



Retirees Newsletter

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Editorial: Campus-Based Retiree Organizations: Anchors for Staying Connected

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more connected with each other and more involved in learning and volunteer service.

How SUNY retirees initiate the process of starting a retiree organization and the activities they decide to undertake will vary from one campus to another. However, it is important for a nascent organization to have clear written statements of purpose as well as clearly defined procedures of operation and governance.

We identify ourselves with our home campus. This continues even after retirement. In that sense, a campus becomes our workplace, a place where we mature, and develop professional ties and memories and a point of reference in our daily life.

Retirement shouldn't be a total disconnection with one's work, but rather a new phase in one's life where one's knowledge, skills, and experience may be put to a different use. Campus-based retiree organizations have great potential to serve as anchors for linking SUNY retirees with each other and for promoting retiree-campus-community connections.

A survey by the SUNY Retirees Service Corps (RSC) conducted in 2011 revealed a large number of SUNY retirees desire to remain connected to their campuses and to each other. Many indicated they miss their colleagues and wanted to know who is doing what after retirement.

A significant percentage expressed interest in serving their campus or community during their retirement. The RSC survey also showed that nearly 75 percent of SUNY retirees continue to live in the communities from which they retired. With that in mind, campus-based retiree organizations can serve as a way to facilitate the connections retirees are looking for.

Such retiree organizations can provide a range of services to its members but are usually focused on social, learning, and service activities. The RSC survey findings clearly indicate that retirees at campuses with active retiree organizations are far

for more information on this agreement and check out Janette Brown's article on page 2 of this Newsletter, which describes the services AROHE provides to those thinking of starting a retiree organization.

The RSC's vision is for each of SUNY's 64 colleges and universities to one day have a retiree organization with a mission to serve its retirees, its campuses, its communities, and society at large. There are currently about a dozen SUNY campuses with such organizations in place. If your campus does not have a retiree organization, please consider working with your campus retirees and administration to start one.

The RSC will be happy to work with SUNY retirees and campus administrations to provide appropriate technical assistance to help get the process rolling. Please contact us at retirees@suny.edu if you would like to discuss starting a retiree organization. ■

“Campus-based retiree organizations have great potential to serve as anchors for linking SUNY retirees with each other and for promoting retiree-campus-community connections.”

The SUNY Retirees Service Corps (RSC) provides a variety of resources for retirees to help create a program at their campus, including Tips for Starting Campus-Based Retiree Organizations (<http://www.suny.edu/retirees/conferences/ConfProceedings09.pdf> page 12).

The RSC also created a guide for starting and enhancing a retiree organization. To receive a copy of the guide, email us at retirees@suny.edu. Interested individuals may also reach out to contact people at SUNY campuses with existing retiree organizations. See page 12 for the list.

Additionally, the RSC is a member of the Association of Retirement Organizations in Higher Education (AROHE), an organization that provides its members with a variety of resources as well as networking opportunities in the United States and Canada. We have made arrangements with AROHE so that individual SUNY campuses can become members until June 30, 2014 at no cost to them. Contact your HR office

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Retirement Experience: Ed Alfonsin

Editor's Note: Ed Alfonsin, Professor Emeritus of English at SUNY Potsdam, passed away recently after a long illness. Never allowing his sickness to stand in his way, he continued to serve and contribute to many causes until the very end. Ed was on the SUNY Retirees Service Corps Advisory Council representing the North Country Region. We benefitted greatly from his insights and rich experience. I remained in touch with him and he would respond to my queries in a very thoughtful way. Ed was an institution unto himself. Through his long and dedicated service, he greatly enriched the lives of SUNY Potsdam and other campus communities, UUP, University Faculty Senate, and the people he knew and worked with. Ed leaves a rich legacy behind—a source of inspiration for all of us. He will be greatly missed. Below are excerpts from a piece Ed wrote on his retirement experience that appears on the RSC website (www.suny.edu/retirees). It is part of a collection of stories written by SUNY retirees sharing their pre- and post-retirement experiences. We wanted to share Ed's story in his own words as a tribute to his memory.



I came to Potsdam back in 1965, thinking I'd be here for two or three years and then move on. Little did I imagine how "Would you be willing to serve for just one year as elected faculty secretary?" would launch a professional life; teaching close to sixty different courses along with parallel governance and union life.

People ask what I like about retirement. The response: I can say "no." In recent years, with cancers and bypasses and other medical issues, I've also resolved not to let any of this medical stuff interfere with life. My primary care physician here tells me that makes me a good patient.

After officially retiring in 1996, I was asked to stay on as a department chair during a search for an outside chair. At the same time our campus employment relations program had a member leave on short notice, so I was asked to teach a course in collective bargaining. I finished out the full academic year serving as vice chair of our Senate, as well. I continued as chapter president of UUP, delegate, and grievance chair.

I've taken teaching assignments as emergencies arose in my department, which in retrospect were probably more taxing and demanding than my career teaching.

I was requested to act as parliamentarian for my friend and colleague, Joe Hildreth when he became President of the University Faculty Senate in 2001. I was suddenly in the middle of University-wide activity which turned out to be complementary to my 22 years on the UUP Executive Board as officer and member. It was a good fit, and Carl Wiezalis and Ken O'Brien continued to have me serve—a deep honor. But my greatest pride was at the 2009 Spring Plenary when the Senate Executive Committee voted to award me a "Senator Emeritus" award although I had never been a Senator!

Aside from all my campus, union, and governance activities, I have lots of other community and vocational interests: I've been operating streetcars at the Halton County Radial Railway; I'm secretary of our local model railroad club; I serve as a delegate to our local Labor Council; I became elected treasurer of the Franklin-St. Lawrence Educators' Council; and am a long-term member of the Lisbon, NY Depot Museum committee. Plus I've been an officer of the Seaway Valley Prevention Council, an agency working mostly in local schools on alcohol and substance abuse education.

These professional and personal affiliations give me life-long and world-wide connections and deep satisfaction. In pre-politically correct language days, I used to say I was married to the University but the Union was my mistress; I haven't figured out how to update that. ■

New Retiree Organizations: What AROHE Can Do for You



Janette C. Brown
Executive Director,
Association of Retiree
Organizations in
Higher Education

A variety of administrators and faculty from institutions across North America con-

contact our AROHE corporate office every month with questions about starting a retiree organization or supporting one. These contacts provide us with information about what institutions are doing for and with their retiree populations. In this article, I will focus on our most recent inquiries made by individuals needing assistance for their retiree organization.

Over the past few years, we have been contacted by two distinct groups. The first group is composed of administrators or retirees in the process of establishing retiree organizations. They need help knowing where to start and how to get organized. The second group is composed of retirement organization leaders looking for ways to improve relationships with their campus administrations.

The AROHE office supports both newly forming and established retiree organizations. Some of the ways we assist them are by providing customized consulting, sending the AROHE Start-Up Kit with its accompanying attachments, and providing web access to resources developed by our AROHE members. The members themselves are valuable resources who provide insight based upon experience. The insight gained through AROHE members discussing successful practices is frequently customized to suit different campuses.

In the case of newly forming retiree associations and organizations, sometimes it's hard to know where to start. And although AROHE members from long-established retiree organizations can provide experienced insight, often times AROHE members from newly-formed

Continued on page 8

Ink-Link: Connecting with Retirees at Westchester Community College

Barbara Christesen
Alumni Affairs Coordinator

In 2005, Shirley Phillips, then-Executive Director of the Westchester Community College (WCC) Foundation and John Fellas, Director of Operations, attended a SUNY/CUAD conference and heard an administrator speak about a newsletter her college had mailed to all its retired faculty members. When they returned, they floated the idea of publishing a newsletter for WCC retirees. I had been producing a semiannual alumni newsletter for the past ten years, so they asked me to create a four-page publication containing material that would be of interest to retired faculty, staff and administrators. That's how "Ink-Link" came into being.

The first issue of *Ink-Link* was printed in February 2006. It contained stories about major events at the college, as well as articles about the activities of several retirees. It listed upcoming college events which we hoped would draw retirees back to the campus, and the names of the people who had retired recently. Somber news about retirees who had passed away was balanced by photos of smiling retirees getting together for lunch. And finally, most important of all, there was an invitation to readers to submit news and articles about themselves for the next issue.

That first *Ink-Link* newsletter was mailed to approximately 190 retirees for whom we still had current addresses in our data base. The response was immediate and positive. We got phone calls and e-mails from retirees who had left the college years before telling us how happy they were to be remembered in this way, and we received nine written updates for publication in our next issue!

Since then, *Ink-Link* has been published regularly three times a year, and it seems to get more popular as time goes by. We are now in our seventh year and our mailing list contains over 300 names and continues to grow as more people retire and we rediscover our "lost" retirees.

The success of *Ink-Link* inspired us to step up our efforts to engage our retirees and renew their connection with Westchester



Retirees and Alumni at 2010 Westchester Community College Holiday Homecoming Party.

Community College. One of the best lessons we learned is that retiree events and alumni events just naturally go together.

For the past 15 years we had held an annual Alumni Holiday Party on campus. We thought it would be a good idea to also have a holiday party for our retirees to get them back on campus in a fun social setting. The first two years were moderately successful as far as retiree attendance, but it was pretty hectic for us, since we also had the alumni party a few days before.

Then in 2008, we had to cancel the Retiree Holiday Party due to snow, so we invited all the retirees to come to the Alumni Party. Well, things just haven't been the same since. There was so much energy in the room that evening as former students reconnected with the teachers and staff members who had helped to prepare them for their careers that we have never gone back to holding two separate holiday parties. We changed the name of the event to "Holiday Homecoming," and last year's party drew more than 130 alumni and retirees. We expect our Holiday Homecoming to be even bigger this year as word gets out that it is a "can't-miss" event.

Another of our largest alumni events has also proven to be a natural attraction for our retired professors. For the past 15 years, we have held a reunion of our 50-year graduates on the day of graduation. We treat our 50th Anniversary grads to cocktails and an early dinner, and then we get them into caps and gowns and they are given the honor of marching at the head of the commencement procession. It is a memorable occasion for those who attend.

Last year, since there had been such a natural chemistry between alumni and retirees at the Holiday Homecoming, we decided to try and include retirees in the fiftieth reunion of the class of 1961. We invited two retired professors who had actually taught at the College in 1961. When the alumni arrived for their reunion, they were amazed and thrilled to be greeted by two of their teachers from fifty years ago! It is difficult to say who was more emotional—the alumni or the professors. It doesn't matter—retirees will definitely be included in our planning for all upcoming 50th Anniversary Celebrations.

In our ongoing efforts to bring Westchester Community College's retirees back to the place that was their second home for so many years, we at the WCC Foundation think we have found a formula that works. ■

Established in 1969, The Westchester Community College Foundation enjoyed a remarkable period of growth in the 20-year period between 1988 and 2008. Strong leadership resulted in the cultivation of stellar board members and generous donors, which in turn caused the Foundation's assets to soar into the tens of millions. The staff quadrupled in size as the Foundation instituted new programs throughout the College for the benefit of students, faculty, staff, and alumni. The college reached out to state and local legislators, corporations and small businesses all over Westchester County, and outstanding cultural programs were established for the benefit of the entire Westchester community, including WCC retirees.



Campus Profile: Binghamton University's Retiree Services Program

*Corinna Kruman
Retiree Services
Coordinator*

The Retiree Services Program (RSP) at Binghamton University was created in 2007 with support from the campus administration. The primary mission of the Program was to acknowledge the retirees' service and contributions to Binghamton University while providing them with the opportunity to remain connected to the university community.

The RSP at BU, based out of the Department of Human Resources, is in full swing and provides a variety of useful and enjoyable benefits which are outlined to retirees at the time of their exit interview by our Retiree Services Coordinator.

We have found that retirees find this program to be one of the major benefits when retiring since it provides them with an easy way to stay involved with and part of the University.

Regular contact is maintained through use of an informational contact database of over 1,000 retirees and an ongoing in-person and on-campus programming. Some of the benefits and services for University retirees include:

- Free classes (audit and space available)
- Campus e-mail
- University Retiree's Club (area dining)
- FitSpace Affiliate memberships
- Discounts for the University's music, plays, and art performances
- Library Privileges
- Volunteer Opportunities
- Employee Assistance Program (EAP)

All retirees, faculty, professional, classified staff and Research Foundation retirees at Binghamton University are given an opportunity to stay connected with the University through meetings and events, mailing of upcoming events, and a ListServ.

There are currently more than 600 active members registered, an increase of 100 members from the previous year. Member retirees are surveyed annually about the type of programs that would best serve their needs and interests.

Luncheons are very popular since they provide retirees with an opportunity to enjoy each other's company and to exchange retiree stories and contact information. During one of these luncheons, a group of retirees started talking about an informal coffee hour, and they have been meeting monthly ever since.

Retiree Programs that were offered this past reporting year include:

Health and Insurance

- New York State Health Insurance Program (NYSHIP) Retiree Health Benefits Meeting
- Medicare 100, 101, and Empire Plan-on-the Road
- University Benefits Fair
- Long-Term Care and Advance Directives (decisions regarding end-of-life care)

Campus Activities

- United University Professions (UUP) Retiree Luncheon
- Binghamton University's Appreciation Day
- Guided tours of the new Resident Hall and the Nature Preserve

General Interest

- Introduction on Chinese Opera and Beijing Opera Staged Combat
- Landscape Design and Unusual Evergreens
- Mastering your Cell Phone
- Home Energy Efficiency

As with any program, identify key retirees who are active and supportive of

the program. Support from the campus administration can be vital to any campus interested in implementing and maintaining an effective retiree program. For example, the ongoing support of Binghamton University's senior staff has been invaluable to the success of this program, especially through their attendance at retiree events.

The BU retirees continue to remain involved in a variety of campus and community service. BU Emeritus Augie Mueller is an example of a very active retiree who is also one of the founders of the Southern Tier Bicycle Club. He was interviewed on April 9, 2012 by local TV Channel 34 because he was instrumental in helping refurbish 700 bikes for the Dream Center's Annual Give-Away Program. Another exemplary retiree is Emeritus Bob Pompei who is serving on the RSC Advisory Council as Southern Tier Region representative. He also acts as a voice for and showcases what the BU Retiree Services Program has to offer.

Solicitation of input and support for ensuring success of the retiree programs is key. For example, the BU Retiree Services Program's Advisory Committee (composed largely of retirees) provides guidance for the programs from the different retirees' constituencies on the campus. This guidance has been valuable in the success of our Retirees Services Program.

More information about Binghamton University's Retiree Services Program is available at: <http://www2.binghamton.edu/human-resources/retirees/index.html>.

Any comments or questions may be directed to Corinna Kruman, Retiree Services Coordinator at: ckruman@binghamton.edu or (607) 777-5959. ■



2011 BU Health Care Proxy Seminar.

SUNY Archives Need Faculty and Emeriti Papers to Tell Our Story

Geoffrey P. Williams
University at Albany Archivist



As of March 2009, two-thirds of SUNY institutions (45) have an archive, and three quarters (32) of those institutions collect faculty papers in addition to the institutional records of administrators and student papers¹. The acquisition of faculty papers is essential to understanding research conducted at our institutions, what is taught, and why decisions have been made within SUNY institutions regarding their collegial governance structures.

To find out what each SUNY institutional archives will collect, you need to consult the institutional archivist. The archives in research universities, medical centers, and colleges will be particularly interested in collecting the personal papers of faculty related to research, but all of those institutional archives as well as predominantly teaching institutions will be interested in the records of teaching. The only official record of teaching the SUNY Records Retention and Disposition Schedule of 2010 requires us to retain permanently is the brief description of courses contained in each school's bulletin. To understand what has been taught it is essential that this brief record be supplemented with a sampling of syllabi, and in the case of particularly prominent teaching faculty, lecture notes.

Beyond the records of research and teaching, faculty as members or chairs of committees often play a critical role in SUNY governance at the local or the system level. Often the official records of committees are not available or are severely truncated to statements of decisions taken with no explanation of why the decisions were taken. The retained records of faculty often tell us why decisions were made.

Let me give you two recent instances where faculty papers at the University at Albany proved crucial to understanding and explaining history or decisions taken.

In 2011, our Department of Theatre celebrated 100 years of theatre at the University with an extensive exhibit. While the records of the department contained play programs from the 1950s on, and the Archives had a number of photos of theatre performances dating back to 1911, the history of theatre at the University for the first 40 years could only be told by consulting student newspapers, yearbooks, and alumni memorabilia.

For the period from the early 1950s through the early 1990s our major source was the Jarka Burian Papers. Professor Burian retained extensive notes and photographs of every production in which he was involved, and many took photos of the productions of other theater faculty. Luckily for us and the exhibit, Dr. Burian and his wife Grayce gave Dr. Burian's papers to the Archives.

More recently, I was asked by Professor Emeritus of French Raymond Ortali to research emeritus status at the University at Albany. Through the President's Office records, I was able to establish how emeritus status was treated both before and after 1975 when the SUNY Board of Trustees ruled that all faculty and administrators who retired in good standing be granted the right to append the term "emeritus" after their official rank or title.

Lacking access to a SUNY Archives, I was forced to rely on an artificial collection of SUNY Faculty Senate records donated to the Archives by faculty who had held prominent positions in the Faculty Senate. There, I discovered the key role the SUNY Faculty Senate played from the late 1960s through 1975 in pushing for uniform practices for awarding emeritus status at SUNY institutions.

In both of these cases, the retained records of faculty, when combined with the official record, were critical to establishing a historically accurate account.

It is essential that emeritus faculty look at their retained records and papers with a critical eye to documenting key institutional and SUNY System events and actions, and consult their own institutional archives regarding the appropriateness of giving the records to the archives.

We can't tell your institution's story without your help.

Geoff Williams has served as University Archivist/Campus Records Officer at SUNY Albany since 1987. ■

¹For a full account of a 2009 survey of SUNY archives see Geoffrey Williams, "The State of Archives on SUNY Campuses: The Good, The Bad, and the Unaccounted," in *SUNY at Sixty: the promise of the State University of New York*, edited by John B. Clark, W. Bruce Leslie, and Kenneth P. O'Brien, Albany, N.Y., State University of New York Press, 2010, 300-09.



"Time's up. I'm through listening."

The New Hearing Aid

Seems an elderly gentleman had serious hearing problems for a number of years. He went to the doctor and the doctor was able to have him fitted for a set of hearing aids that allowed the gentleman to hear 100%. The elderly gentleman went back in a month to the doctor and the doctor said, "Your hearing is perfect. Your family must be really pleased that you can hear again." To which the gentleman said, "Oh, I haven't told my family yet. I just sit around and listen to the conversations. I've changed my will three times!"



Healthy Aging

Tom Wolff, MD
Distinguished Teaching Professor (Emeritus), SUNY Upstate Medical University and Chair, SUNY Retirees Service Corps

At our November 2011 biennial conference, Michael Wolff, MD (no relation), a geriatrician and Clinical Associate Professor at Albany Medical College, gave a presentation on healthy aging. I have edited some of his key points and have added some of my own thoughts as well.

Most of us, as we age, have among our goals, longevity and vitality. Some proven scientific strategies that effect longevity and vitality are outlined here.

1. Genetics

A powerful predictor of longevity is how long our ancestors lived, so pick your ancestors carefully! The "I'm Not Dead Yet" (INDY) gene is one of the longevity genes discovered by researchers. The INDY gene promotes longevity in a manner similar to calorie restriction and absence of the gene creates syndromes of obesity and diabetes, shortening life. (1)

2. Lifestyle Changes to Help the Heart and Brain

a. The Heart: Modified starvation. **Calorie restriction** reduces body fat, improves cellular energy balance and insulin action, reversing obesity and Type II diabetes, delaying the aging process and prolonging life. (1) Keeping your **blood pressure** in a normal range (120-130/70-80) is very beneficial. **Cholesterol:** Reduce the saturated fats in your diet and use lipid-lowering drugs if necessary to get it normalized (less than 200 mg/dl). **Exercising** on a regular basis is essential. Thirty minutes a day should do it, either all at once or even in 10-minute segments. Do what you enjoy! Walking, cycling, swimming, dancing, aerobics, etc.—whatever gets your heart pumping. Your maximum heart rate is 220 minus your age and you should not exceed this rate when you exercise. A

nice formula for adequate heart rate is 220 minus your age x 2/3 to 3/4. The formula for a 70-year-old, for example, would be 220-70 = 150 x 2/3 to 3/4 = 100 to 112 beats per minute.

b. The Brain: What's good for the heart is also good for the brain. **Lipid-lowering drugs, anti-platelet agents (such as low dose aspirin), and exercise** help prevent cognitive decline as well by increasing blood flow to the brain. **Education and social connectedness** have also been shown to reduce mental decline. **Mental games** and agility are not harmful, but there is no certain evidence they help either. Supplements such as ginko and lecithin have not proven to be helpful.

3. Immunization

Tetanus shot (Td/Tdap) should be up-to-date. Once every 10 years is sufficient. **Pneumonia shot (Pneumovax):** All persons should be vaccinated once at 65 years of age. Those who received the pneumonia vaccine before age 65 should receive another dose at age 65 or later if at least 5 years have passed since their previous dose. **Shingles shot (Zostavax)** is recommended for people over 65 years of age. In people over 60 years of age, Zostavax has reduced the risk of shingles by 51% and of post-herpetic neuralgia (pain) by 67%. So far, the effects have been shown to last at least 6 years, but may be longer. It is best to discuss this one with your physician. **Flu vaccine:** Annually in the fall. Influenza is one of the leading infectious causes of death in the elderly, so it is well worth getting. The vaccine is new each year, being made specifically to address the current influenza types endemic that year. It will reduce the symptoms and severity of the illness should you get it. (2)

4. Screening for Disease

Recommendations are for older persons without any symptoms or known risk factors. **Eye exams:** Problems of aging in the eye that cause blindness can be delayed or prevented if discovered early. **Hearing:** Although you may think you hear alright, often you are hearing the sounds but missing the word discrimination. This can lead to some very funny conversations

where others may think we've "lost it"! Screening for **memory and depression** can be helpful. **Blood pressure and cholesterol** have been discussed earlier. **Colon Cancer:** Screening colonoscopy for colon cancer at age of 55. Smoking, although a risk factor, is best dealt with through counseling and strategies for smoking cessation rather than any screening tests for the associated disease states. Without any symptoms or risk factors, routine screening for **thyroid disease, carotid artery disease, lung cancer and ovarian cancer** have not been found to be beneficial.

a. Women: PAP smears: Every three years to age 70-75; Mammograms annually starting at age 50; Bone density once at age 50 or after.

b. Men: Abdominal Aortic Aneurysm screen by sonogram once between 65-75 years of age. **Prostate screening:** A controversial area. Best to discuss the pros and cons with your physician and make a decision that best fits your particular situation. All bets are off if there are symptoms of disease or a person has known risk factors. Then diagnostics, not screening, kick in. If this is the case, a discussion with your physician is warranted.

Finally, as we age, it is wise to see our physician for an **annual focused history and physical**. Reinforcing good habits, getting our immunizations up-to-date and discussing the newest information in screening tests are well worth the visit. (1)

Stay healthy, live long and remain vital! ■

References:

- General:
www.fightaging.org
www.ncbi.nlm.nih.gov/pubmed
- Immunizations:
www.cdc.gov/vaccines/recs/schedules/adult
- Prevention:
www.ahrq.gov/clinic/uspstfix.htm



Judy Wishnia
*Chair, UUP
 Committee on
 Active Retired
 Membership*

Organize Your Vital Records and Enjoy Peace of Mind

Thanks to Medicare and our state-sponsored secondary health coverage (NYSHIP), many retirees are living healthier and longer lives.

While enjoying the benefits of a healthy and vigorous lifestyle, we must also be prepared for the unexpected: illness, accident, or death. Having all your personal information in one place can make it easier to deal with these events.

UUP's Committee on Active Retired Membership (COARM) has compiled a booklet to help you organize your vital records, help to give you peace of mind, and perhaps make it easier for your beneficiaries to follow your wishes.

The booklet has spaces to record the following:

- A listing of family members, friends, physicians, dentist, pharmacy
- Family attorney and executor
- Household expenses: telephone, cable, gas, electric, internet provider
- Banking information: savings, checking, credit cards, CDs.
- Vital documents: Social Security, birth certificate, passport, military discharge, drivers license
- Tax records
- Ownership: deeds, car, valuables (make a list)
- Credit and lending: mortgage, car loan, other debts
- Investment: stocks, mutual funds
- Estate: will, power of attorney, funeral instructions
- Insurance and trusts
- Retirement documents: TIAA/CREF, ERS, TRS, IRAs

You may also wish to have a living will and a health care proxy.

The booklet may be downloaded from the UUP website (www.uupinfo.org). Highlight the "Benefits" tab at the top of the page and then click "Other Links." This will bring you to the "Other Important Links for Retirement and Retirement Planning" page. You will find the "Organizing Your Vital Records" link at the top of a list of various resources.



So, organize your files and then, comforted with the knowledge that your files are in order, go on Dancing with the Stars! ■

Where Do SUNY Retirees Live?

Ram Chugh, Executive Director, SUNY Retirees Service Corps

In a 2011 survey on the involvement of SUNY retirees in voluntary service, retirees were asked where they were living after their retirement.

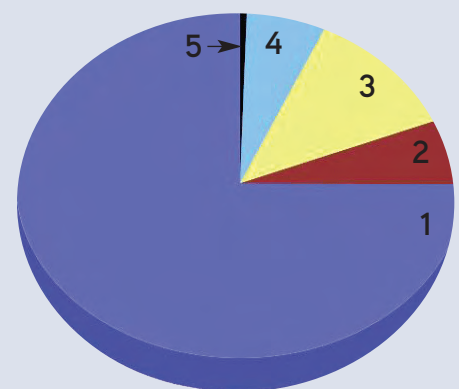
Seventy-five percent (75%) of SUNY retirees who completed the survey continued to live in the community of the campus they retired from; 6.3% moved to another community within New York State; 12.3% moved outside New York; and 6% lived part of the year in NYS and part of the year outside the state. Three respondents lived outside the United States (0.5%).

The top New York State counties in which survey respondents resided are Erie County (23.5%), Suffolk County (7.0%), Broome County (6.8%), Albany County (6.3%), and Livingston County (5.7%). The most respondents who reported living outside New York resided in Florida (37.1%) followed by North Carolina (8.2%), South Carolina (7.2%), and Massachusetts (4.1%).

The most surprising place of residence survey question finding was the very large percentage of retiree respondents—75%—who continued to live in the community where they had worked and from which they had retired. And if one takes into account the respondents who reported moving to another New York State community upon retirement, then nearly 81% of SUNY retirees who completed the survey continue to reside within NYS.

This finding contradicts the widely held belief that most retirees move to warmer states (e.g., Florida, Arizona) to escape the long and harsh winters of the Empire State. That means that a large majority of SUNY retirees continue to be available to their former campuses and to their local communities. The challenge is to develop programs for tapping this resource for the greater good of the community and the retirees themselves.

	Response Percent	Response Count
1 - Continue to live in the community I retired from	75.0%	443
2 - Moved to another community in NY	6.3%	37
3 - Moved outside NY	12.4%	73
4 - Part of the year in NY and part outside NY	5.9%	35
5 - Moved to another country	0.5%	3
Total	100%	591



SUNY Community College Retirees Giving Back

Pete Herron
New York State Teachers (NYSUT)
Retirees Council 39

Most SUNY community college retirees stay in New York State after retirement. Many contribute to their local community in all kinds of ways. In this column, I will highlight how Fred Drewes, Emeritus Biology Professor of Suffolk County Community College, contributed to the cultural, historical, environmental, and recreational opportunities of Brookhaven Town citizens. Fred, along with other local visionaries, decided to save a piece of an old sod farm from becoming a Home Depot. Thanks to their great effort, Suffolk County bought the land. A 501c3 entity called Heritage Trust was created, which developed a plan for a community park.

Heritage Park is located in Mount Sinai, Long Island, and the Heritage Center (home to the Heritage Trust) is adjacent to the park. The park and center consists of athletic fields, walking paths, a children's playground, the Heritage Center building, demonstration gardens, and much more.

Fred was instrumental in establishing the Avenue of America along one of the walking paths. The Avenue has three main features. Trees have been planted to line the Avenue and create an arboretum-like environment.

Flags of Suffolk County, the ten towns of the county, the 50 states, five territories, Washington D. C., and 33 Old Glory flags representing the various parts of our nation are on display on national holidays during the year. There are signs describing the flags and what they represent. Fred dug holes for the pipes that hold the flag poles.

Long Island has a strong farming history, and Fred Drewes wants to preserve this history. He does this by developing demonstration gardens in the park. These gardens feature crops traditionally grown on Long Island. Through his efforts, old farm equipment has been obtained, restored and put on display in the garden and in the Heritage Center building. When Fred is not at Heritage Park you can often find him giving presentations on the park and seeking contributions to its development.

Fred Drewes is just one example of a SUNY retiree making a major contribution to his community. Retirees volunteer in hospitals, deliver meals on wheels, become docents at museums. The opportunities to serve are endless.

If you or a retiree you know is volunteering, please let us know so we can share your experiences with all SUNY retirees. Send your story to Pete Herron at rc39pete@optonline.net. ■



Above, Avenue of America (Heritage Park).
 Below, Fred Drewes working on flagpoles.



New Retirement Organizations

Continued from page 2

organizations offer the most detailed and valuable information for a startup organization. At the upcoming AROHE Conference, there will be many opportunities to network with new and long-established retiree organization representatives.

An important tip for all organizations is to identify and engage well-known and respected faculty and administrators (retired or not) to be spokespersons and champions for your organization. Those that are deeply knowledgeable about your campus' culture and political structure can be valuable supporters that will connect your retiree organization across campus.

They can also help garner resources and support from important campus units. Having support from the academic side of the institution, such as a campus President or Provost, makes a big difference. However, in these hard economic times, we have seen financial support for retiree organizations coming from human resources departments, alumni associations, and foundation or development offices.

AROHE conducts a survey of services provided by member and non-member campuses to their retirees, including but not limited to retiree organization support. Campuses can take advantage of the wealth of information provided through the survey findings. The findings, along with other information about our organization, can be obtained through contacting AROHE at info@arohe.org.

AROHE welcomes SUNY's individual campuses as members and stands ready to assist them with starting a new retiree organization and strengthening an existing one. These services are available at no cost to campuses thanks to an agreement through which the SUNY Retirees Service Corps and System Administration cover the cost of campus memberships until June 30, 2014. Contact your campus HR office for information on this arrangement.

We encourage you to connect with AROHE, become an active member, use the password-protected resources on the AROHE web site, and attend the upcoming AROHE 10th Anniversary Biennial Conference October 21-24, 2012 in Raleigh, North Carolina. ■



“A” for Achievement: Changes in Actions, Attitudes, Alliances, and Aims

**Bobbie Boyd
Lubker, Ph.D.**
*President,
Association of
Retirement
Organizations in
Higher Education*

only in retrospect. Let me give some examples from my own campus.

Recently, I was invited to speak about AROHE and its various activities to my university's Faculty Senate. I had been a member of this assembly probably 15 years earlier, and at that time none of its members, including campus leaders, even knew that the Retired Faculty Association (RFA) and certainly not AROHE even existed.

As I began to look over the audience, I was surprised that, after 10 years of retirement, I recognized some familiar faces. Then it struck me. I knew these people, not from shared history as colleagues, but because they had participated in some way with the RFA.

Two of the Faculty Senators had been speakers at RFA meetings. Two of the voting Senators are elected as representatives of the RFA. The Senate secretary had helped the RFA obtain a list of new retirees. And here I was, 15 years later, in a key campus group, some of whose members had actively engaged with campus retirees as equals, talking with them about retirees' international participation. That's a change in alliances, actions, and aims, and very likely in attitudes.

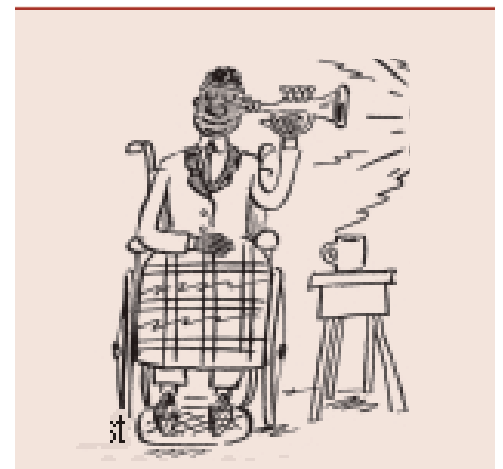
Does your campus president know you? Don't call to talk with him/her. Call the executive assistant and make an appointment. Be sure to tell the assistant what you want to talk about. Briefly. You will be surprised at how willing this leader is to meet retirees. Two retired colleagues and I, representing our RFA, decided to stop whining about being ignored and to talk with our chancellor about two topics: retiree parking and on-going roles for retirees.

We had a half-hour an appointment within a week. We walked in to the inner sanctum—complete with fireplace. The chancellor in white shirt, tie and glen plaid suit greeted us and to our surprise introduced us to the chief of police and the dean of the School of Law, who was

also president of the Faculty Senate—the chancellor's back-up team. Needless to say, we never got past “parking,” a hot topic on many campuses.

When we returned some weeks later, the chancellor was in his shirtsleeves and alone. In retrospect we recognize that this was the day we began to talk about retirees' continuing contributions and to lay the foundation for retirees as Faculty Senators and international conferences. That day real changes in actions, attitudes, alliances, and aims began.

What issues in your association can be addressed by small efforts to change actions, attitudes, alliances, and aims? Can you document the spread of progress from small beginnings? ■



Get Better Soon

A retired man who volunteers to entertain patients in nursing homes and hospitals went to one local hospital in Brooklyn and took his portable keyboard along. He told some jokes and sang some funny songs at patients' bedsides.

When he finished he said, in farewell, “I hope you get better.”

One elderly gentleman replied, “I hope you get better, too.”

In the almost eight years that I have participated in the Association of Retirement Organizations in Higher Education (AROHE), a pleasant undercurrent of conversations about issues such as “elder progress,” “on-going roles in our institutions,” and “getting organized” has grown into a wave of change permitting new actions, attitudes, alliances, and aims by and for retirees from colleges and universities. Some of these changes are of major importance.

One example of changed alliances, aims and actions is the statewide AROHE memberships made available to retiree associations at institutions in the SUNY system. Another new alliance and operational model is the October 21-24, 2012, AROHE biennial conference hosted, not by one but by a coalition of retirement organizations from three North Carolina sister institutions.

Yet another change and new alliance is the cooperation between AROHE and College and University Retiree Associations of Canada (CURAC) to explore academic retiree status and organizations internationally, expanding from the AROHE-CURAC alliance to the United Kingdom and ultimately to other countries. AROHE itself is building on its powerful history of association development toward the aims of strengthening and maintaining retiree organizations and their influence in promoting retirees' connectedness with their institutions.

I believe that major events such as those above are built on and made possible by small changes in actions, attitudes, alliances, and aims in every campus retiree association, local efforts that will ultimately have a wide effect. Some of these campus-specific events may be so small that we recognize their significance

NYS Office for the Aging and SUNY Retirees Service Corps Discuss Volunteer Opportunities

The SUNY Retirees Service Corp (RSC) recently met with representatives of the New York State Office for the Aging (NYOSFA) to discuss service opportunities that might be of interest to SUNY retirees. NYOSFA understands that older adults have a tremendous amount of skills and experience that can be put to good use in their communities, and recognizes the great potential of SUNY retirees in helping improve the lives of New York's residents.

John Cochran, Assistant Director of NYOSFA, explained that the success of New York's aging network relies greatly on volunteer service and that older adults can play a key role in enhancing the livability and vibrancy of their communities.

NYOSFA estimated that, last year, more than 600,000 older residents contributed 43 million hours of volunteer service, which is valued at \$1.3 billion (Source: National Corp. on Community Service).

Following are descriptions of several volunteer service opportunities supported by NYOSFA:

The Retired and Senior Volunteer Program (RSVP)

The [Retired and Senior Volunteer Program](#) offers maximum flexibility and choice to its volunteers. RSVP matches the personal interests and skills of older Americans with opportunities to help solve community problems.

The Foster Grandparent Program

In the [Foster Grandparent Program](#), Foster Grandparents devote their volunteer service to one population: children with special or exceptional needs. Across the State, Foster Grandparents are offering emotional support to child victims of abuse and neglect, tutoring children who lag behind in reading, mentoring troubled teenagers and young mothers, and caring for premature infants and children with physical disabilities and severe illnesses.

The Senior Companion Program

Through the [Senior Companion Program](#), Senior Companions reach out to adults who need extra assistance to live independently in their own homes or communities.

Senior Companions assist their adult clients in basic, but essential, ways: they provide companionship and friendship to isolated frail seniors, assist with simple chores, provide transportation, and add richness to their clients' lives.

NYS Health Insurance Information, Counseling, and Assistance Program

The New York State Health Insurance Information, Counseling, and Assistance Program (HIICAP) provides free, confidential, accurate, and unbiased health insurance information, counseling, and assistance.

[Contact the HIICAP program closest to you.](#)

New York Office of the State Long Term Care Ombudsman

The New York Office of the State Long Term Care Ombudsman is looking for volunteers to serve as certified Ombudsmen to improve the quality of care and quality of life for New Yorkers who live in long-term care facilities. [Long Term Care Ombudsman Website](#)

If you think you may be interested in volunteering for any of these programs, visit NYOSFA's website for a listing of the broad array of aging network service opportunities at <http://www.aging.ny.gov/GetInvolved/Volunteer.cfm>.

Livable New York

Another service opportunity for SUNY retirees is associated with helping advance NYOSFA's Livable New York initiative, a public-private collaborative response to the State's changing population profile, shifting public policies, fluctuating economic conditions, and evolving social patterns and norms. These "change-drivers" are having a significant impact on the well-being of New York's residents and the sustainability of its communities.

SUNY retirees could play a key role in helping educate local municipal and civic leaders about how to best plan to address these changes. Through their experiences, retirees are well-prepared to influence their communities' planning, community-evaluation, design, and project implementation efforts, which are key to the success of *Livable NY*. For information, visit <http://www.aging.ny.gov/LivableNY/Index.cfm>. ■

Bus Ride

An elderly Philosophy professor is waiting for a bus. A charming young man asks, "Excuse me, sir, what time is it?" The professor doesn't answer. "Excuse me, sir," the young man asks again, "What time is it?" The professor looks up at him, but still doesn't answer. A bus arrives and the young man boards it, bewildered at the professor's silence. A woman at the bus stop who overheard the conversation asks the professor why he didn't respond to the young man's question. The professor responded, "If I gave him the time, we'd get into a conversation and become friends, I'd introduce him to my beautiful daughter, and they would fall in love and want to get married. Tell me, why would I want a son-in-law who can't even afford a damn watch?"



Tips for Starting Campus-Based Retiree Organizations*

Ram Chugh, *Executive Director SUNY Retirees Service Corps*

Tip #1: Identify key retirees who will champion the retirement organization at your campus.

Tip #2: Seek the support of top administrative leaders and other campus groups.

Tip #3: Research your retirees' interests and needs as well as their willingness to be involved.

Tip #4: Start small—be focused, flexible and inclusive.

Tip #5: Be part of the institutional organizational structure.

Tip #6: Have minimum regulations and paperwork for retiree to complete and provide maximum flexibility in your operations and activities—tailor these to retiree convenience.

Tip #7: Match retirees' interests and expertise with the service needs of the campus and community.

Tip #8: Work with the SUNY Retirees Service Corps (RSC) (www.suny.edu/retirees) and join the Association of Retirement Organizations in Higher Education (AROHE) to network with others (<http://www.arohe.org>).

Note: The SUNY Retirees Service Corps has created a guide on starting campus-based retiree organizations. It is available upon request by contacting Ram Chugh at ram.chugh@suny.edu.

*Adapted from various sources, including AROHE



Curtis L. Lloyd
Vice Chancellor for
Human Resources

Transformational Changes at The State University of New York

Although pension reform and labor negotiations have stolen the headlines lately, it is no secret that the State University of New York (SUNY) has endured significant reductions in its State-supported operating budget over the past several years.

While losing State support in a sluggish economy was challenging, SUNY remains committed to access and students continue to enroll at SUNY campuses in record numbers. Continuance of the “knowledge age” and a complex combination of social factors highlight the need to address the issue of quality and cost in higher education, as well as its priority.

While higher education is a personal benefit to the individual, it is also a public good. The general public, policy makers, and the higher education community must ensure the public good is fully recognized and supported. Balancing educational costs and revenues, while remaining mission driven, will require new approaches, new thinking, and new ways of doing business.

Under the leadership of Chancellor Nancy L. Zimpher, our new Strategic Plan—*The Power of SUNY*—was born. It consists of six very big ideas—the Entrepreneurial Century; the seamless Education Pipeline; a Healthier New York; an Energy Smart New York; the Vibrant Community; and the World. These principles will drive our actions for years to come.

SUNY, with 64 campuses, nearly 468,000 students, approximately 88,000 employees and 20,000 retirees, is the nation’s largest comprehensive system of higher education. The Power of SUNY leverages the unique positioning of SUNY campuses across the State to preserve and strengthen our mission of learning,

searching and serving. It also seeks to take advantage of SUNY’s size and diversity to serve as an economic engine of growth for the New York economy. SUNY is one of the State’s greatest assets, and this alignment makes perfect sense.

Our campuses have done an outstanding job managing declining budgets over the past several years, but we must do even more to support new faculty hires and student services. After all, the output of all we do is manifested at graduation. It is about the thousands of students we graduate each and every year—who move on to make a difference in communities across the nation and the world.

At the 2012 State of the University Address, Chancellor Zimpher spoke eloquently in outlining a number of actions SUNY will undertake to become more efficient, and yet, more effective in the delivery of services across our campuses. One strategy already underway is “Shared Services” in the form of the SUNY Campus Alliance Network.

The concept of Shared Services recognizes that SUNY is not a conglomeration of 64 independent Colleges and Universities; it is a system of 64 colleges and universities. How do we leverage the “systemness” of SUNY—where working together creates a network of activity that is more powerful than any action of the individual parts? The Shared Services initiative addresses the current cost structure at SUNY. The goal is to greatly reduce and/or shift administrative costs savings to academic and student services.

Through the SUNY Campus Alliance Network, campuses are starting to collaborate on administrative processes to drive savings. Some of these processes are easily identifiable—such as procurement and certain Human Resources services. Others will require an investment in Information Technology (IT) in order to drive collaborative services amongst campuses.

The coming years offer the added challenge of rapidly changing workforce demographics. Like most institutions of higher education across the country, SUNY has an aging workforce and must prepare for generational turnover of both faculty and staff. Approximately one-half of all faculty in higher education are age 50 and older. So too, are many campus administrators. Many of our campuses have significant portions of their payroll budget invested in these employees.

Clearly, the recruitment and retention of well qualified faculty and staff are critical to the ongoing mission of the University. Much effort is now being expended on retirement planning—as our long-term and knowledgeable workforce continues to slowly move to the rank of retiree.

Indeed, there are many, many challenges ahead for SUNY, but there is also a feeling of excitement as we all work on transforming the way we think and do business. The direction of life is forward. We either move forward via change, or remain the same and fall behind. The entire SUNY family, including retirees, can play a role in accomplishing our mission. Change must happen, and the right time is now!! ■

Wrong Way

As a senior citizen was driving down the freeway, his car phone rang. Answering, he heard his wife's voice urgently warning him, "Herman, I just heard on the news that there's a car going the wrong way on 280. Please be careful!"

"Hell," said Herman, "It's not just one car. It's hundreds of them!"



Select SUNY Campus Retiree Organizations Primary Contact Information

State-operated Campuses

University at Albany

George Hastings, President
University at Albany Emeritus Center Board
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Binghamton University

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Retiree Services Coordinator
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University at Buffalo

Jack Baker
University at Buffalo Emeritus Center
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SUNY Geneseo

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SUNY New Paltz

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New Paltz Faculty Emeriti Group
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(845) 338-2680 (H)

College at Oneonta

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SUNY Oswego

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SUNY Plattsburgh

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SUNY Potsdam

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Stony Brook University

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Upstate Medical University

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"The Retiree Associates" Program
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Community Colleges

Hudson Valley Community College

William Muller, Member
"Keepers of the Flame" Program
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Suffolk County Community College

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Westchester Community College

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Alumni Communications Coordinator
Westchester Community College Foundation
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For a full list of contacts at each of the above campus retirement organizations, see Appendix Seven (page 75) of the "SUNY Retiree Volunteers" report at <http://www.suny.edu/Files/sunynewsFiles/Pdf/RetireeFinalReport.pdf>.

About the SUNY Retirees Newsletter

The SUNY Retirees Newsletter is designed to share information about happenings at various campuses and System-wide which are of interest to retirees.

The newsletter is put together by the SUNY Retirees Service Corps (RSC) with the assistance of the following people who constitute the Editorial Committee:

Ram Chugh
Editor

Dave DeMarco

Anne Donnelly

Jim Kalas

Curtis Lloyd

Pierre Radimak

The RSC welcomes content submission from retirees and campuses in the newsletter, which will be issued quarterly. For more information, contact

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