



# AROHE

Association of Retirement  
Organizations in Higher Education

OCTOBER 2009

## ANNOUNCING

RETIREE ORGANIZATIONS IN HIGHER EDUCATION

# PASSION & PURPOSE IN RETIREMENT

5TH INTERNATIONAL CONFERENCE

AROHE CONFERENCE  
OCTOBER 14 - 17, 2010  
WESLEYAN UNIVERSITY  
MIDDLETON, CONNECTICUT



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## Message from the President

Dear AROHE Colleagues,

It is hard to believe it has been over ten months since I was elected President of AROHE at the biennial conference at USC. Since that time, I am pleased to announce that Jerry Walker from the USC Emeriti Center agreed to be our Vice President; Cathie Logan from Winona State University agreed to be our newsletter editor; and Ram Chugh of the SUNY system and Roger Bolton of Williams College have both joined the board.

In the last newsletter I shared my top ten “pie in the sky” big ideas for AROHE and after our first strategic planning discussion last March, we have been working on a number of AROHE tasks in sequence:

- We have initiated a major revision for our website with help from RIT students and USC graduate students. The idea is to have an alternative site prepared for a cut over in October prior to a major marketing and branding initiative intended to triple membership and increase revenue by the 2010 conference.

- We have created an honorary board and are working on board revision and expansion to be representative of regions of the country, including small colleges and large universities, publics and privates, faculty and staff, and a generally diverse group of people.

- In addition to expanding membership, we will seek financial support from sponsors (future partners), donors, and grants from foundations and government.

- In order to move AROHE forward significantly, we need to become a more value added organization with multiple services beyond the Start-Up Kit and Survey Instrument (e.g. best practices for retiree organizations; links to podcasts, papers and other helpful resources; a photo library; and other services available to AROHE members only).

- One idea we are actively pursuing is the notion of regional conferences (perhaps beginning in the southeast with a Cruise gathering in Florida for March 2011 with help from Fancy Funk) as an opportunity for recruiting new members and serving their needs.

- With many thanks to our treasurer, Tom Elleman, AROHE is in good fiscal health. Tom’s term serving on the AROHE Board is completed at the end of this year. We are very appreciative of Tom’s contributions and commitment from the beginnings of AROHE.

- Along the way we need to strategically increase AROHE partners and promote use technology for AROHE constituents stay connected in meaningful ways.

- I visited Ram Chugh’s SUNY group in June 2009. They are establishing retiree groups for many of the 64 campuses using the AROHE Start up Kit. Janette and I will present at their first meeting November 12, 2009.

- Also in June, Janette Brown and I visited Wesleyan University, Middleton, Connecticut and initiated plans with Karl Scheibe and Bill Wasch (hosts) for the 2010 AROHE conference; “Passion and Purpose in Retirement”. Save the date, October 14-17, 2010. I am pleased to announce Linda Pearson has agreed to be Program Chair.

Thank you for your patience as we go through this transition period for AROHE. One way each us can contribute is by recruiting at least one new AROHE member by the end of 2009. This strategy alone would double our membership and achieve our mission to advocate, to educate, and to serve. I intend to establish monthly communication via email with membership this year. It has been a real pleasure for me to work with Janette Brown, Executive Director, and our strategic planning group. Our CURAC friends are setting plans for their, May 2010 in Toronto. Representatives from AROHE are welcome.

I believe, especially in this economy, that faculty and staff retiree organizations have a great deal of value for our university communities and communities at large, and I look forward to working with you to put AROHE on the map to become the preeminent source for serving retired faculty and staff in higher education. Keep up the good work and thank you for being the heart and soul of AROHE.

Please feel free to contact me with your feedback and ideas (585.475.7500 or [barry.culhane@rit.edu](mailto:barry.culhane@rit.edu)).

All the best,



Dr. Barry R. Culhane, President, AROHE  
Executive Assistant to the President, Rochester Institute of Technology (RIT)

# CURAC – Annual Conference 2010

The next annual conference of College and University Retiree Associations of Canada (CURAC) is scheduled for May 18, 19, and 20, 2010 at York University in Toronto.

The conference is jointly hosted this year by the York University Retirees Association (YURA) and the Association of Retired Faculty and Librarians (ARFL). Sandra Pyke, Ph.D., Chair of the CURAC Local Committee and Co-President of YURA, promises a diverse and stimulating program.



Pyke has invited AROHE members to attend the conference and encourages an AROHE presentation on best practices and how to improve the quantity and quality of retirees' relationships with their home university or college.

Located in Toronto, Ontario, York University is the third largest university in Canada, and also one of the most highly valued. Known primarily as a research institution, York University is home to 23 highly acclaimed research centers, providing students with numerous chances to work and learn alongside some of Canada's most esteemed researchers.

## AROHE Executive Board Meeting Strategic Planning, March 2009

**1st row:** *Helen Dennis*, USC Andrus Gerontology Center, delegate to the 2005 White House Conference on Aging. author, *Project Renewment: The First Retirement Model for Career Women* (Scribner, 2008), AROHE consultant; *Barry Culhane*, Executive Assistant to the President at Rochester Institute of Technology (RIT), AROHE, President; *Jerome B. Walker*, Retiree, Director of the Emeriti College at the University of Southern California. AROHE Vice President; *Janette C. Brown*, Executive Director of the USC Emeriti Center and Emeriti College, AROHE, Executive Director



**2nd row:** *Cathie Logan*, Winona State University, Director, WSU Retiree Center, AROHE Communications Chair; *Eddie Murphy*, UCLA, Director of Emeriti/Retiree Relations Center, AROHE consultant; *Linda Pearson*, Ivy Tech CC, Indiana, AROHE, Secretary, Conference Program Chair; *Fanchon Felice Funk*, Professor Emerita Florida State University, AROHE Regional Planning Chair; *Dorothy Webster*, President, UCLA Retirees Association

## Retired Faculty, Staff and K-12 Teachers, and the Florida Association of Teacher Educators (FATE) host the Inaugural Panhandle Regional Symposium *Radical Redesign of Teacher Education*

This Symposium, which aimed to discuss changing the landscape of teaching and learning, was held in Tallahassee, Florida on Saturday April 18, 2009. The workshop was a success thanks to the hard work and dedication of our conversationalists, facilitators and participants. Our focus was to answer some key questions including:

- Do we need radical redesign of teacher education?
- What does radical redesign of teacher education look like?
- What does teacher education re-engineering look like and feel like in higher education, in public schools and in private schools?
- What specific activities can be measured as institutions are moving towards radical redesign?
- From the lens of a classroom teacher, what should and could teacher education redesign look like?
- From the lens of learners, how do you develop and train other learners in a radical redesign model?
- Can we observe and measure characteristics and attributes of teacher education radical redesign?
- Who and what can help in the process of radical teacher education redesign? (private sector, public sector, local community)

- What would accountability results look like?
- Does standardized testing and standardized learning fit the concept of radical redesign?
- Does “one size fits all” provide meaning to radical redesign when collaborators include schools, universities, corporate and legislative partners, and communities?

We were successful in addressing many of these questions. However, definitive solutions still need to be discussed. This Symposium is part of a national effort to reform education and we hope you can join us in our commitment.

Sincerely,

Franchon Funk, Ed.D.  
Symposium Co-Chair  
Florida State University  
Past President, FSU  
Association of  
Retired Faculty  
AROHE Board Member

Gwendolyn Trotter, Ph.D.  
Symposium Co-Chair  
Florida A&M University  
Director, Teachers  
for a New Era  
AROHE Institution Member

### Symposium Background

On April 18th, 2009 at the Tallahassee Leon County Civic Center a non-traditional educational conference was convened by Florida Agriculture and Mechanical University College of Education and Teachers for a New Era, Florida State University College of Education, and Flagler College. The Florida Association of Teacher Educators (FATE) Inaugural Panhandle Regional Symposium, unlike other conferences, did not deliver papers, but rather, a “conversation” took place on concepts of the radical redesign of teacher education. The day included the development of understandings and actions relative to radical redesign of teacher education, which targets PreK-12 teaching and learning. The symposium was designed and developed to include an opportunity for interactive conversations among and within diverse educational stakeholders.

A differentiator for this conference was the fact that the theme addressed radical redesign, as well as measurable accountability, which must be applied to PreK-12 educational environments. The measurement of accountability in teaching and learning values cannot be assessed unless schools are regarded as equally critical to redesign efforts at the college, university, and teacher preparation programs.

# AROHE Survey and Conference Resources

The survey data below is a chart summary of the AROHE research survey. This chart was presented at the American Society on Aging (ASA) Conference in March 2009. You might find it useful to see what universities are doing for their retirees. It also includes retiree organization trends, activities, and challenges.

Further data will be password protected for AROHE members, so don't forget to renew your AROHE membership!

To view 2008 AROHE Conference Information on Conference Attendee's Contact Data and Conference Presenters' bio information, please go to:


<http://www.arohe.org/old/www/loginpage.shtml>

**User ID: arohe2008**

**Password: ValuesAndOpps**

Your AROHE President, Barry Culhane will be contacting you soon with updates!

-- Janette C. Brown, Ed.D.  
Executive Director, AROHE



## 2008 AROHE Survey of COLLEGE and UNIVERSITY Retiree Organizations

The Association of Retirement Organizations in Higher Education (AROHE) is a non-profit organization

### Retirees in higher education are an enormous untapped resource!

This survey is the first on-line attempt to discover how colleges and universities address the needs of retired faculty and staff. It also describes how universities use retiree talent. Survey responses are from colleges, universities, and multi-institutions in higher education. All 50 United States and 4 Canadian provinces/territories are represented.

| Retiree Organization Trends  | Purpose of Organizations                    | Activities and Programs  | Organizational Challenges                                 |
|--|---|--|---|
| 67% Offer volunteer programs   | 89% Retiree fulfillment-intellectual/social | 84% Maintain a mailing list of retirees  | 22% Increasing participation                              |
| 64% Have personnel assigned solely to retiree matters                    | 56% Advocacy                                | 81% Host social occasions  | 10% Funding & resources                                   |
| 61% Have retiree organizations that serve both retired faculty and staff | 33% Retirement preparation/education        | 70% Maintain an e-mail list of members   | 8% Retiree contact info -- keeping accurate & current     |
| 44% Offer educational programs   | 28% Community service or teaching           | 69% Organize social events   | 8% University's recognition as valuable partners          |
| 18% Have senior housing affiliated with their university campus          | 14% University service or teaching          | 48% Maintain or preserve history   | 7% Communication - maintaining contact                    |
|  | 11% Annuity/Pension administration          | 47% Maintain contacts with retiree groups at other institutions                                      | 6% Volunteer recruitment - losing active participants     |
|  |   | 46% Provide requested assistance to the administration   | 5% SPACE - office & meeting space a permanent campus home |
|  |   | 38% Promote cultural endeavors   | 4% Benefits - health insurance costs maintaining benefits |
|  |   | 33% Provide guidance to newly retired  | 4% Office staffing - overburdened                         |
|  |   | 29% Offer programs involving volunteerism, civic engagement, service learning, or community outreach |   |
|  |   | 29% Present courses/instruction of benefit to retirees   |   |
|  |   | 28% Host clubs or educational activities   |   |
|  |   | 28% Offer retirement education workshops for pre-retirees  |   |
|  |   | 26% Memorials for recently deceased  |   |
|  |   | 24% Provide student scholarships   |   |
|  |   | 19% Advise/mentor/honor students   |   |
|  |   | 16% Raise funds for institution's use  |   |
|  |   | 13% Assist in departmental history preparation   |   |
|  |   | 13% Write and/or publish vignettes of distinguished professors and/or administrators                 |   |
|  |   | 6% Offer retiree re-employment programs or opportunities   |   |
|  |   | 5% Meet with prospective students, parents or other campus visitors                                  |   |

#### Major Accomplishments

- 21% Volunteer programs
- 19% Travel programs
- 12% Conduct research
- 12% Awards and recognition
- 7% Offer ways to preserve history
- 5% Scholarships
- 5% Maintain retiree records
- 5% Publications
- 5% Mentoring
- 5% Finance seminars
- 2% University involvement
- 2% Problem solving

#### College Retiree Privileges

- 96% Use of library facilities
- 85% ID cards
- 85% Use of e-mail services
- 78% Free or reduced parking fees
- 65% Recognition dinners/luncheons/etc.
- 62% Free or reduced athletic/arts tickets/gymnasium access
- 57% Use of institutional computer services
- 49% Serve on University Committees
- 39% Individual office space for personal/academic work
- 34% Health subsidies or stipends to offset health costs
- 32% Formalized opportunities for university involvement
- 22% Free Notary service
- 15% Discounted on-campus health services

#### Other Challenges

- Computer Web Access
- Services for distant or frail Retirees
- Effective lobbying/advocacy
- Handicapped access
- Lack of interest
- Adjusting to changes - continuity
- Marketing & visibility
- Offering meaningful & popular activities
- Parking
- Research support
- Staying relevant
- Transportation

Research Contacts: Janette Brown, Ed.D. (jcbrown@usc.edu) -- Linda Pearson (lpearson13@ivytech.edu)

University of Southern California Ivy Tech Community College

[www.arohe.org](http://www.arohe.org) [arohe@usc.edu](mailto:arohe@usc.edu)

## Bicoastal Collaboration Benefits AROHE Web

### **Project Name:**

#### ***AROHE Web Development***

Developing a comprehensive web presence to market the Association, build membership, and offer valuable resources to our members.

AROHE is benefiting from an exciting, bicoastal web collaboration between Rochester Institute of Technology (RIT) in New York and the University of Southern California (USC) in Los Angeles! Three RIT undergraduate students and seven USC graduate students are sharing their technological expertise to develop a new AROHE website to allow organization growth, a vehicle for membership networking and resource sharing.

Summer 2009, Barry Culhane, AROHE president, provided student time to initiate a redesign of the AROHE website. August, 2009, Janette Brown, AROHE executive director, submitted a grant proposal on behalf of AROHE to a computer science class at USC. This established a project entitled, "AROHE Web Development" with USC and RIT student web team collaboration.

The teams meet "face to face" using Skype (webcam on-line) "live". In eight months east & west students' collaborative effort will produce an AROHE website and provide mentoring and cultural exchange among the students and AROHE leaders.



**2009 RIT Students**

**Left to right:** *David Taubman, Brian Muller, David Pearson*



**2009 USC Students**

**Left to right:** *Computer Science Masters students - Manoj Jiwatramani, Sudip Thakur, Pooja Jumani, Aruna Subramani, Shriya Arora, and Deepa Narasimhan*  
**Not pictured:** *Joshua Barham*

## Introduction: AROHE Board Member Dr. Ram Chugh Champion of SUNY Retirees Service Corps!

Dr. Ram Chugh is a champion for faculty and staff retirement organizations. Ram has successfully launched the SUNY Retirees Service Corps to facilitate the creation of retiree programs at State University of New York (SUNY) campuses. Using the AROHE Start-up Kit, the Retirees Service Corps put together an outstanding process and resource book for SUNY's 64 campuses (4 university centers, 25 state colleges, 5 statutory colleges, and 30 community colleges). On an average, over 1000 SUNY employees retire each year (20,000 since 1996) and as of a year ago, ten campuses have retiree programs. Dr. Chugh and his colleagues hope to generate greater interest and more programs by providing an all day symposium and inviting representatives from each SUNY campus to come together, November 12, 2009, in Albany, NY. Janette Brown and I will make a presentation for AROHE during this one day conference. We are hopeful that the SUNY system will be the poster child for new state retiree organizations joining AROHE. Congratulations! -- *Barry Culhane, President, AROHE*

## Best Practices: Intergenerational Forum

Twice a month in the spring semester of 2009, a group of faculty and staff retirees at the University of Southern California (USC) have met over sandwiches with a group of undergraduate and graduate students to study the big and small problems of our world, from the North Korean missile launch to trash collection on campus. Each participant has in hand a copy of a recent number of the Economist, a sophisticated journal of global news published in London. They never know where the discussion may lead; one ended with a student going off to draft a letter to President Sample urging the University to be very alert to the impact of the economic troubles on its students and their families. (The group received a cordial reply, and the University is taking very sure steps in dealing with this situation.) Another came to see local recycling efforts as part of a major global challenge.

These discussions are organized by the Emeriti Center College and supported by the Division of Student Affairs. They are a modest effort to tackle a very big problem; the difficulty we have talking sense to each other about important issues.

Three pieces of the difficulty are that we often talk only to people who share our experiences and opinions, that we never seem to have read or heard the same things, and that we don't ask often enough "What can we do about this? Who needs to hear from us?" In these discussions we arbitrarily choose a common base of high quality reading; we try to wind up with someone tasked to write a letter or make further inquiry; and when twenty-somethings and seventy-somethings sit across the table they learn the most amazing things from each other!

A university with well-organized retired faculty and staff has a ready source of both age groups, but this could be done in church, temple, community and other groups. Anyone interested in trying something similar should feel free to contact the Emeriti Center for further information and contact with the organizers.

**Contact Email:** [emeriti@usc.edu](mailto:emeriti@usc.edu)

## New Retiree Organization Forms at Austin Peay State University

An effort three years in the making, the Austin Peay State University Retirees' Association (APSURA), Clarksville, TN, organized formally.

APSU President Tim Hall and Vice President of Finance Administration Mitch Robinson signed the APSURA bylaws during a ceremony at 10 a.m., Friday, May 1, 2009 in the Browning Administration Building president's conference room. Other University administrators and APSURA committee members attended the official signing.

The purpose of the APSURA is to promote the welfare of retired faculty and staff through various programs and activities, to support continued involvement with the University and to participate in activities that benefit the community in general.

Al Bekus, who retired from APSU in 2004 following a 34-year teaching career at the University, is one of the leaders who helped to develop APSURA. Discussions of starting a retirement association began in 2006, and since then, Bekus has shared his enthusiasm with others to begin the organization.

"The administration has been extremely supportive of this, especially Mitch Robinson," said Bekus, who now teaches as an adjunct faculty member at the APSU main campus and Austin Peay Center @ Fort Campbell.

Bekus said the organization would serve as a partner to the University and a resource for retirees and employees nearing retirement.

"Being a member of the association is going to be part of the retirement process," he said.

Membership is open to retired APSU administrators, faculty and staff and their spouses, as well as spouses of deceased University retirees. Bekus said he would like to see APSURA pursue a number of programs and sessions on topics ranging from medical benefits to taxes. In addition, the APSURA will seek to become affiliated with the national retirees' association devoted to higher education, he said.

## Editor's Note

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

Biannual edition of AROHE newsletter is mailed to members and includes article submissions by membership. Past newsletters are available on-line at [www.arohe.org](http://www.arohe.org) (after website redesign - 2010).

### **Current contributors:**

Janette Brown, University Southern California  
Barry Culhane, Rochester Institute Technology  
Franchon Funk, Florida State University  
Cathie Logan, Winona State University  
Gwendolyn Trotter, Florida A&M University

All members are encouraged to submit current articles regarding best practices, current trends & resources to: Cathie A. Logan, Director, WSU Retiree Center, Winona State University, [clogan@winona.edu](mailto:clogan@winona.edu), 507.457.5565

**AROHE Conference: October 14-17, 2010**

**Contact: [arohe@usc.edu](mailto:arohe@usc.edu) for more information**



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