

# AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

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October 2015

## Table of Contents

Presidential Notes
Transforming Retirement at the AROHE Conference in Seattle
Scientific Society Highlights AROHE Message
Member Highlight
Stanford Graduates Develop Tools for Alzheimer's Care
Resource: Next Avenue
Senior Tenured Professors Planning Retirement Delay?
The Spirituality of Age
AROHE Services and Programs

## Presidential Notes



Patrick C. Cullinane, M.S.

What do you need to know about retirement planning and transitions? What concerns you? What will help you in your work on retirement whether you are an existing emeriti/retiree association or a campus entity such as HR, Development, Academic Affairs etc.? Later this fall, AROHE will ask you these and other questions. Your input will help inform the program for the Aug. 14 – 16, 2016 conference at the University of Washington. In this issue, you will read an introductory article about the conference.

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In this issue is an article by AROHE's President-elect, Caroline Kane, about the American Society for Cell Biology and the continuing engagement of academia with their "Wise Guys" for mutual benefit.

Robert L. Weber, Ph.D., Assistant Professor of Psychology, part-time at Harvard Medical School and faculty member at Massachusetts General Hospital Department of Psychiatry provides us with a preview of the upcoming publication [The Spirituality of Age: A Seeker's Guide to Growing Older](#).

*Next Avenue* is public media's first and only national service for America's booming 50+ population. Their mission is to meet the needs and unleash the potential of older Americans through the power of media. They provide news, information and advice to help their older audience navigate their lives. You can read more in the accompanying article.

Inside Higher Education recently highlighted an article on tenured professors delaying retirement. You can learn more in the article in this issue.

Lastly, we hope you like the addition of the table of contents to the first page of the newsletter. Your feedback on the newsletter and what can make it most valuable for you is welcome. Share your thoughts at [info@arohe.org](mailto:info@arohe.org).

Be Well

Patrick C. Cullinane, President, AROHE

## **Transforming Retirement at the AROHE Conference in Seattle, August 14-16, 2016**



Join us for the 2016 AROHE conference, “Transforming Retirement: Re-Writing the Next Chapter,” in Seattle, Washington, Sunday August 14 through Tuesday, August 16. Become a leader in transforming retirement on your campus and in your community.

At this conference you’ll strategize with peers about changing the role of later life to one that fulfills retirees, enhances universities and makes a difference on and beyond the campus. Come away inspired by institutions and visionaries who outline a new way.

Who better to lead the charge to change institutional and cultural attitudes than our own staff and faculty retirees?

Forward-thinking staff and faculty leaders from your Chancellor/Provost’s offices, HR/Benefits, Alumni Associations and Advancement/Development are welcome to attend, exchange new and effective practices that enhance retirement transitions and engagement of university retirees.

We’ll gather in a lovely setting on the University of Washington campus in Seattle, hosted by the University of Washington Retirement Association, whose members look forward to welcoming you.

AROHE and the UWRA encourage you to combine this conference with the chance to explore the region. Now is a good time to start planning your visit to Seattle and

the Pacific Northwest.

Seattle's local wonders, mountain and water views will lead you to Mount Rainier, ferries across Puget Sound and the Olympic Peninsula beyond. Venture north (maybe by float plane!) to the San Juan Islands. Vancouver, British Columbia is less than a three-hour drive away; so is Portland, Oregon. Wine country in eastern Washington and the Pacific coast in Oregon are beckoning, too!

Save the dates. Plan to join us in Seattle August 14-16, 2016 and help transform retirement.

## Scientific Society Highlights AROHE Message

The American Society for Cell Biology used its June newsletter to highlight how academic institution retirees continue to be valuable "Wise Guys" to their institutions, communities and the nation as a whole. AROHE itself is prominently mentioned as a valuable resource for institutions and individuals looking for ways to "Transform Retirement in Higher Education."

Co-authored by AROHE President-Elect Caroline Kane, the article presents two examples (among many possible) from UC Berkeley and Johns Hopkins University about engaging emeriti post-retirement, each of which includes activities already in place on many AROHE campuses. While the focus is on those who have worked in the sciences, the lessons are applicable across many disciplines and outlooks on living actively in retirement. See more at: [www.ascb.org/newsletters/2015/June/#8](http://www.ascb.org/newsletters/2015/June/#8)

## Member Highlight

*By Fanchon "Fancy" Funk*

"The Florida State University Association of Retired Faculty (ARF) is indebted to AROHE for sharing ideas to help retirees remain connected to their universities. The following are some ideas our association has implemented:

- 1) obtaining financial support and office space from the campus,
- 2) participating in campus-wide programs for retirees,
- 3) working with HR to obtain additional benefits for retirees,
- 4) providing scholarships for students and
- 5) establishing a Multi-day Valentine's Event VIP Tour of the campus."



## Stanford Graduates Develop Tools for Alzheimer's Care

Alzheimer's and related dementias cause drastic and devastating changes in the brain. Because there is no treatment available to prevent, stop, or slow dementia, families are on the front line against the disease. Caregivers at first manage the patient's finances and schedule, and later assist with activities of daily living (including eating, dressing, and toileting.) Dementia takes an emotional and physical toll on families. Caregivers experience social isolation and depression at twice the rate of the noncaregiver population, and caregivers have exorbitantly high rates of hospitalization.

In fall 2014, a team of Stanford engineers began interviewing families affected by the disease. When the team graduated in June 2015, they founded a company called Formative to develop tools to improve the caregiving experience. Formative's software allows caregivers to assemble a "care team," consisting of family members, close friends, and inhome paid help.

Formative then matches the care team with a personal "care mentor," who can share his/her experience with dementia and offer advice to help the family navigate the disease. Formative is committed to supporting the invaluable work that caregivers do for the many millions of people affected by dementia. For more information about Formative or to participate in the early testing of our software, contact Mersina by email at [mersina@formative.care](mailto:mersina@formative.care) or by phone at 401.266.8188.

## Resource: Next Avenue

**Next Avenue** is public media's first and only national service for America's booming 50+ population with a mission to meet the needs and unleash the potential of older Americans through the power of media. Their website indicates that they aim to do this by providing news, information and advice to help their audience navigate their lives and invite them to join in an ongoing conversation about the issues and transitions we all face. You will find their website [here](#).

## Senior Tenured Professors Planning Retirement Delay?

Some 65 percent of tenured senior faculty members plan to put off retirement for various reasons, according to a new study from the TIAA-CREF Institute. But the reasons behind that figure might not be what you think. Just 16 percent of respondents said they'd like to retire by the "normal" retirement age of 67 but expected to work longer for financial reasons. A much bigger proportion of respondents -- 49 percent -- said they'd want to work past age 67 by choice

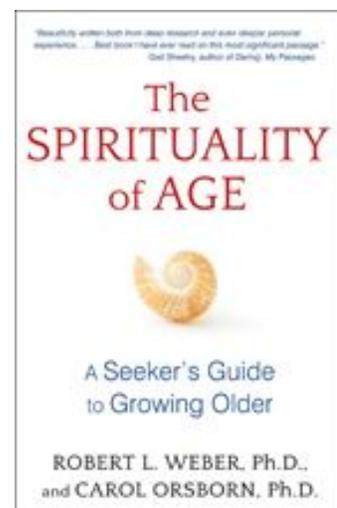
Those findings are similar to what was observed in a similar 2013 TIAA-CREF [study](#) on faculty retirement: that faculty members were putting off retirement, but not just for financial reasons in a still-bumpy economy. Some of those choices are based on “unconfirmed assumptions,” according to the report -- either that faculty members won’t have enough money to retire or that they won’t find viable work alternatives. Female faculty members are more likely than their male colleagues to expect to retire by normal retirement age. Paul J. Yakoboski, a senior economist who co-authored the report, said universities should talk to faculty members about both the financial and psychosocial aspects of retirement so that they can make informed choices. The full report is available [here](#)

## The Spirituality of Age: A Seeker's Guide to Growing Older

Robert L. Weber, Ph.D. and Carol Orsborn, Ph.D

As we enter the years beyond midlife and into retirement, our quest for a realistic vision of and approach to aging takes on added urgency and becomes even more relevant in our daily lives. How can we, a new generation of seekers, be empowered to view aging as a spiritual path?

It is by engaging with the difficult questions about loss, meaning, vulnerability, and mortality--questions we can no longer put off or ignore--that we continue to grow, spiritually. It is by facing societal-institutional marginalization, the loss of those dear to us, and the loss of self-worth associated with the loss of our societal roles that we can grow and find new life. In fact, the realization of our full spiritual potential comes about, **not in spite of** the challenges aging brings, **but because of** them.



Addressing head-on how to make the transition from fears about aging into a fuller, richer appreciation of the next chapter of our lives, the authors guide you through 25 key questions that can help you embrace the shadow side of aging as well as the spiritual opportunities inherent in growing older. Sharing their stories and wisdom to both teach and demonstrate what it means to feel energized about the possibilities of your later years, they explore how to find a constructive role for regret, shame, and guilt, realize your value to society, and embrace the freedom of your later years to become more fully yourself.

By engaging deeply with both the shadow and light sides of aging, your spirit not only learns to cope--but also to soar.

*Robert L. Weber, Ph.D., is Assistant Professor of Psychology, Part Time at Harvard Medical School and faculty member at Massachusetts General Hospital Department*

*of Psychiatry. A former Jesuit, he is recipient of the American Society on Aging's Religion, Spirituality and Aging Award.*

*Carol Orsborn, Ph.D., is editor in chief of Fierce with Age, The Digest of Boomer Wisdom, Inspiration and Spirituality and the author of 25 books. She blogs for Huffington Post, PBS's NextAvenue.org and BeliefNet.com.*

## AROHE Services and Programs

AROHE provides a variety of services to its members and member organizations. For members who are forming new retiree organizations or developing new programs for retired faculty and staff, AROHE offers the following resources, in addition to a Start Up Kit, geared toward newly-established groups. Membership benefits 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** allowing members to search for and seek assistance from other member organizations that will be most aligned with their needs.

**An online discussion forum** for members to share ideas or to ask questions of other members.

**Member-shared resources** in these 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** which pairs new or less-experienced members with more experienced members for one-on-one consultation.

Join us. We invite your input. Share your ideas, needs, and concerns at [info@arohe.org](mailto:info@arohe.org). Join AROHE and help 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.

Learn more at <http://arohe.org> or contact AROHE at [info@arohe.org](mailto: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.

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