

# The Next

## Chapter

### Association of Retirement Organizations in Higher Education (AROHE)

JUNE 2007



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## FROM THE EXECUTIVE DIRECTOR

**How can AROHE add value to your organization and how can you help?**

It has been a few years since AROHE produced the Start-Up and Development Kit and attachments that have been invaluable to so many newly forming retirement organizations. In addition, AROHE produced the article: CONTINUING THE CONNECTION: EMERITI/RETIREE CENTERS ON CAMPUS by Shelley Glazer, Betty Redmon, and Karen Robinson published in *Educational Gerontology* in 2005. Although we continue to provide an informative newsletter, produce conferences, maintain a web site and provide information and advice for all retirement organizations, we can do much more...but not without your help!

As a group of volunteers, your AROHE board needs committee members – those willing to make important calls, organize and schedule meetings, conduct internet and survey research, collect data and write reports and articles, and sit on panels and creative workshops that inform our colleagues and forge new ground!

If we are to grow to become a more valuable organization of the future, we need to:

- Conduct a best practices and organization structure survey that focuses upon “what’s out there.” This survey could be published and presented at our conference and other symposiums. The AROHE members would receive detailed results with contact information so they can follow up on issues important to their specific organizations.
- Invigorate our biannual conferences with presenters of current research of use to retirement organizations on college campuses.
- Provide a biannual phone conference or on-line panel of latest updates and best practices.

- Offer regional nuts and bolts workshop/ panels for newly formed and forming retirement organizations and include this workshop pre-conference.
- Provide conference contact information and presentations on line - password protected for AROHE members.
- Invigorate the AROHE list serve so that members can pose questions and collect responses from the rest of us on what happens at our institutions.
- Offer reciprocity for retirees to participate in programs provided by other AROHE members.
- Conferences topics and workshops include:
  - Securing Support from Your Administration
  - Marketing Your Programs
  - Finding Good Volunteers
  - Successful Programs
  - Rehiring Retirees
  - Fundraising

How are we to accomplish some of this? Join a committee!! Ask your spouse, partner, colleagues, students, and alumni to help! Let's get this show on the road!

### **Committees**

#### **Programs & Conferences**

- Sue Luckey (606) 784-7617

[s.luckey@moreheadstate.edu](mailto:s.luckey@moreheadstate.edu)

*(Need a Co-Chair with office capabilities)*

#### **Research & Publications**

*(Best Practices & Org. Survey)*

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-Kenneth Klein [Kenneth.Klein@comcast.net](mailto:Kenneth.Klein@comcast.net)  
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#### **Development & Corporate Sponsorship**

*– (Need Committee Chair)*

### **Communication Technology (AROHE Web site)**

*– (Need Committee Chair)*



*Janette C. Brown, Ed.D*

## **A TRIBUTE TO OUR LEADER**

### **PAUL E. HADLEY**



Paul E. Hadley, Distinguished Emeritus Professor of International Relations and former director of the USC Emeriti Center, died peacefully in his sleep in Glendale, California, on April 10, 2007. He was 92.

Hadley retired from USC in 1981 and then returned to campus to direct the Emeriti College, which he co-founded from 1990-1998, and served as Emeriti Center executive director from 2001 to 2004. The Living History Project, which captures the recollections of retired faculty and staff, was a project that was dear to Hadley's heart. Hadley was the driving force for the Association of Retirement Organizations in Higher Education (AROHE), whose mission is to provide a forum for the development and sharing of ideas for new models for retirement in higher education. In 2002, Hadley received the USC Emeriti Center's Leibovitz

Award for Distinguished Service to Seniors by a retired faculty member.

Early in his career Hadley specialized in the international relations of Latin America, having traveled in the region and written articles on the diplomatic relations of its nations. He served as president of the Pacific Coast Council on Latin American Studies, the Association of University Summer Sessions, the National University Continuing Education Association, Adult Educators of Greater Los Angeles, The Association of Retirement Organizations in Higher Education (AROHE), and as a member of the Board of (Military) Service Member Opportunity College, which offers educational opportunities to military personnel.

Harriet S. Servis, retired now from the USC Emeriti Center and former secretary of the AROHE Board remembers that as one emerita put it when asked if she would serve on one of Dr. Hadley's committees, "How can you say NO to Paul?" He was a gentleman with kind words every day and generous with his time as an administrator. Even at his age he always seemed to be "current" in his thoughts and kept abreast of the University, the city, state and world affairs. He remained a mentor to students and to staff and faculty throughout his career, into retirement and during his return to work in the Emeriti Center and Emeriti College at USC.

In a 2004 interview, Paul noted that the time for an organization such as AROHE had arrived. Retired faculty and staff, having been lifetime employees and contributors to the vitality of their institutions, had a desire to continue their relationships with their colleagues and their departments within the university setting.

Paul realized that faculty and staff who had retired had been the decision makers and advocates for their respective schools and departments and had the potential of being financial supporters as well.

The selection of the AROHE Executive Office at USC was due mainly to the influence of Paul Hadley. He realized that USC had always looked nationally and internationally to seek relationships among its faculty and administrators and for them to participate in

organizations, conferences, and forums such as AROHE.

When the concept of AROHE was established, officers were not designated or voted into the organizations but attendees at that meeting in San Diego turned to Paul and said "You are the one to lead this group; will you do this?"

Paul became an advocate of the connections which emails provided for retirees and for the use of the internet, list serves and website information services. Even though Paul was not adept in their uses, he promoted these applications as he knew the significance of their ability to connect campuses and their retirees with one another in the future.

Paul was a gifted individual and he shared his gifts with the many people who surrounded him throughout his life. His colleagues recognized him as a leader and thus followed him throughout his career and into retirement where we at the USC Emeriti Center and in AROHE were the recipients of his gifts.

*~Harriet S. Servis, USC*



*~A young Dr. Hadley at his beloved USC*



## SPOTLIGHT ON EMORY UNIVERSITY'S EMERITUS COLLEGE



The Emeritus College, which began in the Fall of 2001, was inspired by Eugene Bianchi, Professor Emeritus of Religion who has written several books on aging and who retired in 2000. The idea “just kind of came up naturally,” he says, when he began to prepare for his own retirement after 32 years of teaching. “Rather than have people so cut off, this gives them a chance to stay involved.”

The concept developed over three years with the assistance of a number of faculty members who thought the time had come for a planned retirement organization. Conceived as a way to combat the isolation that many professors feel in retirement, it offers retired faculty a chance to socialize, discuss topics with fellow intellectuals, teach an occasional course, advise a junior professor or a student, give a lecture, and find encouragement for their scholarly pursuits.

The faculty committee that shaped the program also explored similar groups at other universities and surveyed the entire faculty about its desirability at Emory. In the spring of 2001, the Faculty Council of the Senate approved the formation of an Emeritus College, and the Office of the Provost funded the venture as a pilot project for two years. Because of the overwhelming positive response, it has since been given permanent status as a line item in the university budget.

The purpose of the EC is summed up in its mission statement: The Emeritus College of Emory University seeks to enhance the relationship between the University and its emeritus faculty for the benefit of Emory’s educational mission and for the greater

welfare of its emeriti and of the wider community.

The Emeritus College currently employs a staff of three: a director, a full time administrative assistant and a part time graduate student, who work in conjunction with an Advisory Board of active and retired faculty. There are about 350 local emeriti on the mailing list. About 100 actively participate in the College.

Dr. Bianchi has also completed a three year term as president of AROHE and continues to serve on the board.

The EC has collaborates with diverse sectors of the university. The organization has enjoyed increasing participation through the development of numerous programs and activities, some of which include:

- Monthly breakfast and lunch meetings in Emory hospital’s cafeteria (easy access) with speakers and discussion
- A popular program with the Center for Women at Emory called “Continuing the conversation on Mid- and Late- life Transitions”, which regularly brings together Emory emeritae and senior women faculty.
- A newer “Men’s Stories” program has been started. A good-size group meets over refreshments about four times a year.
- A film series each semester featuring notable American and Foreign motion pictures in collaboration with the Department of Film Studies and the Emory Alumni Association
- A program known as “Dorm Chats” brings retired faculty back to campus to share their wisdom with undergraduate students in informal chats in dormitories. This program works in conjunction with the student Residence Hall Association.
- The Living History Project, a group effort of the Special Collections division of the Robert L. Woodruff Library and the Emory Audio-Visual Department where professionally taped audio and visual interviews are conducted with emeriti with the goal of chronicling Emory’s history and personal involvements.

These videotaped records become part of the university archives' permanent collection.

- The Orange Gallery where the works of active and retired professors, spouses and other members of the Emory community are displayed. Since its opening in the fall of 2003, the gallery has featured the talents of over twenty-five artists, including former President Jimmy Carter.

- A luncheon series called "Meet Emory's Movers and Shakers" where top administrators bring emeriti and spouses up to date on university developments.

- A reception each spring honoring the achievements of distinguished emeritus faculty from across the university. An ad-hoc committee evaluates the nominations for these awards. Three or four retired faculty are chosen for the Distinguished Emeritus Award and given a framed citation depicting their accomplishments. The honorees' family and friends are invited to attend, along with emeriti, spouses and senior faculty.

- A Fall reception honors two recipients of \$10,000 Heilbrun Fellowships for research and writing.

- A Fall "Alumni-Emeriti Teacher Celebration" that foregrounds a unit of the university and honors retirees from that sector.

- Collaboration with the Lifelong Learning Center to provide lecturers and teachers for this community-oriented unit of the university.

- An annual Sheth Lecture (at a luncheon) that brings very outstanding speakers like President Carter and more recently, primate specialist, Frans De Waal.

- A well-attended annual Retirement Seminar co-hosted with Human Resources for senior faculty with representation from TIAA-CREF, Fidelity and Vanguard.

- A holiday party/social gathering to which all members, spouses, and friends of the Emeritus College

are invited. Each person is asked to bring a gift for the United States Marines Toys for Tots program. This has become a popular yearly event.

- Summer docent tours of museums in Atlanta.

- A new venture with the Institute for Developing Nations at Emory offering teaching opportunities at Addis Ababa University in Ethiopia

- A bi-annual newsletter and a web site: [www.emory.edu/emeritus](http://www.emory.edu/emeritus)

Plans are underway for new ventures this fall including a Writer's Club, encouraging creative as well as academic writing; mentoring undergrads; and teaching pre-college short courses for high school seniors.

There is involvement of the EC in other areas throughout the Emory University community. One example is the presence of EC representatives on university-wide committees.

As the number of retiring faculty increases each year, so will the broad range of programs and activities extended by the Emeritus College increase. A committee has recently been formed to develop a strategic proposal for the future of the Emeritus College and to explore new ideas for the future. Bianchi says: "This has been one of the most gratifying experiences of my life."

*~Gene Bianchi, Emory University*

*~Rhonda Dubin, Emory University*



## REPORT ON THE CONFERENCE OF THE COLLEGES AND RETIREES ASSOCIATION OF CANADA (CURAC)



The Colleges & Universities Retirees Association of Canada (CURAC) held their Fifth Annual Meeting and Conference May 23 to 25, 2007 in Windsor, Ontario, Canada. The University of Windsor and St. Clair College, both located in the beautiful city of Windsor, jointly hosted the conference. The conference took place on the campus of the University of Windsor with meetings held in the Freed-Orman Conference Centre and housing provided at Alumni Hall. Conference attendees came from across Canada with every province represented.

Various presentations carried out the theme of the conference, *Securing the Future: Pensions & Health Benefits*. An array of expert speakers including union representatives, pension fund managers, and policy specialists in health care, long-term care, and health insurance made informative presentations. The information shared at the conference provided insight into trends and issues specific to college and university retirees and older Canadians in general. The closing presentation focused on the establishment of retiree centers on university campuses.

During the conference Peter Russell gave a tribute in the memory of the first AROHE president, Paul Hadley. Peter Russell is a past president of CURAC and a former AROHE Board member.

Other activities of the conference included a splendid banquet at St. Clair College with a welcome given by the College's president John Strasser. The CURAC Annual General Membership meeting took place as part of the conference agenda and included an election of officers and several interesting committee reports. Two particularly interesting reports were the results of a survey, *Non-Medical Benefits for University and College Retirees*, and *Report of Committee on*

*Support for Continuing Professional Activities of University and College Retirees*. A meeting of the CURAC Board concluded the conference activities.

CURAC is an association for faculty, librarians, and staff retirees of Canadian colleges and universities. CURAC has much in common with AROHE and shares similar goals and purposes. Each organization has been in existence for about five years. CURAC is represented on the AROHE Board of Directors by their president; now Turan Ghose of Dalhousie University and previously Howard Fink of Concordia University. CURAC's organizational structure includes the traditional offices of president, treasurer, secretary, members at large, plus ex officio positions and committees. CURAC members are individual retiree associations of university, college, and community college campuses.

AROHE Board members Ken Klein, Vice President for Membership, and Linda Pearson, Secretary, attended the recent CURAC conference. Linda participated in the presentation on the topic of establishing a campus-based retiree center in lieu of AROHE President Shelley Glazer, who was unable to attend. Ken and Linda complimented the CURAC Board and local organizing committee for their efforts in planning a superb conference.

Many similarities between CURAC and AROHE conference attendees were noted. Overall, though there are differences in terminology regarding pensions and a differing health care system, college and university retirees in the United States and Canada share many of the same interests and concerns regarding relationships with their institutions, protecting their financial resources, and access to healthcare. As members of campus retiree organizations there are shared concerns about non-medical benefits (use of facilities and services), sustaining membership, and advancing the concerns and interests of association members.

Information about CURAC conference can be found at <http://www.curac.ca>.

~Linda Pearson, University of Indianapolis  
~Ken Klein, Valparaiso University

## UC BERKELEY RETIREMENT CENTER RECIPIENT OF NATIONAL AWARD



The UC Berkeley Retirement Center’s Retiree Work Opportunities (RWO) program — an innovative solution to address the campus’s short-term, temporary staffing needs — was among 10 nonprofit and public-sector organizations honored at the end of May with a BreakThrough Award at the National Press Club in Washington, DC.

Shelley Glazer, Executive Director of the UC Berkeley Retirement Center and the current president of AROHE was on hand to accept the award.

Civic Ventures, a think tank dedicated to creating programs to help society achieve the greatest return on experience, established the BreakThrough Awards, which are funded by the MetLife Foundation. Although no monetary prize is attached to the honor, winners’ best practices will be showcased in a media campaign targeting other organizations, stakeholders, and investors that may benefit from their knowledge. “These award-winning organizations are at the forefront of what promises to be a critical transformation of our workforce, economy, and ability to meet social needs,” says Phyllis Segal, Vice President of Civic Ventures.

Such human-resources savvy is especially needed now, as millions of baby boomers are seeking new work opportunities in retirement.

“Fortunately, we know that many older Americans want to keep working, but they want to do new types of work on different terms with strong social benefits,” says Sibyl Jacobson, President and CEO of MetLife Foundation. “The BreakThrough Award winners

demonstrate new ways to productively connect employer, employees, and society.”

The Berkeley Retirement Center introduced the Retirees Work Opportunities program in 2002; the program was further developed as an e-Berkeley initiative in 2005 and 2006. To date, more than 330 retirees have accessed the RWO website ([thecenter.berkeley.edu/rwo.html](http://thecenter.berkeley.edu/rwo.html)), and many have created profiles that include their campus work history, expertise, and availability. Retirees’ work experience runs the gamut, including editing, grant writing, financial and project management, technical and lab work, human resources, student affairs, contracts, technology transfer, and administration. Many of the potential candidates know their way around campus IT systems such as HRMS, BFS, or BAIRS. And their knowledge of “how things are done at UC,” combined with the relationships they’ve already built here, often gives them that extra edge to “hit the ground running,” says Gloria Parra, RWO Program Manager.

Approximately 240 campus hiring managers have used the service — which is free for both the hiring department and the retiree — to fill their part-time, temporary, and short-term project needs, says Shelley Glazer, the Retirement Center’s Executive Director.

Recognition for RWO comes during the center’s 10th year, and the BreakThrough Award was “a great way to begin celebrating,” says Glazer. RWO is a perfect example of how the center “creates a bridge from being an active employee to being a retiree who can still make a contribution to Cal and have continued inclusion as a member of the Cal community,” she says. Both retired staff and emeriti faculty “want to feel welcome and invited” on the campus where many of them provided several decades of service.

For information, visit [thecenter.berkeley.edu](http://thecenter.berkeley.edu). To learn more about RWO, read the Aug. 30, 2006, Berkeleyan story, “Tapping into a hidden workforce,” [newscenter.berkeley.edu/goto/rwo](http://newscenter.berkeley.edu/goto/rwo).



Association of Retirement Organizations in Higher Education  
Annual Membership Application for 2007 (Calendar year)

**Member Organization** (A college, university, or retirement organization in higher education). *Membership is conferred to a single organization or institution. Register up to three representatives. Multiple organizations at a single institution may join together or individually.*

**Multi-institution:**

System-wide

\_\_\_ State-wide \_\_\_ Other (please describe) \_\_\_\_\_

**Single institution:**

\_\_\_ Retirement unit or center \_\_\_ Retirement association(s): \_\_\_ Retirement organization in process of forming

\_\_\_ Administrative unit charged with retiree relations \_\_\_ No organized retiree office or group

\_\_\_ Other (please describe): \_\_\_\_\_

\_\_\_ Faculty \_\_\_ Staff \_\_\_ Combined

**Institution** \_\_\_\_\_ **Retirement Organization(s)** \_\_\_\_\_

(1) Voting Representative \_\_\_\_\_ E-mail \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State/Prov. \_\_\_\_\_ Country \_\_\_\_\_ ZIP \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

**Additional Representatives**

(2) \_\_\_\_\_ E-mail \_\_\_\_\_ (3) \_\_\_\_\_ E-mail \_\_\_\_\_

Organization/Institution Website: \_\_\_\_\_ Permission to link from AROHE site

(Permission is granted to organization or institution to link to AROHE website.)

\_\_\_ Annual budget \$0 to \$49,999—AROHE Annual Dues \$100

\_\_\_ Annual budget \$50,000-\$99,999 —AROHE Annual Dues \$250

\_\_\_ Annual budget \$100,000 or more ---AROHE Annual Dues \$400

**For each individual beyond 3, add \$50 and list on separate page.**

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**Affiliate Member** (An individual, group, agency, or company not eligible for membership above)

Name \_\_\_\_\_ Company/Agency: \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State/Prov. \_\_\_\_\_ ZIP \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_

\_\_\_ Individual (non-commercial, non-agency) —\$100 Annual Dues

\_\_\_ Nonprofit individual, group or agency—\$400 Annual Dues

\_\_\_ Commercial individual, group or agency—\$500 Annual Dues

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For Information: [www.arohe.org](http://www.arohe.org), [arohe@usc.edu](mailto:arohe@usc.edu), (213) 740-7121. Make checks (US Dollars) payable to: Association of Retirement Organizations in Higher Education (EIN: 91-2157286) Mail to: AROHE, 3715 McClintock Avenue, Suite 220, Los Angeles, CA 90089-0191

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