

AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

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July 2018

AROHE 2018 Conference

THE BEST DECISION YOU MAKE IN 2018 WILL BE

ATTENDING AROHE'S 9TH BIENNIAL CONFERENCE

RE-CREATING RETIREMENT

Take advantage of Early Bird rates. Save \$100. [Register](#) today.

You already know AROHE is a North American consortium of 100 academic retirement organizations and 100,000 members in pre- or post-retirement. Passionate about making retirement the best phase of life, AROHE develops the data, strategies, and solutions to make it so. Our 2018 Conference brings together the best and brightest retirees— people who know what's needed, and who have made it their mission to develop artfully systemic solutions that you can use now. You'll get insight into what you'll face when you get home, plus winning strategies for getting it accomplished. If transforming retirement is important to you, then this is your conference.

Come see for yourself why AROHE is so vital to academic retirement

- **Are you enjoying the benefits you should?** Emeritus status, mail services, meeting and office space, parking, lab space, health insurance, access to research funding, teaching opportunities and service roles—Are you receiving them all?
- **Do you know all the retirement programs being offered?** What about Emeritus Colleges? Legacy Options? Living History? Mentoring Programs? Research support? Retirement Centers? Materials on these programs and more will be available at the conference.
- **How about networking?** Sure! You'll enjoy connecting with leaders of America's top retirement organizations, administrators, researchers, positive aging activists and sponsors who support retirees. Join us to create new colleagues for life – and celebrate the connections!
- **How can your retirement organization win administrative support?** Learn how to build upon national and regional platforms that support your efforts to start an organization, ramp it up, and see it flourish.
- **How can we make the transition to retirement easier and integrate programs for faculty and staff?** Attend the conference to hear what some of the premier organizations have done about these issues
- **Can AROHE help us establish our own retirement organization?** Yes, learn about AROHE's consultation and mentoring sessions at the conference— and sign up for them.

[Register](#) for Re-Creating Retirement today to:

*Experience how to do retirement right * See what's working and what's not *
Interact with best practices * Benefit from the synergies in the AROHE network

Meet us October 7-9 at Emory University in Atlanta, a city with gorgeous Octobers, a formidable civil rights history, a diverse musical heritage, incredible food, and plenty of places for fun. Did you know Atlanta is the home of the Martin Luther King National site, a Capitol Dome covered by 43 ounces of pure gold, Coca-Cola's headquarters, not to mention Crispy Creme Donuts? Conference time is a good time to have a good time. **Save \$100 when you register today at the early bird rate.**

[REGISTER](#) TODAY AT AROHE2018. Save \$100

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President's Notes



Greetings as we head into summer and good weather for all kinds of activities,

We are only 3 months from our Conference in Atlanta. The Program is now set and not to be missed! The highlights are in this issue of AROHE Matters. The special program on Sunday before the Conference opens showcases the history of Atlanta AND the wonderful foods of Atlanta. I look forward to seeing you all in Georgia.

Thank you to everyone who has completed the survey about how best we can communicate with you, our members. The initial phase of the survey has given great feedback, and phase two of the survey (going to many more members) is sure to help a good newsletter be even better for you all.

I want to introduce Gail Steinberg, a fellow with ENCORE, who is working with AROHE this year to help us with our messaging and marketing. These both will provide us more resources to support you in your activities during the years to come. Gail comes with experience and skills working with many nonprofits to help them become more effective with their constituents. Those of you coming to the AROHE Conference in Atlanta will have the chance to meet Gail and share your input with her about AROHE. Welcome to Gail!

And speaking about AROHE's goals for you and our mission to help you and your organization and your institution, we welcome any and all contributions to AROHE. Our goal is to transform retirement into a life chapter that is anticipated with delight for what comes next, a fully continuing journey enabling you to relish what you have done and what you will do. Contributions can be made through our arohe.org website at the Donate Now button at the bottom of the home page.

Happy summer!

Caroline M. Kane

Caroline M. Kane

AROHE President

Call for Nominations for AROHE Board of Directors

Nominations for the 2019-2020 AROHE board and officers are open to all members. Access the following link to obtain nomination forms -- <https://www.arohe.org/> The final slate of nominees will be announced by the current AROHE board after their

September meeting. The nominees will be an agenda item for action at the AROHE business meeting at AROHE's biennial conference at Emory University, Oct. 7-8, 2018. Between now and then, questions and nominations can be sent to the Nominations and Elections Committee Chair Patrick Cullinane at pcullinane@berkeley.edu. Nominations need to be submitted no later than August 15, 2018.

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Wisdom Institute: Strengthening Retiree-Campus Connections



In this image: Warm greetings for retired colleagues featuring Wisdom's Institute's retired vice provost, Tot Woolston.

President Freeman Hrabowski approached Diane Lee, former vice provost and dean of undergraduate academic affairs, and asked, "How is retirement?" Her answer, "Retirement is harsh," prompted conversations and the rebirth of the Wisdom Institute. In 2012 the Wisdom Institute was created through a small grant for emeritus faculty willing to teach in the wisdom tradition that is, teaching and learning outside the "specialized theoretical knowledge" of academic disciplines. Building on the success of this effort, the Wisdom Institute was expanded to fulfill University of Maryland, Baltimore County's (UMBC) commitment to inclusivity in 2018.

At UMBC, we speak of ourselves as a close-knit community so it was natural to open membership to all retirees, faculty and staff, emeritus and non-emeritus. There are no dues or fees to join; membership is automatically conferred upon retirement. A primary purpose of the Institute is to promote a strong and enduring retiree and campus connection. Attention to creating reciprocal benefits is paramount, thus, UMBC will contribute to the continued well-being and development of retirees while simultaneously engaging and recognizing retirees as assets for our campus and broader community.

The Wisdom Institute will host a signature event annually. At the inaugural event, retirees were treated to a reception, luncheon, and tour of a new building on campus. The luncheon featured a conversation between President Hrabowski and Senator Barbara Mikulski. Remarks from our first Rhodes Scholar, Athletic Director, and coach of our history making basketball team were also shared.

There will also be many other experiences throughout the year including opportunities to teach, participate in community service projects and wellness programs, and attend performances, exhibits, and athletic events.

For more information about Wisdom Institute, please visit <https://wisdom.umbc.edu/>

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Living Well in Retirement Conference, May 2018

In May 2018 the UC Berkeley Retirement Center reintroduced our biennial conference after a 4-year hiatus. Our goal was to create a conference on "retirement" that brings together our retirees, campus and lab faculty, staff, campus departments and community partners and content experts to learn from each other and build community.

Conference Objectives

- To provide a forum where attendees can draw on the ideas and creativity of each other to imagine what's possible in retirement.
- To provide attendees an opportunity to build stronger working relationships with each other and a better understanding of mutual goals and challenges.
- To offer presentations/workshops/panels where attendees gain practical knowledge and guidance related to their retirement.
- To raise awareness of the Retirement Center programs and resources.

The Conference Committee was formed in May 2017 comprised of retired staff with past experience and a strong interest in conference development, or expertise in likely content areas. We created an online interest survey which guided the development of the conference curriculum, resources, and exhibits. During the year we also worked with community partners to enhance the curriculum and help underwrite the cost.

The conference evaluation results (41% responded) indicate that we met or exceeded our objectives.

Reference Materials: <https://retirement.berkeley.edu/arohe-resources>

- Craft Your Own Conference on Retirement Survey template
- Conference Program
- Resource Guide
- Evaluation template
- Conference website: <https://retirement.berkeley.edu/conference2018>



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The Resilient Aging Lab/Transitioning with Resilience

Earlier this academic year The Retirement Center at UC Berkeley implemented and evaluated a pilot program called the Resilient Aging Lab, an innovative, research-based and data-driven three-part program designed to build the tools, confidence and social connections to support retirees and those about to retire.

The first part consisted of a full-day "Transitioning with Resilience" workshop that featured four sets of activities that helped the fifty participants to:

- reflect on the natural resilience they had built up over their lifetimes;
- get clearer on the values that will energize them going forward;
- pinpoint what they can and cannot control;
- and edit their own life stories.

A sub-group of participants then "gathered" online every two weeks to explore their own issues, which better positioned them to take action, such as forming a self-managed network to explore local housing options.

In May a program was presented on "Sustaining Your Resilience" at the UC Berkeley Retirement Center's biennial conference. Michael Pearn, a consulting expert with the Interdisciplinary Center for Healthy Workplaces at UC Berkeley and an organizational psychologist and a Resilient Aging Lab co-founder, led participants through a series of guided reflections on the keys to a healthy retirement—including physical activity and nutrition, positive emotions and life goals.

For more information about the Resilient Aging Lab, go to:

<http://www.resilientaginglab.com>; or contact Clint Wilkins, at 949-433-7815 and clint.wilkins@resilientaginglab.com.

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Welcome to an ENCORE Fellow at AROHE

Welcome to Gail Steinberg, a "retiree" who is working with AROHE as an ENCORE Fellow for this year.



Gail has extensive experience in the nonprofit sector, helping many organizations maximize their ability to help their memberships and their community members. She has been recruited by AROHE to help with our ability to grow our infrastructure to better sustain all of our members' needs. In addition, AROHE would like to assist other higher education institutions engage their retirees, both faculty and staff, in maximizing the use of the broad knowledge base that experienced employees can provide. Gail gets it. She has also been associated with higher education at Antioch College in Ohio, and she understands the culture and the value of retirees to an organization.

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How the Aging Brain Affects Thinking

The brain controls many aspects of thinking—remembering, planning and organizing, making decisions, and much more. These cognitive abilities affect how well we do everyday tasks and whether we can [live independently](#).

Some changes in thinking are common as people get older. For example, older adults may have:

- Increased difficulty finding words and recalling names
- More problems with multi-tasking
- Mild decreases in the ability to pay attention

Aging may also bring positive cognitive changes. People often have more knowledge and insight from a lifetime of experiences. Research shows that older adults can still:

- Learn new things
- Create new memories
- Improve vocabulary and language skills

For more information, go to <https://www.nia.nih.gov/health/how-aging-brain-affects-thinking>.

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Senior Volunteer Enjoys the Social Aspects of Her Work (Senior Corps)**Fairfax City Patch, Virginia**

"I just cannot say enough about how much volunteering has benefited me," says RSVP Northern Virginia volunteer and engagement leader Sue Dussinger. Dussinger began her RSVP experience in 2016 after volunteering at an information booth at the Fairfax Fall Festival in the City of Fairfax with then-RSVP volunteer specialist Nadia Hoonan. "It started me off knowing that I wanted to do more with RSVP," Dussinger said of the experience. She also helped staff the same booth with current RSVP volunteer specialist Carly Hubicki at the 2017 festival. Prior to joining RSVP, Dussinger had more than a decade of volunteer work under her belt with Volunteer Fairfax's Volunteers for Change program which she says she thoroughly enjoyed.

RSVP Northern Virginia is a program of Volunteer Fairfax, Volunteer Arlington, and Volunteer Alexandria.

[Read More Here](#)

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Let's End Age Segregation

What happens to a society when there are more people over 50 than under 18 -- and fewer opportunities for young and old to connect?

Trent Stamp, CEO of the Eisner Foundation, and Marc Freedman, Founder and CEO of Encore.org, recently joined forces to write about the societal cost of increasing **age segregation** and the potential for intergenerational efforts to reverse the trend. In their view, it's high time to end age apartheid, for the betterment of all generations, now and into the future.

I hope you'll read our piece in the [Harvard Business Review](#) and share your ideas and comments there and on social media.

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Resources and Trends

Provocative New Book on Ending Ageism

Rutgers University Press reports that "When the term 'ageism' was coined in 1969, many problems of exclusion seemed resolved by government programs like Social Security and Medicare. As people live longer lives, today's great demotions of older people cut deeper into their self-worth and human relations, beyond the reach of law or public policy.

In [Ending Ageism or How Not to Shoot Old People](#), award-winning writer and cultural critic Margaret Morganroth Gullette confronts the offenders: the ways people aging past midlife are portrayed in the media, by adult offspring; the esthetics and politics of representation in photography, film, and theater; and the incitement to commit suicide for those with early signs of 'dementia.'

Gullette presents evidence of pervasive age-related assaults in contemporary societies and their chronic affects. The sudden onset of age-related shaming can occur anywhere—the shove in the street, the cold shoulder at the party, the deaf ear at the meeting, the shut-out by the personnel office or the obtuseness of a government. Turning intimate suffering into public grievances, *Ending Ageism or How Not to Shoot Old People* argues that overcoming ageism is the next imperative social movement of our time.

Retirement Readiness among surveyed wealthy countries

Forbes, May 30, 2018

The Aegon Center for Longevity and Retirement just published the results of the 2018 version of its triennial Retirement Readiness Survey, titled "The New Social Contract: a blueprint for retirement in the 21st century. <https://www.forbes.com/sites/ebauer/2018/05/30/were-number-1-in-retirement-readiness-among-surveyed-wealthy-countries/#160b87982c98>

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Come Join Us In Transforming Retirement

Since 2001 AROHE has supported both institutions and individuals by transforming the experience of retirement – the preparation, the actual transition, and post-retirement programming – into a smooth and productive life-course change.

To renew, join or learn more visit arohe.org or contact AROHE by emailing info@arohe.org or calling (213) 740-5037.

Tell Us Your Story

Share News, Activities, and Events of Your Retirement Organization

Please send us a note about the activities, events, and news of your retirement organization for inclusion in AROHE Matters. Send your information to our newsletter editor at pcullinane@berkeley.edu by Aug 15th for the September newsletter.

About AROHE

AROHE's mantra is "Transforming Retirement."

AROHE is a nonprofit association that champions transformative practices to support all stages of faculty and staff retirement, their mutually beneficial engagement, and continuing contributions to their 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.

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