Transforming Retirement: Re-writing Life's Next Chapter
August 14-16, 2016 | University of Washington, Seattle
Dear Colleague:
Welcome to AROHE's 8th biennial conference. We look forward to our time together as we explore how best to transform retirement and re-write life's next chapter. We live in exciting and challenging times. Post full-time employment lives can now be 25 to 30 healthy years. The talent, experience and wisdom of our colleagues in higher education after years of service are being discovered as valuable assets for our institutions and the community at large. The challenge we face is how best to support that discovery and help that talent prepare for, transition to and engage in meaningful next chapter lives for the individuals and their institutions.
For over 15 years, AROHE has been working to assist us in engaging retiree talent and addressing these opportunities and challenges. As a nonprofit association, AROHE champions transformative practices to support all stages of faculty and staff retirement, mutually beneficial engagement and continuing contributions to academic institutions. By sharing research, innovative ideas and successful practices, AROHE emphasizes the development and enhancement of campus-based retiree organizations and programs which support this continuing engagement in higher education. AROHE’s website — arhoe.org — is the best way to stay informed of developments.
To support your efforts over the next few days, the conference committee has provided you with an opportunity to expand your knowledge, capacity and network. We hope the conference is a rich experience for you.

Greetings!
The University of Washington Retirement Association is delighted to welcome you to Seattle and the UW for this valuable AROHE conference on transforming retirement. We hope you will enjoy your visit and find the conference fruitful, apt and inspiring.
The UWRA is proud to be a founding member of AROHE. Since 1975 we have served staff and faculty retirees of the UW. Our mission is to inform, connect and advocate for UW retirees and pre-retirees, encourage continued engagement with our university and foster a purposeful retirement. Current membership is about 2,500. Learn more at uw.edu/uwra.
Among our long-term successes is our affiliation with Era Living to create retirement communities that connect residents with quality services and programs drawing on UW resources in aging, cultural and academic fields. We are pleased to have them sharing conference sponsorship. Era Living is also providing conference transportation.
UWRA’s service to retirees and the UW is enhanced by the support of the University of Washington. University Advancement plays a key role in tangible and strategic support in recognition of the value of retirees to the UW. The sponsor contribution to this conference from UW Alumni & Constituent Relations is a sign of this continuing support.
Since 2000, annual retirements from the UW have more than doubled, from about 225 to well over 500 per year. As we respond to the challenge of growing numbers and changing interests of newer retirees, we look forward to networking with all of you to learn from this conference.

Patrick C. Cullinane
President
AROHE
Board of Directors

Caroline Kane
President-Elect
AROHE
Board of Directors

Janette Brown
Executive Director
AROHE
Board of Directors

Charles Chamberlin
UWRA President, 2015-16
Chair, Local AROHE Conference Committee

Susan Neff
UWRA President, 2016-17

AROHE acknowledges and appreciates the financial support of our conference sponsors. You will see their advertisements and logos in this program and on our sponsor poster. Stop at sponsor tables to thank them for their support and learn how they are responding to current and coming changes in retirement.
### Conference Schedule at a Glance

#### Sunday, August 14

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>1:00</td>
<td>Check-in/Registration at hotel or residence hall</td>
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<tr>
<td>4:00</td>
<td>Buses load and depart from hotel for reception and banquet</td>
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<tr>
<td>5:00</td>
<td>Reception and banquet</td>
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<tr>
<td></td>
<td>Panoramic Center, Pacific Tower, 1200 12th Avenue South, 98144</td>
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#### Monday, August 15

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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>8:00</td>
<td>Buses load and depart from hotel for UW</td>
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<tr>
<td>9:00</td>
<td>Transforming Retirement—The Big Picture: What’s Coming and Why</td>
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<tr>
<td></td>
<td>Fernando Torres-Gil</td>
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<tr>
<td></td>
<td>Husky Union Building (HUB), South Ballroom</td>
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<tr>
<td>10:45</td>
<td>Round 1 Concurrent Sessions: Transforming Retirement Programs and Services</td>
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<tr>
<td></td>
<td>HUB, 2nd and 3rd floors</td>
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<tr>
<td>12:15</td>
<td>Lunch</td>
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<tr>
<td></td>
<td>HUB, South Ballroom &amp; Foyer</td>
</tr>
<tr>
<td>1:15</td>
<td>Round 2 Concurrent Sessions: From Surviving to Thriving: Strengthening the Status and Role of Retirees and Associations for a Greater Campus Voice</td>
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<tr>
<td></td>
<td>HUB, 2nd and 3rd floors</td>
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<tr>
<td>3:15</td>
<td>Resource Exchange Fair and Refreshments</td>
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<td></td>
<td>HUB, South Ballroom</td>
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<tr>
<td>5:00</td>
<td>Buses load and depart from HUB for hotel</td>
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<tr>
<td>Evening</td>
<td>Dine-arounds</td>
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#### Tuesday, August 16

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>8:00</td>
<td>Buses load and depart from hotel for UW</td>
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<tr>
<td>9:00</td>
<td>Universities as Models, Facilitators and Champions of Transformed Retirement</td>
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<tr>
<td></td>
<td>Carole Goldberg</td>
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<td>HUB, South Ballroom</td>
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<tr>
<td>10:45</td>
<td>Round 3 Concurrent Sessions: Advocacy: Building Strategies to Transform Retirement on your Campus</td>
</tr>
<tr>
<td></td>
<td>HUB, 2nd and 3rd floors</td>
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<tr>
<td>12:15</td>
<td>Lunch</td>
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<tr>
<td></td>
<td>HUB, South Ballroom &amp; Foyer</td>
</tr>
<tr>
<td>1:00</td>
<td>Panel and Discussion: Visions for the Future: The Transformed Relationships of Higher Education and Retirees in 2030</td>
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<tr>
<td></td>
<td>HUB, South Ballroom</td>
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<tr>
<td>3:00</td>
<td>The Role of AROHE: Facilitating the Work of Transforming Retirement</td>
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<tr>
<td></td>
<td>Feedback from concurrent sessions and further input; AROHE business meeting</td>
</tr>
<tr>
<td></td>
<td>HUB, South Ballroom</td>
</tr>
<tr>
<td>5:00</td>
<td>Buses load and depart from HUB for hotel</td>
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Sunday evening's banquet will be held in the Panoramic Center room of Pacific Tower, 1200 12th Avenue South, Seattle 98144. If you are driving, you can find directions and parking information at www.farestart.org/pacific-tower-directions-parking. Parking is $5.

Dine-Around Dinner Options, Monday, August 15

Want to join a dine-around group at a nearby Seattle restaurant on Monday evening? If you didn’t respond to the email invitation to sign up, you can do so through Monday morning, August 15 at the registration/concierge table in the South Ballroom foyer, or check your email or the conference website for the sign-up link.
Carole E. Goldberg (cgoldberg@conet.ucla.edu) is the Jonathan D. Varat Distinguished Professor of Law at UCLA and from 2011-2016 was UCLA’s Vice Chancellor, Academic Personnel. As Vice Chancellor, one of her responsibilities was oversight of UCLA’s Emeriti/Retirees Relations Center.

Previous positions have included Associate Dean of the UCLA School of Law, Chair of UCLA’s Academic Senate, and the Oneida Indian Nation Visiting Professor of Law at Harvard Law School. Since 2007 she has served as a Justice of the Court of Appeals of the Hualapai Tribe. From 2011 – 2014 she was also one of President Barack Obama’s appointees to the Indian Law and Order Commission.

Carole Goldberg has taught Civil Procedure, Federal Indian Law, Tribal Legal Systems, the Tribal Legal Development Clinic, and the Tribal Appellate Court Clinic. In 2006, she served as the Oneida Indian Nation Visiting Professor at Harvard Law School, and in 2007 she was appointed a Justice of the Hualapai Court of Appeals.


Fernando Torres-Gil (torres@luskin.ucla.edu) is Professor of Social Welfare and Public Policy, Director of the Center for Policy Research on Aging, UCLA, and former Associate Dean and Acting Dean at the UCLA School of Public Affairs. His research spans health and long-term care, disability, entitlement reform, and the politics of aging. He has written six books and over 100 publications, including The New Aging: Politics and Change in America (1992) and Lessons from Three Nations, Volumes I and II (2007).

His role as a leading spokesperson on demographics, aging, and public policy has led to a career of national service and recognition. In 1978 President Jimmy Carter appointed him to the Federal Council on Aging. He served as a White House Fellow under Joseph Califano, then Secretary of the U.S. Department of Health, Education, and Welfare (HEW), and continued as a Special Assistant to the next Secretary of HEW, Patricia Harris.

He was appointed by President Bill Clinton as the first U.S. Assistant Secretary on Aging in the U.S. department of Health and Human Services (HHS), where he played a key role in promoting the importance of aging issues, long-term care and disability, community services for the elderly, and baby-boomer preparation for retirement. He served under HHS Secretary Donna Shalala, managing the Administration on Aging and organizing the 1995 White House Conference on Aging.

In 2010 President Barack Obama appointed him Vice Chair of the National Council on Disability, an independent federal agency that reports to the Congress and White House on disability policy. He served as Staff Director of the U.S. House Select Committee on Aging under Congressman Edward R. Roybal.

Torres-Gil is a board member of the AARP Foundation and a former board member of The California Endowment, National Steinbeck Center in Salinas, California and the Los Angeles Chinatown Service Center.

Dr. Torres-Gil was born and raised in Salinas, California, the son of migrant farm workers. He earned his Ph.D. (1976) in Social Policy, Planning and Research from the Heller Graduate School in Social Policy and Management at Brandeis University.
AROHE EIGHTH BIENNIAL CONFERENCE | Transforming Retirement: Re-writing Life's Next Chapter

SUNDAY, AUGUST 14

REGISTRATION AND CHECK-IN
1:00 – 4:00  Conference registration, Silver Cloud Inn at University Village
2:00  Lander Residence Hall check-in begins
3:00  Silver Cloud Inn check-in begins

OPENING RECEPTION AND BANQUET
4:00  Buses arrive at Silver Cloud Inn
4:15  Buses depart for reception and banquet
5:00–8:00  Reception and Banquet: Panoramic Center, Pacific Tower, 1200 12th Avenue South, Seattle 98144
Reception
Welcome from the UWRA and the University of Washington
Dinner buffet
AROHE conference welcome and opening information
Dessert
8:00  Buses depart for hotel

MONDAY, AUGUST 15

6:30–8:00  Breakfast at the hotel
7:00–8:00  Breakfast at residence hall
8:00  Conference registration and information open HUB, South Ballroom Lobby
8:00–8:30  Buses arrive at hotel, load and depart for the University of Washington HUB
8:15  Residence hall guests meet volunteers in Lander Lobby and walk to the HUB
9:00  CONFERENCE OPENING AND WELCOME HUB, SOUTH BALLROOM
Patrick C. Cullinan, AROHE President, University of California, Berkeley
Caroline Kane, AROHE President-Elect, University of California, Berkeley
Janette Brown, AROHE Executive Director, University of Southern California
Pat Dougherty, UWRA Executive Director, University of Washington

9:15–10:15  PLENARY ADDRESS AND RESPONSES HUB, SOUTH BALLROOM
Transforming Retirement—The Big Picture: What's Coming and Why
Fernando Torres-Gil, Professor of Social Welfare and Public Policy and Director of the Center for Policy Research on Aging, UCLA; Adjunct Professor of Gerontology, USC
TABLE DISCUSSION: Implications for higher education and your campus
Conversation with speaker
Facilitator: Janette Brown, AROHE Executive Director, University of Southern California

10:15–10:45  BREAK South Ballroom and Foyer

10:15–4:00  NETWORK CAFÉ 2RD FLOOR CONFERENCE AREA, HUB
During the conference look for the NETWORK CAFÉ sign, which identifies space that is available for networking with other conference attendees.

10:45–12:15  ROUND 1 CONCURRENT SESSIONS
Transforming Retirement Programs and Services

SESSION 1: ROOM 250
Research-based recommendations for rethinking higher education's relationships with retirees
Longevity, extended health and ability are changing life trajectories and the meaning of retirement. What is research showing about today's pre- and post-retirement collegiate staff and faculty? What are the implications for the influence and potential of campus retirement associations? Hear the evidence for recommended policy and program directions that serve an aging workforce, institutional needs, and retiree engagement. What is AROHE's role in disseminating research-based recommendations?
Facilitators:
Roger Baldwin, Professor of Higher, Adult, and Lifelong Education and Erickson Distinguished Chair, Educational Administration, Michigan State University
Brian Kaskie, Associate Professor of Health Policy, Department of Health Management and Policy, University of Iowa College of Public Health

SESSION 2: ROOM 340
Rewriting retirement association programs and services to address a changing retirement
What are new ways your retirement association can address a changing retirement? What programs and services will help members move toward a new next chapter? Explore examples of programs, services or resources and how they can help your membership, campus and community and benefit your association. How can you take advantage of campus partners and resources? How can AROHE be a resource?
Facilitator:
Cary Sweeney, MS (Gerontology), Director, UC Berkeley Retirement Center

Remember to visit the tables in Room 250 HUB (Monday) and South Ballroom (Tuesday) for information from participating campuses and retirement organizations.
SESSION 3: ROOM 334
Encore initiatives in higher education
What is the potential for social impact and personal fulfillment when highly trained and experienced higher education retirees, age-cohort alumni and other older adults engage in roles that utilize their gifts and skills? How can this level of engagement serve the institution, higher education more generally and society as well? What are the challenges? Learn about programs underway at the University of Washington and Stanford University. How could these be adapted to your campus settings?

Facilitators:
Kevin Cavanah, UW Encore Career Services Specialist
Pat Dougherty, UWRA Executive Director and host administrator for UW Encore
Kathryn Gillam, Executive Director, Stanford Distinguished Careers Institute

12:15-1:15 LUNCH
South Ballroom Foyer: Lunch buffet

SESSION 4: ROOM 250
Promoting the value of your retiree association to your college or university
Enhance institutional awareness of the important contributions an active retirement organization can make to your campus. Learn about innovative models and examples from two emeriti associations on promoting a culture of dynamic retirement that will benefit both the individual retiree and the institution: how to document retirees' added value, how to obtain administrative buy-in, how to weather administrative change, and how to enlist AROHE's help.

Facilitators:
Carl Huether, Professor Emeritus of Biology and President, University of Cincinnati Emeriti Association
John Bugge, Professor Emeritus of English and Chair, Emory University Emeriti College Executive Committee

SESSION 5: ROOM 340
Developing and growing a campus retirement organization
In the midst of retirement change and challenge, learn how to start and/or grow a new or developing organization, whether it be a retirement organization or a campus-funded retiree center. What should you consider? Find the locus of administrative support for your efforts and know the advantages for your institution and its retirees. Learn about AROHE resources and get wisdom from consultants.

Facilitators:
Sue Barnes, Director, UCLA Emeriti/Retirees Relations Center and Past-President, AROHE
Janette Brown, Executive Director, AROHE and Assistant Vice Provost, USC Emeriti Center

SESSION 6: ROOM 334
Creating a culture of campus community: Models and lessons from smaller campus settings
Surveys tell us that connection (with colleagues and the institution) is one of the most important values for retirees. How are connection and recognition promoted on smaller campuses to include senior staff, faculty, and retirees? Why should campus administrators and retiree associations invest in community building? Can a larger campus find ways to create this kind of community? How can these values be adapted to your campus? What good ideas can you share? What are creative solutions to particular problems you foresee?

Facilitator:
Susan Kress, Professor Emerita of English and Vice President Emeritus, Academic Affairs, Skidmore College

2:45-3:15 BREAK AND NETWORKING
South Ballroom Foyer

3:15-4:45 RESOURCE EXCHANGE FAIR
AFTERNOON BEVERAGES AND LIGHT APPETIZERS
HUB, SOUTH BALLROOM

Find great ideas and innovative programs already transforming campus and community retirement. Tour the tables, talk with program representatives and steal their ideas for your campus. Don't forget that our sponsors are part of this fair, with their own innovative responses to a changing retirement.

Fair exhibits:
• "Mind Matters": Enhancing intellectual and creative pursuits | Emory Emeritus College
• Higher education as a resource for professionals' next chapters | Stanford Distinguished Careers Institute, Stanford University
• The faculty retirement liaison and pathway to retirement agreement | UC Berkeley
• Documenting achievements and continuing contributions: Emeriti survey | CUCEA
• Mutual gains for retirees and institutions: Retiree Council | University System of Georgia
• Retirement Decision-Making Study | California State University San Marcos
• National Village Movement: Aging in Community – Seattle's Experience | PNA Village, Seattle
• Support for Pathway Discernment | Ignatian Faculty Forum, Santa Clara University
• Finding pathways to meaningful second acts | UW Encore, University of Washington
• Shifting and re-branding organizational direction | USC Emeriti Center
• Building and sustaining a speaker program by and for retirees | Wasch Center for Retired Faculty, Wesleyan University
• Student class on social research benefits the WSU Retirement Center | Winona State University Retiree Center
• Retirement Organizations' Performance and Potential: Insights and Questions Emerging from a National Survey | Michigan State University
• AROHE Ideas and Opportunities | Association of Retirement Organizations in Higher Education

Full descriptions of exhibits appear on page 8 of this program.
4:00 Optional guided campus walk-around. Meet in South Ballroom Foyer.
5:00-5:30 Buses load for return to Silver Cloud
5:30 Optional Dine-arounds
Departure points: See information desk or check your email.
(See description on page 3)

**TUESDAY, AUGUST 16**

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<th>Time</th>
<th>Event</th>
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<tr>
<td>6:30-8:00</td>
<td>Breakfast at the hotel</td>
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<tr>
<td>7:00-8:00</td>
<td>Breakfast at residence hall</td>
</tr>
<tr>
<td>8:00</td>
<td>Buses arrive, load and depart for the HUB</td>
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<tr>
<td>9:00-10:15</td>
<td><strong>PLENARY ADDRESS AND RESPONSES</strong></td>
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<td>HUB, SOUTH BALLROOM</td>
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<td>Patrick C. Cullinane, AROHE President, University of California, Berkeley</td>
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**Colleges and Universities as Models, Facilitators and Champions of Transformed Retirement (Still awaiting confirmation or revision of title/topic)**

Carole Goldberg, Immediate Past Vice Chancellor for Academic Personnel, UCLA

Table discussion: Ideas and implications for your campus. Conversation with speaker

**Facilitator:**

Carole Kane, AROHE President-Elect, University of California, Berkeley

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<tr>
<td>10:15-10:45</td>
<td><strong>BREAK</strong> South Ballroom and Foyer</td>
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<td>10:15-12:15</td>
<td><strong>NETWORK CAFÉ</strong></td>
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**10:45-12:15 ROUND 3 CONCURRENT SESSIONS**

**Advocacy: Building Strategies to Transform Retirement on Your Campus**

**SESSION 7: ROOM 334**

Advocacy through campus partnerships. Strategies for building on-campus partnerships between retirement organizations and campus administrators to share concerns and resources that mutually benefit campus and retirees. Finding policy and program directions that transform career trajectories, improve retirement transitions and create post-retirement campus and community engagement. We'll look at the model of creating a retiree council within a university system. How can AROHE help you adapt partnership ideas to your campus?

**Facilitator:**

Dorothy Zinsmeister, Professor Emerita of Biology, Kennesaw State University, member, Board of the Georgia Association of Higher Education Retiree Organizations, and chair, University System of Georgia Retiree Council

**SESSION 8: ROOM 250**

Network development beyond the campus: How to build support among peer colleges and universities, regional campuses, and retirement associations to be effective advocates for transforming retirement. How can we use media and technology in this effort? How can we use professional organizations as further resources to leverage change? Share ideas, support, resources, updates, challenges. How can AROHE help?

**Facilitator:**

Scott Macklin, Associate Director, Master of Communication in Communication Leadership, University of Washington

**SESSION 9: ROOM 340**

Brainstorm with us: Building on ideas for AROHE's role in transforming retirement

Inspired about how AROHE can transform retirement? Have some fresh ideas to facilitate networking? Give further input on ways AROHE can be active as a resource and advocate. Feedback from this session will spark afternoon conference discussion.

**Facilitators:**

Patrick C. Cullinane, AROHE President, Immediate Past Director, UC Berkeley Retirement Center

Caroline Kane, President-Elect, AROHE, Professor Emerita of Biochemistry, Biophysics and Structural Biology

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<tr>
<td>12:15-1:00</td>
<td><strong>LUNCH</strong> South Ballroom Foyer: Lunch buffet</td>
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<tr>
<td>1:00-2:45</td>
<td><strong>PLENARY PANEL</strong> HUB, SOUTH BALLROOM</td>
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**Visions for the Future: The Transformed Relationships of Higher Education and Retirees in 2030**

**Panel Facilitator:**

Susan Kress, Professor Emerita of English and former Vice President for Academic Affairs, Skidmore College

**Panelists:**

Gray Crouse, Professor of Biology, Emory University and Director, Emory Emeritus College

Pat Dougherty, Director, University of Washington Retiree Relations and Executive Director, UW Retiree Association

Trudy Fernandez, Director of Human Resources Relations, Florida International University

Claire Van Ummersen, senior advisor (ret.) American College of Education, president emerita, Cleveland State University

Dreams, discussion and feedback from conference participants

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<tr>
<td>2:45-3:00</td>
<td><strong>BREAK</strong></td>
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<tr>
<td>3:00-4:30</td>
<td>Your Input on the Role of AROHE: Facilitating the Work of Transforming Retirement</td>
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<td>Feedback from concurrent sessions and further input</td>
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<td><strong>Facilitators:</strong></td>
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<td>Patrick C. Cullinane, AROHE President</td>
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<td></td>
<td>AROHE business meeting</td>
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<td></td>
<td>Conclusion and thanks</td>
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<tr>
<td>5:00-5:30</td>
<td>Buses pick up for return to hotel</td>
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At the Resource Exchange Fair you'll find innovative campus, organization and community programs and studies opening new ways for seasoned staff and faculty to extend or shift career trajectories, documenting the value of continued contributions in later life, and creating stronger communities through Intergenerational connections on campus and beyond. Visit with these program representatives, find out about successes, challenges and lessons learned. Steal some great ideas!

"Mind Matters": Enhancing intellectual and creative pursuits | Emory Emeritus College
"Mind Matters" fosters Emeritus College members' continuing intellectual and creative development in tangible ways: financial support for research, publication, and conference attendance; arranging opportunities for classroom teaching and academic mentoring; cross-disciplinary exchange of ideas through twice-monthly luncheon colloquia and semester-length seminars; an award ceremony, a curated public exhibition, and an endowed public lecture on "Creativity in Later Life."  
John Bugge, emory.edu/emeritus

Higher education as a resource for professionals' next chapters | Stanford Distinguished Careers Institute, Stanford University
Colleges and universities can play a role in improving people's lives in midlife and can benefit from integrating older adults into the educational process through multigenerational learning opportunities. The Distinguished Careers Institute (DCI) of Stanford University is a year-long program that engages adults with accomplished careers of 20-30 years who are looking toward the next phases of their lives. DCI focuses on purpose, community and wellness as three elements that enhance midlife well-being and contributions to society. Now in our second year, we want to explore with colleagues at other colleges and universities the usefulness and applicability of the DCI concepts and goals at their institutions.  
Kathy Gillam, dci.stanford.edu

The faculty retirement liaison and pathway to retirement agreement | UC Berkeley
The Faculty Retirement Liaison program and Pathway to Retirement Agreement provide resources for ladder-rank faculty who are considering retirement. The Liaison assists in negotiating pre- and post-retirement arrangements with faculty chairs and deans, including the Pathway to Retirement agreements. Learn about initial outcomes and testimonials of the Faculty Retirement Liaison program, leading to identifying common issues and ways for the campus to address them. The Pathway Agreement helps to create a multi-year period of transition and includes special provisions before and additional provisions after retirement. This UC Berkeley program is based on a model from UCLA.  
Cary Sweeney, retirement.berkeley.edu

Documenting achievements and continuing contributions: Emeriti survey | Council of UC Emeriti Associations (CUCEA)
Surveying and summarizing the achievements of your emeriti is a compelling way to bring their continued value to the attention of your campuses. "A Virtual Eleventh Campus" report summarizes results of a University of California (UC) system-wide survey of achievements of more than 1,600 emeriti from the ten UC campuses during the years 2012-2015. Respondents reported teaching more than 2,000 classes, authoring more than 500 books and writing more than 3,000 articles. Emeriti have been involved in hundreds of campus and community service efforts. These contributions are equivalent to the outlines of a virtual university—UC's eleventh campus. Surveys are conducted every three years by the Council of UC Emeriti Associations and have been used to advocate successfully for emeriti privileges and benefits. What did we learn in the survey process? Stop by, find out and pick up a copy of the report.  
Sue Barnes, cucea.ucsd.edu

Mutual gains for retirees and institutions: Retiree Council | University System of Georgia
Forming a Retiree Council as an official advisory body to your university can promote stronger relationships and mutual gains for retirees and institutions. A change in retiree healthcare benefits by the Board of Regents of the University System of Georgia (USG), governing authority for the 29 public colleges and universities in Georgia, led to the formation of a Retiree Council as an official advisory body to the USG. The purpose of the council is to promote and foster the welfare of both system retirees and the USG through the creativity and expertise of retiree representatives from System institutions. The council demonstrates how retirees can create an official advisory organization with a statewide impact.  
Dorothy Zinsmeister, usg.edu/academic_partnership_accreditation/committees/view/usg_retiree_council

Retirement Decision-Making Study | California State University San Marcos
What are the push/pull variables that influence the decision of tenure-track academic faculty to retire? What are the expectations and emotions related to the decision to retire? Our study explores the decision-making process leading to retirement of this population. Data-gathering is currently underway, with interviews of more than 20 retired faculty in process. Our IRB-approved proposal and the interview protocol will be shared  
Janet McDaniel, csusm.edu/fsra
The Village Movement is gaining momentum nationally, with over 150 Villages in urban and rural settings. Villages provide a neighborhood framework for aging dynamically in community. The Village mission is to empower people to remain in their homes and neighborhoods as long as reasonably possible while staying active and engaged as they age. Typically, Villages offer volunteer services, vetted vendors, and social programs. Learn about two Villages in Seattle, NEST (Northeast Seattle Together) and the PNA (Phinney Neighborhood Association) Village, which have recently celebrated their fourth anniversary with intergenerational membership growing steadily. A third Village, Wider Horizons, just opened its doors a year ago and several more are in the formation process. Learn how you might start one in your neighborhood – or find out if one is in the works already.

Jean-Loup Baer, phinneycenter.org/village

Support for Pathway Discernment | Ignatian Faculty Forum, Santa Clara University

The Ignatian Faculty Forum (IFF), an innovative faculty development program, offers full-time faculty an opportunity to explore the interface between Ignatian spirituality and their lives as teacher-scholars throughout the career-span, including pre- and post-retirement. This program, supported by our Provost's office and the Ignatian Center for Jesuit Education, includes monthly meetings and emerging themes related to faculty's discernment of vocation and leadership throughout their careers. A poster describes the history and structure of the IFF. How might life-span faculty development programs that foster contemplative community and mindful leadership be adapted to secular institutions?

Diane Jonte-Pace and Tracey Kahan, scu.edu/ic/programs/ignatian-tradition-offerings/what-we-do/ignatian-faculty-forum

Finding pathways to meaningful second acts | UW Encore, University of Washington

Research shows that many of today's retirees seek continued engagement that makes a difference. UW Encore offers staff and faculty pre-retirees and retirees resources for guidance toward encore roles on campus and in the community, roles that combine personal meaning and social impact. UW Encore offers workshops, fairs, stories, networking groups and web resources. Example: UW retiree talent is directed to a campus tutoring program in local schools in response to educational inequity. Other vetted opportunities are found on the web site. This program has potential to expand to age-cohort alumni and university friends.

Kevin Cavanagh, uw.edu/uwra/retiree-resources/encore-uw

Shifting and re-branding organizational direction | USC Emeriti Center

The USC Emeriti Center is creating a new brand as the interdisciplinary and intergenerational bridge across the university employee's lifespan. We partner with USC schools and units to present interdisciplinary, intergenerational and multicultural programming of benefit to the university and community. We highlight USC faculty research and teaching while engaging USC students in experiential learning and practice outside the classroom. Next semester we will offer small stipends to partner with students, faculty and staff who need funding for programs that address intergenerational, interdisciplinary and multicultural criteria.

Janette Brown, emeriti.usc.edu

Building and sustaining a speaker program by and for retirees | Wasch Center for Retired Faculty, Wesleyan University

The Wednesday afternoon speaker program is, by far, the most important single program of the Wasch Center for Retired Faculty, now in its 11th year. The series of 6 to 8 events per semester, features retired faculty members and others. The series includes one performance each semester—often a musical event, often featuring retired colleagues. Retired faculty and other speakers are selected and invited by the Director, with support of our Advisory Board. Colleagues often remark on how significant it is to hear colleagues address and audience of their peers on a topic of their choosing. Attendance and audience engagement is robust.

Karl Scheibe and Bill Wasch, wesleyan.edu/waschcenter

Student class on social research benefits the WSU Retirement Center | Winona State University Retiree Center

The student-run Winona Retiree Center Survey informs the WSURC about the usage of its programs and services, perceptions of the center, and involvement of retirees in volunteer activities. The survey is done every three years (most recently 2013) as an undergraduate student project as part of a class on Intermediate Social Research. Students meet with Retiree Center staff and a small group of retirees to determine research questions and survey direction and focus. The survey is created based on this feedback and distributed to WSU retirees. Students provide a detailed report to the Retiree Center and the Center uses the data to improve its programs and services.

Jessica Kauphusman, winona.edu/retiree

Retirement Organizations’ Performance and Potential: Insights and Questions Emerging from a National Survey | Michigan State University

Learn about findings from a recent national survey by Michigan State University researchers focusing on the operation and impact of higher education retirement organizations. The findings raise important questions about the mission and future direction of retirement organizations. Topics covered include retirement organization activities and services, revenue sources, benefits, challenges, assessment practices, and sustainability issues.

Roger Baldwin and Brett Say
BIOS FOR CONCURRENT SESSION FACILITATORS

Roger Baldwin (rbaldwin@msu.edu) Roger Baldwin is Professor of Higher, Adult, and Lifelong Education at Michigan State University. Baldwin’s research interests include academic career development, conditions in the academic workplace, shifting faculty appointment patterns and organizational change. He is particularly interested in the operation and impact of the growing number of higher education retirement organizations serving former faculty and staff members. Baldwin and MSU colleagues recently completed a national survey on this topic.

Sue Barnes (s barnes@errc.ucla.edu) is the director of the Emeriti/Retirees Relations Center at the University of California, Los Angeles, where she oversees programs and services to keep 10,000+ retired faculty and staff connected to the campus. Prior to working at UCLA, she held a variety of management positions at UC Davis for nearly 22 years, including director of the UC Davis Retiree Center. She has developed and overseen a variety of service and volunteer programs for all age groups but she feels a special connection with retirees in higher education.

Janette Brown (j cbrown@usc.edu) is Associate Vice Provost, Emeriti Center, University of Southern California and Executive Director of AROHE. She is adjunct faculty at the USC Davis School of Gerontology. As AROHE’s volunteer executive director, she has conducted research on issues relevant to seniors, including development of the first online instrument to gather retiree programs and services data from universities in the United States and Canada. She has given conference and workshop presentations internationally, provided consulting advice for universities, and has authored and co-authored book chapters for the European Research Institute on Health and Aging and the American Council on Education.

John Bugge (engjm@emory.edu) is Professor Emeritus of English and Chair of the Emory University Emeritus College Executive Committee. He helped found the College in 2001 and served briefly in 2012 as its Interim Director.

Kevin Cavanah (kevinc25@uw.edu) is the Encore Career Services Specialist for UW Encore and coordinates this initiative of the UWRA. He is a trained career development facilitator and has an extensive background in focusing employee-oriented groups toward community outreach and service. While supporting a web site of resources, building campus connections and continuing the program’s outreach, he also assists encore-oriented UW retirees and age-cohort alumni address educational equity concerns in local Title One schools through a partnership with a model UW service learning program, the Pipeline Project.

Patrick Cullinane (pcullinane@berkeley.edu) is AROHE President. He recently retired as director of the Retirement Center at the University of California, Berkeley. Prior to UC Berkeley, Patrick directed special projects at the American Society on Aging. Over 46 professional years, he has addressed many issues affecting older populations and rural health and mental health needs.

Kathryn Gillam (kgillamk@stanford.edu) has served as the Executive Director of the Stanford Distinguished Careers Institute since its inception in December 2013. She works closely with Founding Director Phil Pizzo, other Stanford faculty and external advisors to develop the vision and mission of the program and to execute the results of strategic planning efforts. Kathryn has served in a variety of administrative roles at Stanford, including Senior Associate Provost for Faculty Affairs and Senior Advisor to the Dean of the School of Medicine.

Carl Huether (carl.huether@uc.edu), Emeriti Faculty Association, University of Cincinnati, is Professor Emeritus of Biology and in his fourth year as President of the Emeriti Association. He retired eight years ago and has led the resurrection of the Emeriti Association over most of this time. Currently he and the Emeriti Board are working with the Provost to create a formal Emeriti Center, including both space and staff.

Caroline Kane (kanecm@berkeley.edu) is the First Vice President of AROHE. Kane is a retired biochemistry faculty member and co-founder of the Biology Scholars Program at UC Berkeley whose 25+ year career has included work toward equity and access to higher education for underrepresented students, locally and nationally. She is active in retiree issues on campus and nationwide through the UC Berkeley Emeriti Association.

Brian Kaskie (brian-kaskie@uiowa.edu) completed his doctoral training in gerontology and public policy at the University of Southern California, and now serves as an associate professor of health policy in the Department of Health Management and Policy at the University of Iowa, College of Public Health. His primary research interest concerns the intersection between public policies and older Americans. He analyzes and maps a variety of laws and regulations that affect older persons and examines their impact on organizational and individual outcomes. Some of his more recent scholarly manuscripts have focused on the adoption of policies and programs that address the aging academic workforce.

Cary Sweeney (cary.sweeney@berkeley.edu) is Director of the UC Berkeley Retirement Center. She holds a Master’s of Gerontology with a focus on adult education from Virginia Commonwealth University and has over 18 years of experience in managing programs in geriatrics and gerontology aimed at improving the well-being of older adults. Ms. Sweeney recently worked at UCSF as Project Director of the Hartford Center of Gerontological Nursing Excellence, and Program Manager of the NorCal Geriatric Education Center, Division of Geriatrics, School of Medicine.

Dorothy Zinsmeister (dzinsmei@kennesaw.edu) is Professor Emerita of Biology at Kennesaw State University, co-chairs the Kennesaw State University Retiree Association, serves on the Board of the Georgia Association of Higher Education Retiree Organizations, and chairs the University System of Georgia Retiree Council. In addition to her work at Kennesaw, she also served as Associate Vice Chancellor for Academic Affairs for the Board of Regents of the University System of Georgia.
BIOS FOR PANEL MEMBERS

Susan Kress (skress@skidmore.edu) is Professor Emerita of English and former Vice President for Academic Affairs, Skidmore College, New York. She led the team that prepared the application for an ACE/Sloan award of $100,000 in recognition of retiree transition programs. Susan Kress is also a session facilitator.

Gray Crouse (gcrouse@emory.edu) Gray Crouse is Director, Emory University Emeritus College, which provides opportunities for continued intellectual, creative and collegial engagement of the university's retired faculty and administrative staff. He is a professor of biology and a member of the Program in Cancer Genetics and Epigenetics in the Winship Cancer Institute. He has been a faculty member at Emory since 1984 and has also served in a variety of academic administrative roles in the university.

Pat Dougherty (patd@uw.edu) is Director of University of Washington Retiree Relations, Alumni & Constituent Relations, University Advancement and Executive Director of the UW Retirement Association, a combined staff and faculty organization. She has served in this administrative role for 16 years. She has a certificate in gerontology and a master's in theology, the latter of which stands her in especially good stead. The UW has an estimated 8,000 retirees and the UWRA has a membership of about 2,500. Pat Dougherty is also a session facilitator.

Trudy Fernandez (trudy.fernandez@fiu.edu) serves as the director of human resources relations at Florida International University. She provides vision and leadership in planning programs, events, and new initiatives designed to enhance the human resource function. She is a Positive Living Awards committee member for the Alliance for Aging, Inc., in Miami-Dade and Monroe Counties in Florida.

Claire Van Ummersen (claireannvanummersen@gmail.com) recently completed her role as senior advisor to the Division of Leadership Programs at the American Council on Education (ACE). She served as director of the Center for Effective Leadership at the American Council on Education (ACE) from 2003-2016 and was responsible for the ACE/Sloan Partnership, researching work/life flexibility for faculty – from recruitment to retirement and beyond. She is president emerita (1993-2001) and professor emerita of Cleveland State University.

LATE-BREAKING: BIO FOR CONCURRENT SESSION 8 FACILITATOR

Scott Macklin (smacklin@uw.edu) is the Associate Director of the Master of Communication in Communication Leadership program at the UW. In his work he seeks to create a rich infrastructure that supports innovation and collaboration through participatory media and community engagement. He is an award winning author, filmmaker and TV producer. Find samples of his work at: http://www.vimeo.com/openhandreel/videos.
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You are encouraged to nominate yourself or someone you know for the Board of AROHE. The board meets primarily via conference call once per month. Board members typically serve on one committee or task force and are asked to make a financial contribution of at least $100 annually to AROHE, as is common for board members of a nonprofit like AROHE.

AROHE advocates for, educates and serves campus-based organizations for retired faculty and staff through a dynamic member network.

By sharing research, innovative ideas and successful practices, AROHE emphasizes the development and enhancement of campus-based retiree organizations and programs which support this continuing engagement in higher education.

Join AROHE

AROHE membership offers your organization access to an on-line network and a wealth of information, including

- Resources and guidelines for developing programs
- Bimonthly newsletters
- Mentoring resources and a start-up kit for new retirement associations

Members are

- Organizations (retiree associations, departments or other units at institutions of higher education, including retiree organizations serving a multi-campus system)
- Individuals who want to support or continue connections with and through AROHE

For detailed membership information and the application to join, visit arohe.org/MembershipApplication
WHERE CAN I FIND INFORMATION ABOUT...

In & around the UW:
UW Retirement Association ........ uw.edu/uwra
Local conference information ........ uw.edu/uwra/arohhe-2016
Campus maps and information ........ uw.edu/visit

Husky Union Building (HUB)
HUB amenities depts.washington.edu/thehub/hub-amenities
Including six ATMs, charging station, vending machines
Map of the HUB's ground floor
depts.washington.edu/thehub/home/hub_ground
Includes food court, Starbucks, ATM, University Book Store

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University Book Store on the Ave 4326 University Way NE | open 9-8 daily
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books, gifts & souvenirs, tech supplies, office supplies, cards. Great children's
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WHERE CAN I FIND INFORMATION ABOUT...

Conference housing contacts:
Silver Cloud University Inn www.silvercloud.com/university/
Silver Cloud desk/shuttle (206) 526-5200
Make advance reservations for transportation within three miles of the hotel (including the light rail station).

Shuttle leaves the hotel on the hour and the half-hour, picks up between 15 minutes and 45 minutes after the hour.

Residence Hall guest information: www.hfs.washington.edu/conferences/
Lander Residence Hall desk: (206) 543-0235

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Seattle visitor information: www.visitseattle.org
Digital Seattle visitors' guide: www.visitseattle.org/ovg/

Seattle public transportation:
Bus tripplanner.kingcounty.gov
Light rail www.soundtransit.org/schedule/service/husky-stadium-service
Ferry www.wsdot.com/ferries/

Urgent needs:
In case of emergency, call 911.

UW campus police:
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