



A Resource for Faculty Transitioning to Retirement: Video Narratives Illustrating the “Graceful Exit”

Amy Strage & Joan Merdinger
San José State University



Getting prepared for retirement...a complicated process...

Where to start...when to start...who to talk with...what to think about...

The SJSU Center for Faculty Development and the Emeritus & Retired Faculty Association set out to supplement the information already available to faculty, and to create resources capturing the experience of fellow faculty, that could be accessed 24/7, and that could be used in many ways...

Transition to Retirement Planning

For many faculty who have spent much of their adult life in the world of academia, the prospect of planning for the next chapter of their lives can be quite daunting. The University offers many resources to help faculty understand their retirement options and the financial considerations associated with each of those options. The Center also offers a series of events designed to support faculty as they contemplate, make and then adjust to this major transition.

- Perspectives from Your Peers
 - [Interviews with Retired SJSU Faculty](#)
 - [Emeritus and Retired Faculty Association Member Bios](#)
- SJSU campus resources
 - [Human Resources](#)
 - [Office of Faculty Affairs](#)
 - [Emeritus and Retired Faculty Association](#)
- Off campus resources
 - [CalPERS Online](#)
 - [ACE-Sloan site on Faculty Retirement Transitions](#)
- Books and articles
 - [Review of the Faculty Retirement Literature, prepared by the American Council on Education \[pdf\]](#)
- Tools
 - [Pre-Retirement Timebase Reduction Program \(PRTB\) and Faculty Early Retirement Program \(FERP\) Calculator](#)
This link will take you to a calculator which faculty might find to be of use as they plan for their retirement.



CENTER FOR FACULTY DEVELOPMENT
SAN JOSÉ STATE UNIVERSITY | GRADUATE STUDIES AND RESEARCH

Events Teaching & Learning RSCA Career Planning & RTP Collegial Conversations
Communication Technology Resources & Support Center Staff

SJSU Home > Center for Faculty Development > Career Planning & RTP > Career Planning

Career Planning



Welcome

"If you don't know where you are sailing, no wind is favorable."
(Roman philosopher, Seneca) The information in this page is designed to help you plan and manage your career at different stages.



Bill McCrow
Political Science and Humanities
(2001)



EMERITUS AND RETIRED FACULTY ASSOCIATION
SAN JOSÉ STATE UNIVERSITY

EFRA Home About Us - Newsletters/Minutes Membership - Member Bios Links

General Information

Purposes of the Organization

1. Help emeritus and retired faculty members maintain a continuing and fruitful association with the University.
2. Keep emeritus and retired faculty informed of University affairs and develop means to facilitate their participation in the life of the University.
3. Secure and enhance the status, rights, and privileges of the emeritus and retired faculty of San Jose State University.
4. Encourage and facilitate the emeritus and retired faculty to continue their scholarly and professional activities (teaching, research, writing, consultation) as contributing members of the academic community of the University.
5. Provide social, recreational, and educational programs for emeritus and retired faculty.
6. Contribute to achievement of the University mission by such means as may be determined by Association members.

Video-recorded interviews with retired faculty

1. To offer perspectives from a range of retired faculty (n = 16)
2. To meet the needs of a wide variety of faculty (faculty are like snowflakes...no two are alike)
3. To reach those who wish to be very private about their intentions to retire...
4. And to provide access to the information anywhere/anytime.



Questions we asked retired faculty to speak to...

1. What considerations prompted you to begin thinking about retirement?
2. What steps did you take (the people you spoke with, the information you gathered, the events you attended, and the like) once you began thinking about retirement?
3. How did your actual experience of retirement compare with your pre-retirement expectations?
4. What have you found easy and what have you found challenging about retirement?
5. What do you wish you had known earlier, about the process or about what to expect?
6. What advice would you like to share with other faculty, in order to help *them* with their transitions to retirement?
7. What keeps you busy and active, now that you are retired?
8. How, if at all, do you remain connected with SJSU?



In their own words...Seven themes from our interviews

What do you wish you had known... what advice do you have for current faculty as they consider their transition to retirement?

1. Attending to your financial security your health and fitness is essential
2. Emotions are part of the experience
3. Consider easing into this transition
4. Have a plan for spending your time
5. Like the people with whom you engage
6. Don't take on too much too quickly
7. Stay intellectually engaged



Complementing the video-recorded interviews... on-line “Financial Literacy for Faculty” modules

Financial security is a critical consideration in thinking about retirement... ACE/Sloan Faculty Transition Award funds were used to create six educational modules:

1. Introduction
2. Time Value of Money & the Power of Compounding
3. Salary & Benefits
4. The CSU Retirement Program/CalPERS
5. Supplemental Savings Program
6. Guidelines & Tips for Retirement Savings

Looking forward – looking back: Retired faculty making continued contributions to the campus community

Renewed connections between retired and current faculty:

1. Fall semester: ERFA Board commitment to financing two faculty awards for the pursuit of disciplinary research
1. Spring semester: ERFA-CFD co-sponsored panel open to all faculty, focused on “Transitions to Retirement”
2. Resumption of an all-University retirement event with ERFA participation
3. Commitment from the Provost to include in Academic Newsletter items from ERFA of interest to faculty

Questions or comments?

A very grateful “thank you” to the American Council on Education/Sloan Foundation for a *Transition to Retirement* award.

We’d love follow up with you –

Amy Strage, amy.strage@sjsu.edu

Joan Merdinger, joan.merdinger@sjsu.edu