Overview

1. Retiree stats

2. Retired Faculty/Staff Associations—one model for retiree engagement

3. Resources to Start your Retiree Association

4. Q & A
Baby Boomers reach age 65

Chart 1. Population age 65 and over, 1960-2000, and projections to 2050

Source: U.S. Bureau of the Census
We are retired longer

Length of Retirement in Years

- 1900
- 1980
- 1990
- 2000
I'm looking forward to retirement.

I can't wait! I'll have my tiny fixed income, barely enough to survive!

...And a new health problem almost every day!

I'll have wrinkles everywhere, and I'll actually shrink!

Ha ha! I'll produce nothing and I'll complain constantly!

You're looking forward to all that??

Well... compared to working here...

It's time for the pre-meeting meeting on employee productivity.

Mmm... fixed income... health problems.
“After I retired, it was like I had never been a part of the university. After 28 years, I suddenly became invisible.”
"I retired five years ago and the only time I hear from the college is when they call during dinner to ask me for a donation."
Retiree Engagement

- Retiree Associations
  - Development/Advancement Offices
  - Human Resources Offices
  - Academic Affairs Offices
  - Alumni Affairs

- Emeriti Colleges
- Retiree/Emeriti Centers
KSU Retirees Association

- Founded in 2009
- Membership-based
- Office of Development*
- Volunteer-leadership*
- 0.5 part-time administrative assistant added in 2013
- Student intern*
- Programs = Social, trips, educational, athletic, arts, honoring service to university, scholarships*
Resource Issues

First steps

• Identify a champion on the campus (an affiliation)*
• Develop a written proposal to the institution that includes office space, administrative support, student assistant, computer, printing, copying, and mailing privileges
• Build a steering committee/board (volunteers)
1. Survey data from retirees
2. Assess your campus needs & how association can add value
3. State contributions retirees make to the institution
4. Comparison of other associations at peer institutions
5. Budget/funding sources
6. Space/staff needs
So, what are the lessons we learned?

- Survey your retiree population & those within 5 years of retirement
- Talk to your administration
- Written proposal to the University
- Form an advisory body which widely represents your retirees (volunteers*)
- To dues or not to dues?
- Privileges / Campus access / Perks
- Communicate with retirees*
Resources & References

AROHE – Association of Retiree Organizations in Higher Education
www.arohe.org

www.changemag.org

ACE/SLOAN Foundation Grants
http://www.acenet.edu/

Ohio Council of Higher Education Retirees
http://www2.bgsu.edu/offices/ohr/BGSU-Retirees/page670.html

PBS News Hour - Colleges and Universities See Graying Workforce Holding On to Coveted Positions
<table>
<thead>
<tr>
<th>Funding Sources</th>
<th>USC</th>
<th>Emory</th>
<th>KSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus funding</td>
<td>4.5 FTE, 7 WS students + $120,000 oper.</td>
<td>2 FTE, 1 WS + $57K operating</td>
<td>.5 FTE, .5FTE 1 WS $10K operating</td>
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<tr>
<td>Revenue (events, svcs)</td>
<td>$500-$1,500 donations at events</td>
<td>None</td>
<td>$500-$2,100 donations at events</td>
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<tr>
<td>Business sponsorship</td>
<td>None</td>
<td>None</td>
<td>Lunch N Learn</td>
</tr>
<tr>
<td>Grants, foundations</td>
<td>$15K to $100K annually</td>
<td>$145K in endowments</td>
<td>None</td>
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<tr>
<td>Association contributions</td>
<td>RFA $10K, SRA $500</td>
<td>$28K</td>
<td>$4K annual “dues” $6K scholarship</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$15K - $100K</td>
<td>$25K-$36K</td>
<td>$10K-$12K</td>
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