

The Next Chapter

Association of Retirement Organizations in Higher Education (AROHE)

Fall 2006

STOP!

Information for our
biennial conference
such as registration, travel,
housing or up-to-date
details can be found at:
www.arohe.org

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PRESIDENT'S REPORT

The theme of this year's AROHE conference in Tempe, AZ, "Building on Experience Toward an Innovative Future" strikes me as timely in three ways. First, it explores the past of retirement organizations to learn from their experience. The most developed retiree organizations began on the west coast as far back as 1967 (UCLA). It's worth reading the excellent article (see: arohe.org and click on "News") by Shelley Glazer, Betty Redmon and Karen Robinson) about the development of organizations at UC Berkeley and USC. We find that these successful groups were built on favorable and effective support from administrations, adequate budgeting, and active participation of university retirees in shaping programs. We see from the past how enlightened administrators and retirees enhance such groups as integral to universities.

Secondly, the conference theme is timely for helping us focus on the present. AROHE, under the leadership of board member, Tom Elleman, from North Carolina State, has developed an impressive Kit for Starting and Developing Retirement Organizations. This document brings together the best practices of many schools today. The Kit gives a good picture of the variety of ways for retiree organizations to serve their constituencies, universities and wider communities. The Kit will be discussed and available at the Tempe meeting. It's a great source of ideas for what works in the present.

Thirdly, our theme asks us to reflect on an innovative future. Statistics show that an ever larger number of university professionals will retire in the next decade. Studies indicate that most of these retirees would like to maintain helpful connections with their former colleagues and institutions. Join us in Tempe as we work toward such a creative future.



Gene Bianchi, Emory University



THE GIFT OF NETWORKING

At Winona State University the idea of a retiree center had been nurtured to a reality. The reality needed to be nurtured to a worthwhile entity. That's where I came in as Director of Winona State University Retiree Center.

The reality was put together with a location and some furniture. Then I hired an assistant, enlisted campus support, celebrated a "grand opening," hung out a sign and began to educate myself. Fundamentals, reading and research were not enough. I wanted the personal experiences, shared learning, actual site visit, stories and a relationship with someone.

That's where Eddie Murphy came in. She had "been there, done that" and she was very willing to share. Being Eddie, she went one step further and included me in a group of California directors who were meeting at UCLA this past summer. That's where networking came in. *More is better!*

This gathering in July 2006 has been the greatest experience of my career. I was able to gather with directors who are passionate and dedicated to their profession. Each director was engaged in this collaborative effort to specify goals, share best-practice programming, encourage promotion of individual talent, identify resources, and specify objectives that will identify success and assist in determining agendas that can establish retiree centers as vital and resourceful sources for our communities.

Departure from our day together was difficult. We all felt that the more we could gather together, the stronger our programs could become. This networking opportunity was best defined by my

colleague, Jeri Frederick, UC Irvine: "...we have so much we can do together that will benefit not only our own offices and our delightful clients but also be an asset to our Universities".

I gained so much in this one day! I have a "network" of colleagues, currently all located in California, whom I can reach from my small campus in Minnesota, who have suggestions, ideas and answers which they have tried, along with some of the same dreams, aspirations and hopes that I have for creating the best retiree centers for higher education.

All of us are looking forward to broadening our connections at the 2006 AROHE conference, October 13 - 15 in Tempe, Arizona. Networking can begin as small as two people who are willing to share and who delight in each other's successes and laugh and learn from the not so successful. Networking grows and becomes fruitful when there are more to share the new ideas and produce greater achievements.

Cathie Logan is the founding director of the Winona State University Retiree Center.



MOREHEAD STATE UNIVERSITY RETIREES ASSOCIATION

The University

Morehead State University (MSU), located in northeastern Kentucky just off Interstate 64, enrolls more than 9,000 students from 100 Kentucky counties, 42 states, and 37 nations. U.S. News & World Report recognized the University for the third consecutive year as one of the top public universities in the South in its 2007 edition of "America's Best Colleges."

The Retirees Association

The Morehead State University Retirees Association was an initiative of MSU's immediate past President, Ronald G. Eaglin. He appointed me to select an advisory committee made up of four widely respected retired MSU couples in 1998. This committee quickly drafted Association bylaws. The proposed bylaws were unveiled at the University's fall homecoming brunch. Subsequently, during the University's annual Founder's Day breakfast in the spring of 1999, the bylaws were adopted, officers voted in, and committee chairs named. All MSU retirees were invited to be guests of President Eaglin at both the brunch and breakfast.

Following each Founder's Day breakfast, Association officers for the coming year are elected and committee chairs selected. Questionnaires are distributed at that time so that retirees can recommend Association programs and activities for the next year.

Mission

Who We Are

A community of educators and higher education administrators, faculty and staff who have retired from Morehead State University and choose to stay involved in academic discussion and the life of the University.

What We Do

We offer opportunities for involvement with other retired professionals and continued academic pursuits, personal development, and research in the belief that learning is a lifelong process. We, like the University, are dedicated to serving as both an important educational resource and as a positive role model for our community.

Where We Are Going

We commit to preparing ourselves for the challenges and opportunities of the 21st century and to improving the quality of life for the communities in which we live and work. Our mission is to promote general welfare of the retired faculty and staff of the University and the community of which we are a part through advocacy, dissemination of information, and sponsoring social programs.

Purpose

The purpose of the Morehead State University Retirees Association is to create a strong organization of Morehead State University Retirees, to encourage a relationship of mutual support between the University and its retirees, and to promote the University and its programs. We are governed by respect for learning, intellectual integrity and academic freedom, the importance of human rights and human progress and, as an independent organization, seek to defend and advance the mission of Morehead State University.

Goals

Each unit of the University must develop a five-year strategic plan. These are the goals in the MSU Retirees Association Strategic Plan for 2004-2009:

1. Promote Academic Excellence and Student Success
2. Enhance Excellence in Student Support
3. Promote Enrollment Growth and Retention Gains
4. Partner in Effective Administration
5. Enhance MSU Reputation and Productive Partnerships

Specific objectives, strategies, and indicators for measuring goal achievement are listed under each of the five goals.

Activities

Each fall retirees are sent lists of events scheduled by the music, art, theatre, and athletic departments so they can plan campus visits to renew old acquaintances and make new friends. The Association's committee chairs and executive committee meet monthly to finalize details for activities and social events that have been planned at least six months in advance. These are some of the annual events: special guests of the MSU president at Founder's Day breakfast and at Homecoming brunch, fall color tour of the Red River Gorge, horse racing at Churchill Downs, and a Christmas Party at historic Spindletop Hall.

Annually, the University sponsors a Retiree Recognition Night at a home basketball game,

usually in January. All retirees who are Kentucky residents are called for free ticket reservations and may bring a guest. Special recognition is given to each attending retiree at half time. Other activities include financial planning seminars, hands-on computer training, day trips to sites of interest, and outings to off-campus concerts and theatre productions. An overnight trip to the Cincinnati Opera was a special activity this year.

The Association's Roundtable Discussion Group meets weekly to explore topics from various fields including literature, the natural and social sciences, philosophy, the arts, and religion. Individuals are invited to attend and enjoy the camaraderie, interplay of ideas, and educational stimulation. Discussions are open to the public. The group meets at the local city library every Wednesday for one and one-half hours.

Volunteerism

Opportunities for volunteer work benefiting the Morehead-Rowan County area as well as the University are plentiful. Many MSU retirees are involved in some or all of the following activities: tutors and teachers (especially of public school students and non-traditional students at the Adult Learning Center who experience reading difficulty), mentors, greeting and helping incoming MSU freshmen, and assisting at the Child Care Center and the Kentucky Folk Art Center.

Benefits

The following benefits are FREE to MSU retirees:

- Homecoming and Founder's Day attendance as a guest of the President
- Updated identification card
- E-mail account
- Library access
- Campus parking permit
- MSU telephone directory
- Mailings of *Update*, the Faculty/Staff newsletter
- MSU Retirees Association newsletter
- Participation in the Caudill Fellowship Program

These are additional benefits:

- 10% discount on season tickets at MSU athletic events
- 10% discount on all items at the MSU Bookstore
- Discounted green fee and membership rate at the MSU Golf Course
- Use of MSU vans for Association off-campus outings
- Continued use of the Wellness Center for \$120 annually
- The cost of Delta Dental Full Premium Benefits Plus 2% for 18 months following retirement

Conclusion

Now in its eighth year, the Morehead State University Retirees Association continues to fulfill its mission. It has (1) enriched the social and cultural activities of retirees, (2) enhanced the perceived worth of retired faculty and staff, and (3) elevated the self-worth of retirees. In addition, the retirees have become one the largest giving units in MSU's Annual Campus Giving Campaign.

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RETIREMENT PARKING



Editor's note: Consistently, interest has been expressed in knowing about parking privileges after retirement. We surveyed several campuses and found out the following information.

UC Irvine: This year, the UCI Retiree Relations Center happily announced that the UCI Parking Office and Administration had agreed to allow all Emeriti and Retirees a 50% discount to the normal

rates for parking anywhere on campus. The continued value of the contributions made to UCI by our Emeriti and Retirees through their continued participation on committees, mentoring, and/or volunteering made the agreement effortless.

UCI Emeriti/Retirees may purchase these discounted long-term parking permits and/or discounted daily rate permits by visiting the parking office or one of the parking information kiosks on campus.

The UCI Retiree Relations Center provides the Parking Office with updated lists of Emeriti and Retirees names for their reference. In addition, the UCI University Club offers free parking. There are no conditions other than a person must be retired from UCI. Additionally, Emeritae/i may have other parking privileges acquired directly through their former departments.

Valparaiso University : Having a relatively small campus in an otherwise small town, we're pretty spoiled about parking. Retired faculty members, as well as retired staff, are entitled to campus parking stickers (for multiple cars, too, if necessary), at no cost, from the university police department.

Appropriately stickered, we may park anywhere on campus in the "yellow zones", which are large and plentiful. To be retired, as I recall, means to have worked full time at Valpo for at least ten years and to have retired from work at VU.

Those generous parking privileges, cost free and easy to obtain, they probably think takes our mind off the fact that (being a private Lutheran University) we were underpaid all our professional lives. It doesn't! But I've had a great life here and I'm grateful for all small favors...and large.

Clemson University: Clemson recently instituted an Emeritus hang tag for retired faculty and staff. If you are retired from the University with 15 years or more of service, and are making less than \$12,000 per year (we have hired back lots of folks due to early retirements), you are entitled to the FREE hang tag. It seems to be popular although we're still too early in the game to know for sure. The hang tag actually says "Emeritus" on it. A loooooong range goal is to have a limited number of Emeritus Parking Spaces. Currently, the hang tag carries no more/no

less perks than a regular tag (ie., the opportunity to hunt for a space!)....it merely gives visibility to emeriti. The idea of it being FREE is new and something that the Emeritus College negotiated.

Georgetown University: There are no parking privileges for retirees on our campus, unless they continue to be active in some way within their respective departments and therefore have access cards to faculty parking. If we retirees wish to park on campus we can use the regular parking garage and pay the regular fee (as any other user) per hour up to a maximum. If we have a sponsored retiree function on campus, we have been able to receive special consideration. But this is an exceptional arrangement.

University of Washington: All UW faculty and staff who retire from the UW receive free parking privileges on the UW Seattle campus. Free parking translates as one car per family. For instance, the faculty member OR their spouse OR registered, same-sex domestic partner may park on campus, using the same identifying card to obtain a permit from the staffed parking gate. The reasoning is that spouses and partners also often contribute to campus life in a number of ways.

On the death of the retiree, the surviving spouse or registered same-sex domestic partner continues to have the free parking privilege once a new ID card is issued to them. Of course, we ask retirees to respect the fact that this parking privilege may not be loaned out for use by others, including children or grandchildren—and especially not grandchildren enrolled at UW!

There is no cost to retirees for this privilege. No years of service (other than enough years to qualify to retire) or age limits apply. Retirees who return to work at UW part-time must pay for parking at a pro-rated rate up to 40% employment, and at the full-time rate beyond 40%.

There are some places that are off limits to retiree parking. These are spaces reserved 24 hours a day, spaces reserved for UW campus vehicles only, disability spaces without a disability permit, and some other designated locations.

UW retirees hold free campus parking as one of their most valued UW privileges. It brings people

more readily to campus for cultural, development and social events, including our retirement association events, as well as for academic and volunteer endeavors.

University of Toronto: Our main campus in downtown Toronto has very limited parking. It is like the University of London, NYU, the Sorbonne and other big public universities (we have 50,000 students) in the downtown areas of big cities. Land costs are so high, and public transit is pretty good so parking is at a premium. Even for active staff and faculty there are very few spaces and they cost a lot. I have always biked so I have never paid myself but it might now be over \$1000 a year for a reserved place and close to that for a "hunting license". Retirees can continue to pay for parking after retirement but there is no reduced fee for them- and RALUT (Retireed Academics and Librarians at U of Toronto) hasn't asked for a reduced rate. It is not a priority for us. We have two suburban campuses (about 5000 students at each) and at their campuses there is plenty of parking at low cost or free but I know it isn't an issue at those campuses.

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