregiving](#).

For More Information About Aging and Eldercare

Eldercare Locator

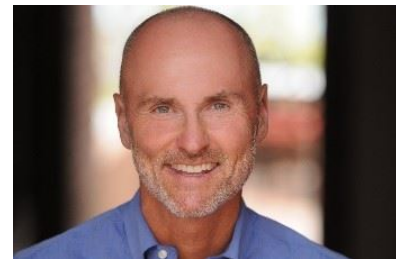
1-800-677-1116 (toll-free)

<https://eldercare.acl.gov>**National Clearinghouse for Long Term Care Information**

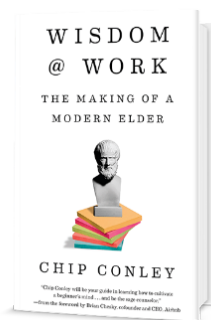
1-202-619-0724

aclinfo@acl.hhs.gov<https://longtermcare.acl.gov/>**Wisdom at Work: The Making of a Modern Elder**

Following massive success with his Joie de Vivre hotel chain which he began at the age of 26, Chip Conley then failed retirement in mid-life when he agreed to go back to work serving as head of Global Hospitality and Strategy at Airbnb. As a mentor to the three millennial founders, Chip helped the start-up grow into the largest hospitality brand in the world. Part of what he learned through that experience is that older and younger people are better working together than apart. As an active Board member of both Burning Man and Esalen Institute and a generous philanthropist, from all of these encounters Chip has envisioned a new, potent role for the tens of millions of men and women who don't yet feel done.



[WISDOM@WORK](#) may be a breakthrough book. His term "modern elders" may go mainstream and catalyze millions of new discussions about who we are and who we can become in our longer lives.

**WIDOWHOOD: THE LOSS COUPLES RARELY PLAN FOR — AND SHOULD**

If you're married, it's inevitable that either you or your spouse will become a widow or widower some day in the future. And often it's the wife, since women are more than three times as likely as men to lose their spouse, according to an insightful study by Merrill Lynch and Age Wave titled "Widowhood: The Loss Couples Rarely Plan for — and Should."

Unfortunately, there's a big disconnect among married couples regarding this risk. More than half (53 percent) of all people who lost a spouse said they didn't plan for the possibility if one of them passed away. More than three-fourths (76 percent) of married retirees said they wouldn't be financially prepared for retirement if their spouse passed away.

Do you need some motivation to take action? Consider this: More than three-fourths of people who lost a spouse said it's the single hardest thing they've ever been through.

What can you do to reduce the risk and worry that comes with losing a spouse? Read the Merrill Lynch/Age Wave report for action steps and planning resources. <https://www.ml.com/articles/widowhood-the-loss-couples-rarely-plan.html>

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Come Join Us In Transforming Retirement

Since 2001 AROHE has supported both institutions and individuals by transforming the experience of retirement – the preparation, the actual transition, and post-retirement programming – into a smooth and productive life-course change.

To renew, join or learn more visit arohe.org or contact AROHE by emailing info@arohe.org or calling (213) 740-5037.

Tell Us Your Story

Share News, Activities, and Events of Your Retirement Organization Please send us a note about the activities, events, and news of your retirement organization for inclusion in AROHE Matters. Send your information to our newsletter editor at pcullinane@berkeley.edu by December 17th for the January 2019 newsletter.

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.

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Contact email: info@arohe.org

Contact phone: (213) 740-5037

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