

# AROHE Matters

E-newsletter of the Association of Retirement Organizations in Higher Education

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March 2015

## New AROHE Presidents Notes



Dear Colleagues:

Welcome to 2015, the year of the Ram. AROHE looks forward to serving and providing you with ideas and resources to enable you to promote the engagement and well-being of retired faculty and staff and their continuing contributions to higher education and the world at large.

Transforming retirement, retiree engagement, new frontiers, new paradigms, encore universities. These are just a few of the terms trying to capture the movement on our campuses to address the interests and concerns as the Silent and Baby Boom generations retire.

AROHE and its members are committed to finding the most effective and efficient ways to respond to this demographic trend. At our biennial conference, in the AROHE Matters newsletter and on our website, we will highlight the good work being done by members. An excellent sampling of the efforts has been captured in the recent America Council on Education and Sloan Foundation publication, "Toolkit for Faculty Career Flexibility".

As we prepare for the future the AROHE board held a strategic planning retreat. Our focus was on enhancing value for members and their constituents. In the next issue of AROHE Matters, I will report on the strategic work underway and ask for your review and comment. Your input at any time on addressing retiree interests and needs is always welcome. Share your thoughts with me at [info@arohe.org](mailto:info@arohe.org).

Lastly, please mark your calendar for the next biennial conference. It will be held August 14-16, 2016, at the University of Washington in Seattle. The call for presentations will be out later this year.

Thank you for your involvement and concern for a valuable asset of institutions of higher education – our retirees.

Be Well

Patrick C. Cullinane, President, AROHE



## **AROHE Member – San Jose State University: Planning a Graceful Exit to retirement and beyond...**



Most institutions of higher education provide fairly extensive support to assist their faculty as they launch their academic trajectories. But they typically offer far less in the way of resources or guidance as faculty contemplate bringing their careers to a close. With the generous support from the American Council on Education and the Sloan Foundation, we have sought to begin to fill that gap, by developing resources and programming focused on demystifying the later stages of one's academic career and the transition to retirement.

We created a series of brief video-taped interviews with retired faculty from departments spanning the campus, providing viewers with the opportunity to hear former colleagues describe their experiences planning for and adapting to retirement in their own words. We also host an annual lunch-time panel discussion, where retired faculty respond “live” to questions about their experiences and about what they wish they had known about the process beforehand. While some of the attendees are within 2-3 years of retirement, many anticipate remaining active faculty for a decade or more.

Many of our faculty are loathe to talk openly about retirement, lest they be “sidelined” or viewed as “lame-ducks”, and so it has proven challenging to address many of their needs as they begin to move into these uncharted waters. Our key goals are to provide opportunities for faculty to gather information without needing to disclose they were beginning to think about “moving on” and to provide a “safe” context in which to talk about life “post-faculty-career.” The feedback we have received – about the panel discussion and about the videos – suggests that we are, indeed, providing valuable opportunities for reflection, for conversation, and for action around this essential life transition.

We invite you to view our faculty interviews at  
<http://www.sjsu.edu/cfd/rtp/career-planning/interviews-retired-sjsufaculty/>

Amy Strage, Assistant VP for Faculty Development & Professor of Child and Adolescent Development and Joan Merdinger, President, Emeritus and Retired Faculty Association & Professor Emerita of Social Work, San Jose State University.

## **New AROHE Board Members**

### **Caroline Kane, Molecular and Cellular Biology, AROHE President-Elect**

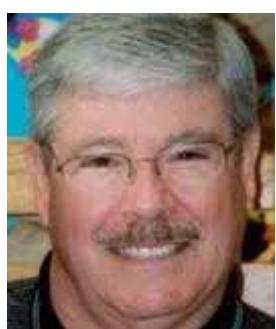
Caroline Kane hails from Ohio, and once she came to California for her doctoral work in 1974, she knew the West Coast was to be home. She “retired” in 2008 after over 25 years in the



Department of Molecular and Cell Biology at UC Berkeley. She led an active research group studying the molecular mechanics of gene regulation, and her students and postdoctoral fellows work in academia, industry, government, law, and consulting. She took Berkeley's PreRetirement Planning Program classes and realized that the planning process demystified the transition into all the other types of activities that are making up the next several chapters of her active life. She is the current President of Berkeley's Emeriti Association, and she is also Board President of an education nonprofit called Biotech Partners. She is Interim Director of UC's President's Postdoctoral Fellowship Program. She also golfs, volunteers at a wildlife hospital and spends lots of time with her husband at their second home in Hawaii. Retired from the lab but in no way retired from life!



**Dr. Sheryl A. Maxwell, Mathematics Educator**  
During the last years of my employment at the University of Memphis and after my retirement in 2009, I have been working as the executive director of the Research Council on Mathematics Learning. In 2007, the organization, RCML, secured the ownership of our professional journal, Investigations in Mathematics Learning. As the current VP for Publications, I not only copyedit the initial proofs of the three or four journal articles for each of the three journal issues, but also maintain the subscriptions from worldwide University libraries and individuals by issuing invoices and processing the moneys received. Additionally, I answer any queries from the subscribers via phone calls and e-mails, as well as mail out journals to overseas sites. We print about 300 journal issues three times per academic years so some weeks are a little hectic!



**Larry Gahan, Recreation and Parks Administration**  
Lawrence (Larry) Gahan received his B.S., M.S. and Ph.D. degrees from University of Illinois in Recreation and Park Administration. He taught at Clemson University in the Department of Parks, Recreation and Tourism Management from 1968 until 2000. He has served on two national boards: National Recreation and Park Association (NRPA) Board of Trustees and the Commissioners/Board Members Branch of NRPA. While at Clemson he served as a member of the University Assessment Committee and as chair for one year. In 1984 he was appointed as an Alumni Distinguished Professor for outstanding teaching. He currently serves on the Emeritus College Advisory Board.

## **Resources and More Resources for You: Online directory connects AROHE members**

The member directory on the AROHE website enables members view the basic information about all members or click on an organization or individual member's

name to see more detailed information. Members are listed in alphabetical order, grouped first by university then by organization. You may view the entire directory or search for members via a simple search (name or organization) or an advanced search using multiple criteria that you select. AROHE members can view the directory by logging in at <http://arohe.org> using the email address to which this newsletter was sent and your password. If you have forgotten your password, click on "forgot password."

**Bugge, John**

Emory University Emeritus College  
Emory University

[engmb@emory.edu](mailto:engmb@emory.edu)

(404) 417-0754

<http://emory.edu/emeritus>



**Kress, Susan**

Skidmore College  
Skidmore College

[skress@skidmore.edu](mailto:skress@skidmore.edu)

518-583-1359



**Scales, Robert R.**

USC Emeriti Center, University of Southern California  
University of Southern California

[rscales@usc.edu](mailto:rscales@usc.edu)

213-500-7790

<http://emeriti.usc.edu>



By clicking on an organization's or individual's name in the directory you can view additional details such as the size and type of the college/university and the programs and benefits that organization or individual's campus offers to retirees.

Many AROHE members have completed their member profiles and uploaded photos, but many others have missing information. If you are an AROHE member and you have not completed your AROHE profile, please log to the AROHE website using the instructions above. Once logged in, click on "View profile" in the upper right hand corner of the page, then on "Edit profile." Add or update your information and upload a photo on the "My Profile" page.

## Idea Corner

by Dorothy Zinsmeister and Dave Ewert

In January 2014, GA-HERO (Georgia Association of Higher Education Retiree Organizations) invited the Chancellor and Vice Chancellor for Human Resources for the University System of Georgia (USG) to speak at our semi-annual meeting. The agenda included a discussion of how GA-HERO could enhance USG's awareness of the concerns of its retirees.

After that meeting, the group discussed how retirees might provide service to USG. A proposal to create the USG Retiree Council was submitted to the Chancellor. After a thorough review of the proposal by the Chancellor and his Cabinet, it was approved in November as a formal advisory committee to the Board of Regents and the USG Office.

The purpose of the Retiree Council is to promote and foster the welfare of the retirees, the USG schools and the USG staff through the combined creativity and expertise of retiree representatives from each institution.

The scope of responsibilities of the Retiree Council includes such functions as:

- Promoting the establishment and development of effective retiree organizations in all USG institutions
- Providing leadership for developing, with designated USG staff, a registry of retirees who have the experience and skills to serve in interim faculty/staff/administrative roles as needed across the System
- Formulating and recommending, in consultation with the staff, policies and procedures on such issues as best practices for pre-retirement, retirement, and post-retirement; alternate retirement options; and retirement transition options
- Serving in an advisory capacity for the staff on benefit plans and promote understanding of the impact that proposed plan changes may have on retirees
- Serving the staff in an advisory capacity on other issues as needed

Dorothy Zinsmeister is Professor Emerita of Biology (Kennesaw State University) and originator of the proposal for the USG Retiree Council. Dave Ewert is Professor Emeritus of Finance (Georgia State University) and co-founder of GA-HERO.

## Older Americans Month 2015 Materials Available Now



ACL has published outreach materials to support communities celebrating Older Americans Month this May. The 2015 observance theme, “Get into the Act,” honors the 50th anniversary of the Older Americans Act and emphasizes older adults taking charge of their health and getting engaged in their communities. The available materials include a poster series (select one or use them all!), sample social media, event ideas, document templates, and more. To join ACL in recognizing older adults for their contributions to the nation, visit the [Older Americans Month](#) section of the ACL website.

Look for future announcements regarding materials designed specifically to help you celebrate the Older Americans Act anniversary.

## A Perspective on the Role of an Emeritus College

Editorial Note: Forty years ago, Diane Smathers began her career in academe as an instructor at the University of Kentucky, completed a doctorate at the University of Georgia and in 1988 arrived at Clemson University. Upon her retirement from her most recent post as director of the Emeritus College she reflected on the value of an Emeritus College.

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Higher education is not a business. Students are not customers. If higher education operated the way businesses operate, we would not have programs in music and the arts because they are not cost effective. We would not have laboratories in engineering and science because the equipment is cost prohibitive. Higher education is a culture where learning takes place and growth and development occur. It's where youth transition to adulthood.

So what does this revelation have to do with the Emeritus College? Everything. As a non-degree granting, academic unit on Clemson's campus, the Emeritus College has a responsibility to help shape the educational experience of Clemson's students. We believe, we KNOW, the importance of one-on-one relationships in the college experience. With today's demands on young faculty to generate dollars, utilize the latest technology, and stay abreast in their field when the half-life of knowledge is thought to be as little as three-five years in some disciplines, little time or energy is available for building relationships with students. But you can. The Emeritus College has a readily available cadre of retired faculty who can meet the needs and make a difference in the educational experience of our students.

Yes, to sustain the traditional college experience we had as students and we gave to our students, where learning takes place in a nurturing environment... is costly in terms of human resources, but if we (as an institution) fail, it will cost much, much more in the long run. Education is a public good and Clemson is educating for the greater good. Thus, you as emeriti have been, and can continue to be, a vital force. I challenge you not to just come to emeritus events, but to reengage (albeit on your schedule) with the academic life of the university. There is almost 5000 years of teaching and research experience in this room today.....don't let it waste. And I challenge the President and Provost to recognize the value of the Emeritus College (you have inherited a treasure) and to support it, not only with resources, but with guidance and wisdom.

## White House Conference on Aging (WHCoA) Schedules Regional Forums

The White House has announced a series of regional forums for the WHCOA that will be co-sponsored by AARP and the Leadership Council of Aging Organizations, the latter of which GSA (Gerontological Society of America) is a founding member.

These forums will engage older Americans, their families, caregivers, advocates,

community leaders, and aging experts on the key issues affecting the country's senior demographic. The first forum took place in Tampa, Florida, on February 19. Subsequent forums will be held in Phoenix, Arizona, on March 31; Seattle, Washington, on April 9; Cleveland, Ohio on April 27; and Boston, Massachusetts, on May 28.

While participation is by invitation, all of the events will be live webcast to engage as many people as possible.

More information can be found at the sites below:

<http://www.whitehouse.gov/blog/2015/01/13/regional-forums-provide-input-and-ideas-2015-white-house-conference-aging>

<http://www.whitehouseconferenceonaging.gov/>

## 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. [Click here to learn more about membership.](#)

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. Board meetings are held via conference call on the first Friday of each month, 10:30 a.m. Pacific time. Any AROHE member may join a board meeting by contacting the AROHE office for call-in information prior to the meeting.

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Contact email: {Organization\_Contact\_Email}

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