

AROHE

Transforming Retirement

Association of Retirement Organizations in Higher Education

May 2017

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Dear
AROHE Colleagues,

This column marks the inaugural of my Presidency for AROHE, and I will certainly do my best to follow the exceptional leadership of our previous Presidents.

They have grown AROHE to nearly 100 institutions all across the United States and Canada. One of the goals of your new Board and your new President is expanding membership in order to share the broad network of information and colleagues available to colleges, universities and individual retirees from higher education. As you all know, AROHE “champions transformative practices to support all stages of faculty and staff retirement, their mutually beneficial engagement, and continuing contributions.”

I have proposed two more overarching goals to the Board. One focuses on our Communications, particularly the “public narrative.” In addition to keeping AROHE members informed and engaged, we want to help the public understand the value of higher education retirees within their own communities. The second goal is to get AROHE into a sustainable funding situation, complete with a business plan and a strategy to enlist businesses, foundations and philanthropists to resource AROHE’s activities. The bulk of the new Board’s retreat at the end of January focused on these three goals.

And about that Retreat, you will find a summary in an article further on in this newsletter. Already your new and continuing Board Members are very actively involved in accomplishing plans that are both short and long term for AROHE’s successful future. We would love to hear from YOU about your opinions and needs. In addition, have a look at the new and

continuing Board Members and our Committees on the arohe.org WEBSITE. You are welcome to join us in the work on any of these Committees (let us know), and you will be hearing about Committee progress in future issues of AROHE Matters.

Caroline M. Kane

Best wishes,

Caroline M. Kane

AROHE President

AROHE Board Retreat

The AROHE Board as well as three former Board members met at the Emory Conference Center Hotel in Atlanta Georgia. An advantage of the Board's meeting at this site was that the entire Board could evaluate this lovely location for our 2018 Biennial Meeting, hosted by Emory University. This site is not only lovely but also very practical for a Biennial meeting like ours.

Communications

The Retreat focused on the Board Members' meeting each other and having a chance to get down to work early in their tenure. Work they did. AROHE Members over the course of the next six months will see more active communications with you via a monthly AROHE Matters as well as a more updated WEBSITE. Would you like even more frequency? New President Kane is happy to do a bi-weekly short blog if AROHE Members would find that useful. The Communications Committee, co-chaired by Linda Pearson and Ray Ortali are leading the effort in AROHE Matters and WEBSITE action. There will also be more articles from and about AROHE shared in local, regional, national and international media. AROHE will have a voice in several meetings this year of national and international organizations devoted to the aging population as well as retirees in higher education. AROHE Members' are encouraged to contribute their own reports to AROHE Matters along with any meetings attended by their own organizations' memberships and outcomes of such meetings. Welcomed are inputs on the WEBSITE, too.

Membership

AROHE Members also will see growth in our institutional and individual membership. A very active Membership Committee is already at work to enable creation of larger networks and practical information for higher education retirees, for those timing their retirements and for institutional administrators trying to surf the increasing size of the retirement wave. This Membership Committee, chaired by former AROHE President and Board Member Sue Barnes, is contacting former AROHE Members, updating our databases, and planning extensive outreach to colleges and universities that are grappling with retirement issues and may not be aware of AROHE's expertise in these areas.

Surveys

A critical strength of AROHE is the knowledge accumulated in common by all its members. You will be seeing a survey or three this year asking for input on issues that AROHE's National Office might confront and research on your behalf as well as your expectations of AROHE as an

organization; that is, what does YOUR local organization achieve by being a member? AROHE leadership feels that there is a lot to gain, and AROHE Member voices can guide us or set us straight.

Financing

Finally, at the Board Retreat, there was a strong focus on firmly planting AROHE's feet on a sustainable funding platform. Many hours were devoted to discussion on being specific about the advantages to colleges and institutions of engaging AROHE member expertise on many fronts. Several retreat sessions focused on how to collaborate with other organizations outside higher education as well as foundations and companies to sustain AROHE's focus on its categories of retirees. AROHE Members' suggestions are essential to AROHE's becoming the go-to organization for higher education issues because of our collective knowledge and large overall membership. At the moment, AROHE's 100 or so institutional memberships "touch" nearly 100,000 individuals; what a major resource!

As part of the sustainable funding, various Board Committees are developing "business plans" including a fledgling Consultation Service for colleges, universities, and other organizations. Given AROHE Members' expertise, such a Consulting Service can assist in a myriad of ways to maximize sharing how to prepare for retirement and then make retirement for faculty and staff a "friendly" and productive movement into life's "next chapter," or one's "encore career."

The next issue of AROHE Matters will update all our members on progress on each of these fronts. The tactical goals mentioned above blend into the strategic goals the Board outlined for the next 3-5 years. The AROHE Board Members arrived at the Retreat committed to AROHE and its mission, and they left the Retreat energized to the max. Contact them and share your thoughts and energy.

Thinking of Retiring? Non-financial Considerations in Retirement Transitions

by Andrea Mok

Beyond financial planning, there are many factors that influence the transitions for well-being in retirement, including: personality types, family relationships, whether retirement was a choice, health, and levels of pre-planning. Some key psychosocial issues people may face are: identity (facing the challenges of role change, loss of status), meaning/purpose (finding sense of purpose outside of work), identity (the more one identifies with work, the more difficult the transition), marriage/relationships (the transition affects more people than the individual, social networks (studies indicate that retirees miss social connections more than having a reliable income), gender (the differences that women and men tend to have to career, social networks affect transitions) and structure/routine (rebuilding routine helps avoid loneliness and inactivity).

Research shows that pre-planning for psychosocial well-being is crucial for retirement transitions to result in higher life satisfaction and quality of life. Best practices include:

- Establish roles for oneself before retiring that can be continued through the transition. Some examples include grandparent, artist, cook, volunteer, gardener, etc.
- Plan and explore opportunities for activities that provide meaning and engagement (volunteering, classes, etc.) to ease the stress of retirement transitioning and provide a sense of purpose.
- Talk openly with the family and spouse in advance about expectations and goals for

retirement to reduce the stress and create an environment of support for all family members involved.

- Establish new social contacts prior to retiring, explore networks, volunteer opportunities, community-building activities, extend existing networks, and deepen existing friendships. A solid network established prior to retiring has a great impact on the success of retirement transitions.
- Adopt more flexible, egalitarian attitudes about gender roles (household activities, socializing, etc.) for a more positive impact in retirement for men and women.
- Build some consistent routine into daily life outside of work prior to retiring. This provides practice with scheduling free time and a structure which can be maintained during the transition.

Approaching retirement as a new stage in life (not as a state of decline) makes this phase something that can reveal challenging and exciting aspects about the individual.

Questions? Comments? Contact Andrea Mok: andreamok.510@gmail.com

Andrea Mok has worked with seniors for over a decade and is currently a graduate student in gerontology at San Francisco State University. Her research focuses on issues of aging for the Baby Boomer generation.

Clemson Emeritus College Night with the Lady Tigers

by Lucy Eubanks, Clemson University



Many members of Clemson's Emeritus College took advantage of an opportunity to join their colleagues and take a behind-the-scenes tour of the newly renovated Littlejohn Coliseum on campus. We were impressed by the state-of-the-art facilities as well as by the price tag! After the tour, we attended the women's basketball team's last home game of the season. The Lady Tigers were hosting the highly-ranked women of Notre Dame and, despite being aided by a visit from the official Clemson Tiger and all our cheering, our team did not quite pull off a victory. Surrounded by a sea of orange and purple, the Tiger does not usually wear a pink T-shirt. These shirts, donated by United Health Care, were distributed to attendees in honor of Breast Cancer awareness month. The evening was deemed a great

success despite the final score!

Did you know that admission to all home Clemson athletic events (except football and men's basketball) is totally free for all members of our Emeritus College? All it takes is showing your Emeritus College Tiger One identification card! Our members appreciate this privilege and find many ways to continue showing the Clemson spirit through their service to the University and participation in sporting events.

Learning in Retirement at UC Berkeley

The Learning in Retirement (LIR) program continues its 17th year offering free courses for retirees from UC Berkeley, UC Office of the President and Lawrence Berkeley National Laboratory, and their guests. LIR offers courses in a variety of subject fields, including natural sciences, social sciences, the humanities and the arts. Space is often limited and advance registration is required to attend. Course location will be provided with your registration confirmation. <http://retirement.berkeley.edu/LIR/schedule>

Winona State University Retiree Center Senior University 2017

Senior University WSU is a program of the Winona State University Retiree Center. Senior University is a peer-led set of short courses taught by professor emeriti, WSU faculty, and topic experts to provide intellectual and cultural stimulation and growth, thus providing opportunities for lifelong learning and leadership, combined with the fellowship of peers sharing a common quest for continued growth. Non-credit classes, one day a week during a 4-6 week term, no tests, no grades.

The Winona State University Senior University Classes Spring 2017

The First Amendment

Charles Darwin

Poetry of Peace and War

Following Wildflowers Through a Bluffland's Spring

Ethics of War and Terrorism

Retiree Center exists to support the mission of Winona State University and enrich the campus community as well as the lives of retired staff, faculty and administration by providing institutional connections between the university and retirees who may wish to continue their intellectual and social participation in collegial life and service to the university.

For more information, contact us weekdays during regular business hours at: WSU Retiree Center retiree@winona.edu 507.457.5565 <http://www.winona.edu/retiree/senioruni.asp> WSU Adult and Continuing Education continuingeducation@winona.edu 507.457.5080 (Direct) 800.342.5987 Ext. 5080 (Toll free)

Age Wave: New Solutions to Fund Your Retirement: Part 2 of 2

You've probably heard the news: Americans are not saving enough for retirement. By a long shot. Countless studies have pointed to this fact, and the advice they offer is often the same: "just save more." But that message doesn't seem to be changing things much. Savings rates remain low, while retirement is looming larger and longer than ever before. <http://www.huffingtonpost.com/entry/58a20ebfe4b080bf74f03f40>

Summer Matters Encore Generation to Generation Initiative

<http://www.generationtogeneration.org/>

Every year, schools go on break over the summer. Many kids jump for joy. But not all. For some, summer is a time when learning stops, meals are scarce, and caring adults during the day are less accessible. Those that need a summer job don't always know where to look. Safe places for exercise and play may not exist. You can help!

Valued Resources:

Older Americans 2016 Key Indicators

Report: <https://agingstats.gov/docs/LatestReport/Older-Americans-2016-Key-Indicators-of-WellBeing.pdf>

Determinates of Healthy Aging:

<http://www.prb.org/pdf16/TodaysResearchAging34HealthyAging.pdf>

Edward R. Roybal Centers for Translation Research in the Behavioral and Social Sciences of Aging <https://www.nia.nih.gov/research/dbsr/edward-r-roybal-centers-translation-research-behavioral-and-social-sciences-aging>

Center on Retirement Research at Boston College <http://crr.bc.edu/>

AROHE Services and Programs

AROHE provides a variety of services to its members and member organizations. For members who are forming new retiree organizations or developing new programs for retired faculty and staff, AROHE offers the following resources, in addition to a Start Up Kit, geared toward newly-established groups. Membership benefits include:

- **A Biennial Conference** is AROHE's most significant undertaking. It brings retiree organization leaders from across North America together for two full days of workshops, forums and networking opportunities.
- **AROHE Matters** is an electronic newsletter that is sent every other month to AROHE members and non-members. ***Please SHARE this resources with your members.*** The newsletter includes such items as links to useful resources, descriptions of successful practices, results of surveys and profiles of AROHE members.
- **The AROHE website featuring:**
 - **An online member directory** allowing members to search for and seek assistance from other member organizations that will be most aligned with their needs.
 - **An online discussion forum** for members to share ideas or to ask question of other members.
 - **Member-shared resources** in these topical areas: retirement issue briefs, programs and events, awards and recognition, fundraising and scholarships, volunteers and service, communications and marketing, surveys and reports, organization management and pre-retirement programs.
- **A new mentoring program** which pairs new or less-experienced members with more experienced members for one-on-one consultation.

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.

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. Individual memberships are available for \$60/year.

Learn more at <http://arohe.org> or contact AROHE by emailing info@arohe.org or calling 213-740-5037.

Join us. We invite your input. Share your ideas, needs, and concerns by emailing info@arohe.org. Join AROHE and help transform retirement in higher education.

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