

AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

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July 2017

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President's Notes



Greetings all,

Ah, summer... the academic year has "ended," and in our working lives, summer seemed to slow the clock and allowed us time to catch up on our work, to conduct research full time, to attend meetings and sometimes to go on vacations! Even our internal body clocks used to dance to the rhythm of the academic calendar.

In my own case, early August was a noticeable switch from full time professional meetings and research back into the academic calendar of class preparations, student advising, committee meetings, seminars put on the schedule, and all the things that tick for a faculty member during the academic year.

Staff friends indicate it is much the same for their "academic" body clocks, and what has been amazing to me, is that such a well entrained "clock" still dances to the rhythm of the academic calendar...except that I now can ignore the reminders, or at least have fewer of them. Thank goodness for that as activities outside the academic calendar fill our time with a more flexible schedule, and we have the ability to turn down invitations to participate in this or that (because we retirees have so much more free time...ha!).

AROHE is very busy for you this summer. Your active Membership Committee is reminding member organizations and individuals about renewals, and they are preparing a survey for you to learn about your needs and wishes (stay tuned for that: coming soon). They are also developing a strategy to inform and recruit among potential new AROHE members, institutions and organizations that would likely benefit from the extensive networking available among us across North America.

Your 2018 AROHE Conference (at Emory University, October 7-9, 2018) Planning Committee has been engaged since February this year developing programming, arrangements, funding and Atlanta events for our next Biennial Conference that will have something for everybody...really. Not only retiree members but non-members, campus administrators from many offices, interested press corps members, and pre-retirees will find something to engage, educate, and yes, entertain them. Save

the date and look for more program information by August or September of this year.

AROHE also has been working on a plan to offer consulting services for members and non-members interested in establishing, growing, and refreshing Retirement Organizations. And a separate committee has been working on a proposal to offer Association Management Services to AROHE members, after AROHE's own administration has tested and vetted the potential software to streamline its own management of members, databases, finances, communications and meetings. You will receive a survey about this activity as well; your input will be crucial to the Board's decisions about priorities and next steps.

Yes, as always, AROHE has a lot going on. All of you also have a lot going on, and we would love to hear about those activities and about how AROHE can assist you. Please also send us a note about what you are doing, as this member information is important to share in AROHE Matters. 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. AROHE's Communication Committee welcomes such information as they work to raise the visibility and highlight the value of AROHE member organizations across the continent.

Best wishes,



Caroline M. Kane

AROHE President

Save the Dates for Next Year's AROHE Conference!



Planning is well under way for the most practical, informative, and innovative international meeting yet, based on the the theme of . . .

Re-Creating Retirement: Connect / Serve / Celebrate

Join us as we explore how AROHE promotes a life of sustained collegial relationships, continued intellectual engagement, and productive professional endeavor for academic retirees.

And join the ongoing discussion of how AROHE's advocacy for "give-back" programming in retirement organizations will redound to the benefit of individual institutions and higher generally.

Make plans to visit Atlanta at the height of its beautiful autumn season, and consider coming a day or to early or staying a few days late - at the hotel's reduced conference rate.

Nation-wide Study Released: "Transforming Academic Retirement: The Performance of Retirement Organizations in Higher Education"

A recently released study takes a close look at the missions, programs, services, outcomes, and benefits of retirement organizations across the United States. Professor Roger Baldwin of Michigan State University, along with doctoral students Brett Say and Angie Belin, have recently published a report on retirement organizations titled "Transforming Academic Retirement: The Performance and Potential of Retirement ORganizations in Higher Education."

The report highlights key challenges that will shape the future and long-term sustainability of these organizations. These challenges include:

- the organization's visibility
- recruitment and retention of members
- financial stability
- need for periodic assessment
- overlooked opportunities to serve members and affiliated institutions

In addition to presenting the study's findings, the goal of the report is to provide insight and understanding that retirement organizations can use to enhance their operations and improve their services. Ideally, the report will be useful to retirement organizations as they work to redefine the nature of retirement for members of the higher education community.

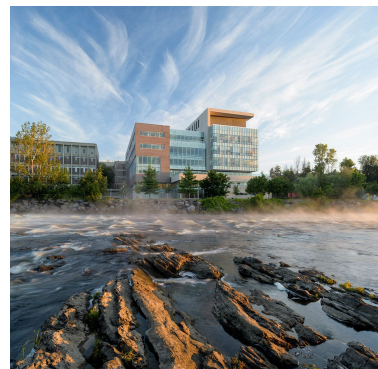
The report, published in May 2017, summarizes the findings of a 2016 nation-wide survey of higher education retirement organizations. A PDF of the full report is available for download via MSU's Center for Higher and Adult education (chae.msu.edu).

Report on 2017 Conference of the College and University Retirement Associations of Canada (CURAC), Carleton University, Ottawa, Ontario, Canada, May 24-26 2017

By Caroline Kane

Your AROHE President was invited to attend this meeting with CURAC, our sister organization in Canada (some of whose members are also AROHE members). Particularly striking were the similarities in issues across the border. This article is adapted from the one written for the CURAC Newsletter.

AROHE and CURAC have so much to share with each other, and their combined advocacy strengthens the efforts of each organization. The financial health of retirement pension systems as well as the changes in higher education that reduce financial and health security of retirees are on the radar of both national organizations.



Differences and commonalities include:

Advocacy and policy recommendations: CURAC organizations appear very comfortable making voices known to both their institutions and governmental agencies. While this may be enhanced by the unionization of both faculty and staff in Canada, it is also a cultural comfort. Some AROHE members are reluctant advocates, perhaps out of concern that institutional funding will be reduced if criticisms/suggestions are voiced. CURAC members can provide a voice through active faculty and staff and union liaisons.

AROHE members have a wealth of experience that is shared and could be shared even further with both institutions and policy makers. Active faculty and staff carry the voice of retirees but also retirees might more effectively transmit recommendations to inform policy makers.

Encouraging and sustaining membership: CURAC is as concerned about the "next generation" of leaders in its organizations as AROHE. All the same, some CURAC organizations are funded by union organizations, which provides visibility for retirees to active employees, who then realize there is an active organization after retirement to welcome them. Even with this incentive, membership in retirement organizations is dropping. Best practices for encouraging and sustaining membership can be shared and will be essential as both AROHE and CURAC move forward.

Health Insurance, healthcare, and health issues: While Canada has a single payer system (Medicare is a single-payer system), there remains concern about its sustainability and availability for retirees. The Big Business of health insurance in the United States is unlikely to give way to "Medicare for all" during these rounds of struggle about health insurance funding. Preventative care in Canada and the United States returns to activity...exercise...as much as one can. There appears from the medical literature to be no substitute for motion as lotion for mobility in aging. Our genetics, lifestyle and life circumstances all influence our health. When something goes awry, having access to proper care is essential. That worry exists on both sides of the border. The means of dealing with potentially declining health are similar: mobility, mentality, housing changes, family care issues, medication availabilities, death-with-dignity debates. CURAC has a commitment to ensure that Canada continues its engagement with "elders" within the communities. AROHE might consider this one of its topics as well. Our AROHE members, both organizations and individuals, help our institutions and nations keep our "elders" as much a part of the fabric of life as our elders choose, in and out of higher education.

The 2017 CURAC meeting was in the beautiful venue of Carleton University on the shore of the Rideau River. The 2018 meeting will be in Halifax Nova Scotia, hosted by Dalhousie University. The opportunity for exchange with CURAC was valuable and enlightening. AROHE also looks forward to having CURAC representatives in attendance at its 2018 Conference in Atlanta, GA.

Resources and Trends

The following web resources may be useful to stimulate dialog and discussion with your members about preserving health and outlook in retirement.

The Taos Institute Positive Aging Newsletter

(www.positiveaging.net)

The Taos Institute is pleased to offer an electronic newsletter, Positive Aging. The newsletter brings to light resources - from scientific research on aging, gerontology practices, and daily life - that contribute to an appreciation of the aging process. Challenging the longstanding view of aging as decline, the newsletter provides

resources for understanding aging as an unprecedented period of human development.

Coming of Age: It's all About what People 50+ Can Do

(comingofage.org/being-is-meaningful-work)

Social Entrepreneur Jan Hively's mantra is: "Meaningful work, paid or unpaid, through the last breath." For most of that time, I've been thinking about work as purposeful doing. In the last 20 years since I shifted my professional focus on life-work planning from youth to older adults, I've wanted to counter ageism by showcasing the productivity and potential of older adults who are teaching and learning, doing and caring for themselves and others. The Census Bureau described all of us under age 16 or over 65 as "dependents." It was important to show a different perspective. Whatever their age, people who were doing meaningful work that tapped their skills and interests – whether paid or unpaid -- were benefiting both themselves and their communities.

The Greater Good Science Center

(greatergood.berkeley.edu)

Located at the University of California at Berkeley, this center promotes science based insights for a meaningful life.

"What do you call the Time of Life between Work and Old Age?" The Economist. July 6, 2017.

(economist.com/news/leaders/21724814-get-most-out-longer-lives-new-age-category-needed-what-call-time-life)

To get the most out of longer lives, the a new age category is needed. Read more about it at the economist.

"How Ready is the U.S. for Retirement and Aging?" NextAvenue, June 6, 2017.

(<http://www.nextavenue.org/ready-u-s-retirement-aging/>)

Two recent surveys explore how the US compares to other countries in their preparedness for retirement and aging. For the full AARP Aging Readiness and Competitiveness Report, visit (<http://arc.foreignpolicy.com>).

The Power of Meaning: Crafting a Life that Matters

(<http://emilyesfahanismith.com/>)

If you feel let down by hat Emily Esfahani Smith calls, "the happiness frenzy," follow her on a search for meaning instead. you'll find it, she says, when you believe your life makes more sense, you have purpose, and you're a part of something larger than yourself.

Tell Us Your Story

Please send us a note about what you are doing, as this emember information is important to share in AROHE Matters. Share your info by August 15th for the September newsletter.

Come Join Us in Transforming Retirement

Since 2001 AROHE has supported booth 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.

AROHE currently has member organizations in the US and Canada, representing more than 100,000 individuals who have successfully transitioned from full-time academic employment.

AROHE believes there is significant value for institutions in more effectively supporting the span of a faculty and staff member's career from orientations through retirement and beyond. Indeed, retirement is not an exit but one more transition in the arc of faculty and staff development.

AROHE provides

- AROHE Start-Up Kit as a blueprint to set up effective organizations.
- Member mentoring with real people to coach and provide feedback.
- *AROHE Matters* e-newsletters with current data, trends, and resources.
- Networking with one-of-a-kind access to national and international colleagues.
- Members-only webpages with discussion forums, topical resources, and survey results.
- Biennial conferences providing experts, best practices and more.

Types of membership

- **Organizational membership:** a voting membership is available to campus-based organizations, campus departments or other units that are affiliated with an institution of higher education.
 - Organizational memberships are "Bundle" memberships. The retiree organization/campus department is the "Bundle Administrator". As Bundle Administrator, each organization can designate one primary contact and up to seven "Bundle Members", who are additional individuals who are members of their organization to receive AROHE communications and access the members-only web-pages.
 - The primary contact receives all communications from AROHE, including billing and renewal notices, e-newsletters, event information, and other general announcements. Bundle members receive e-newsletters, event information, and other general announcements. All contacts can access the members-only pages of the AROHE website and subscribe to the member forum.
 - This category includes established retiree organizations composed of multi-campus retirement leaders and/or start-up retiree organizations.
- **Individual membership:** a non-voting membership is available to individuals who have previously been a part of an AROHE organizational member and wish to continue their connection with AROHE colleagues.

Dues

AROHE's membership year runs July 1 to June 30. New members who join mid-year will pay a prorated amount which provides membership through July 1.

Organizational members' dues are based on the annual budget of the retiree organization or campus department that provides retiree programs:

\$120 - Small (organization/dept. budget, including salaries for paid staff, under \$50,000)

\$300 - Mid-size (organization/dept. budget, including salaries for paid staff, between \$50,000 and \$100,000)

\$420 - Large (organization/dept. budget, including salaries for paid staff, over \$100,000)

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

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