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OSURA Workshop Reconsiders Retirement and Change

For the second time in its existence, the Oregon State University Retirement Association sponsored a workshop on "Retirement and Change: the Emotional Aspects." The event was held on April 26 and again on April 27 in the Memorial Union. As with the first workshop in 2004, Paul Biwan, training and professional development manager in the OSU Office of Human Resources, discussed the topic in general terms and then presided over a panel of retirees. Topics had nothing to do with PERS or other more official elements of retirement.

"This workshop was less about money and more about how people can avoid retirement horror stories," says Kathy Meddaugh, the OSURA board member who organized both workshops. She used to be the university's employees records and information manager. "I am thinking about people who wished they had not retired who have no life outside the workplace—no hobbies, no family. They ask, what do I want to do with myself? We tried to present success stories so people could see how they can be better equipped to retire. There is more to retirement than getting a gold watch."

As in the 2004 workshop, Biwan discussed Bridges'

Transition Model, an analysis of phases of adjustment developed by William Bridges, an author and organizational consultant. The model has three parts: **endings, neutral, new beginning**. If applied to retirement, in **endings**, a person may have both denial and resistance to retiring before shifting into **neutral** where they begin to explore the possibilities of retire-

"Retire from work, but not from life." - M.K. Soni

ment. By **new beginning**, the person is identifying with something new (like retirement) and finally shifting into recover.

Adds Biwan: "You are transitioning from the world of work, but that is not life-ending, it's just moving to something different. More than anything else, retirement is a change exercise. Some transition is taking place like a death in the family, divorce, remarriage, children moving away, being laid off. You need to figure out how it will turn out for you. The conclusion most people reach is that it turns out, not necessarily in a predictable way, but it will turn out."

Attendees at the 2004 workshops were full of praise

for the sessions, which were aimed at people who are on the verge of either retiring or making the decision to retire. "I have not made any decisions about retirement," said one, "and have been keeping my head in the sand. The workshop helped me begin to hear some of the practical details and personal tales of people in the room."

Said Meg Swan, who used to work in Facilities Services: "I had a sense of loss. I went through a grieving process. I live alone and found I was easily distracted. I felt I accomplished nothing.

So I made a list of what I wanted to do. But I realized it was OK to stop what I was doing during the day and read a book or go out for coffee."

As Biwan told those in attendance: "It's about story telling, it's about you. We need to ask questions of each other. There are emotional aspects in retiring. It is a huge transition from the world of work into an entirely different world."

Annual Meeting

Wednesday, May 10
3 p.m. - 5 p.m.
Valley Football Center

Reser Stadium
OSU Campus

Spring Term 2006

April 18
Stahlbush Island Farms
tour

April 20
Spring Career Fair

May 3
Day Trip to Portland

May 10
OSURA Annual Meeting,
3 p.m., Valley Football
Center, OSU Campus

June 18
OSU Commencement

September 2006

September 6
OSURA Golf Tourna-
ment, Trysting Tree Golf
Course



President's Message

Dear OSURA Colleagues,

As we are approaching our Annual Meeting on May 10, it is with much pleasure that I share our progress with you since last fall.

You may recall now that we are in our initial year as part of University Advancement, under Vice President Luanne Lawrence. Our association with this administrative unit enhances OSURA's "legitimacy," validation, and visibility, as well as some budget enhancement, provides a regular place for our meetings (the President's Conference Room) and increases program development benefiting OSURA membership and the university.

We are enjoying an eventful year as we continue with previous thrusts and explore new and exciting terrain. To be sure, we continue with a variety of volunteer activities which help the students, the university and those of us who want to maintain some sort of association with OSU. Moreover, we are being apprised of various presentations and research projects that will benefit those appropriate to our age group.

We are increasing the number and type of program options, such as a pizza/women's basketball night, a dessert/theater night, an upcoming Stahlbush Island Farms tour and a day in Portland. Due to the success of last year, we have also conducted a workshop on Retirement and Change for prospective retirees. You may recall that we had a most enjoyable golf party for golfers and non-golfers last September at the OSU Trysting Tree Golf Course. This event was even more successful than the previous year, which has inspired us to plan the Third Annual Golf Tournament on September 6. More detailed information will be sent as the date nears.

We are also planning the First Annual OSURA Talent Show. Gary Tiedeman, Kathy Meddaugh and Gale Hazel are putting this together. The show may take place as early as this fall. So, get out your banjo, violin, vocal cords, tap dance shoes, joke or mime routine.

We are initiating the Orange Card, a new OSURA membership card with discounts offered by certain local merchants. We are also establishing an OSURA Scholarship program for students whose career goals lean

towards healthy aging. Also recently implemented, we are establishing a free membership year to all new retirees. We expect this will increase our visibility, enhance our growth and our vitality. I reflect on how dramatic all these developments are within OSURA's very short history. When I retired in 1999, there was no such association.

Of course a wide and diverse range of volunteer opportunities were in place, as they are now. Once OSURA grew from its very modest beginning in 2001, it became evident that this represented an appealing option which allowed some sort of contact with OSU, through fellow retirees, students, and OSU, to say nothing of OSURA programs. As you may know, OSURA gave birth to the OSU Academy for Lifelong Learning (ALL), which itself has become a peer led program which offers 150 presentations a year (50 per term), covering five different subject areas. Between my involvement with ALL (as organizer and host of the country series and occasional presenter on the fine arts series) and with OSURA (as a member, board member and current president) these have served as an ideal blend of two rich and complementary programs.

Perhaps many of you have come to appreciate the uniqueness this represents. In my president's letter last fall, I extolled the qualities of our excellent board. During the year, I have come to appreciate and admire each person's personal qualities, abilities, energy and commitment. It has been an honor to be associated with such a wonderfully vital and effective group. We look forward to seeing you at the Annual Meeting on May 10, from 3:00 to 5:00 p.m., in the Valley Football Center at Reser Stadium on the OSU Campus. The refreshments promise to be exquisitely tasty, the door prizes varied and attractive, to say nothing of brief talks by President Ed Ray and Vice President for University Advancement, Luanne Lawrence. Some spirited and good entertainment will round out the fun. We will conclude with a brief election of our nominations for new board positions (Gerry DeMoss, Erin Haynes, Mike Rainbolt) and for officers selected from current board members, Ken Krane as President and Kathy Heath as President-Elect.

I look forward to seeing you there, and, as always, we welcome your feedback and suggestions.

—David Eiseman, President

President Ed Ray to Keynote OSURA Annual Meeting May 10

For the third year in a row, President Ed Ray will address members of the Oregon State University Retirement Association



President Ed Ray

at its annual meeting May 10, from 3 p.m. to 5 p.m. in the Valley Football Center. He will discuss the state of the university and the place of retirees in it.

"OSURA's role at the university has changed considerably since we were founded in 2001," says David Eiseman, president. "A year ago, we became a regular administrative unit of OSU with an annual budget and part-time staff

help. We are very pleased to be part of University Advancement."

Luanne Lawrence, vice president of university advancement, will also speak at the annual meeting. "Retired faculty and staff are a vital part of OSU," she said last year. "I am delighted that we are giving support and recognition to an organization that serves them."

Eiseman and Ken Krane, president-elect, will talk about the year behind and the year ahead for OSURA. The annual meeting will also include a musical performance and the annual awarding of volunteer of the year. As always, door prizes will be given, refreshments served, and new board members will be elected. A slate of three people will be voted upon to fill board vacancies: Gerry DeMoss, Recreational Sports; Erin Haynes, Alumni Relations; and Mike Rainbolt, College of Business.



Vice President Luanne Lawrence

Annual Meeting Parking

If you plan on attending the Annual Meeting, please contact Laura Sneed by May 5th at (541)737-4875 or at osura@oregonstate.edu for a parking permit. You will need a permit to park.

In Brief

■ The board is working out the details for an OSURA Orange Card, a membership/discount card to be made available to members starting this fall. The card will entitle members to a discount at participating merchants in the Corvallis area. In making presentations to businesses here, the primary reasons for them to participate were pointed out: OSURA members have a purchasing power of approximately \$20 million per year; OSURA members have the time to eat out frequently and attend cultural events; by distributing and publicizing the card, OSURA will promote the participating business both when it is introduced and every time a card is used; making purchases in town helps Corvallis businesses.

■ As another enticement for retirees to join OSURA, the board recently agreed to offer a free one-year membership to new OSU retirees. "We hope that people will see the benefits of belonging to OSURA and stay with us in the future," says David Eiseman, president.

■ The OSURA board is considering the establishment of a scholarship fund to aid students in areas that benefit retirees or that promote healthy aging. Members with ideas on how a fund might be funded and administered are urged to contact Laura Sneed at 541-737-4875 or osura@oregonstate.edu.

■ During Winter Term, members toured the Kelley Engineering Center, attended a performance of "Antigone" at the University Theatre February 11 and cheered the women's basketball team to victory over USC on February 25.

■ A tour of Stahlbush Island Farms highlighted OSURA's Spring Term activities. The farm was established in 1985 by OSU alums Bill and Karla Chambers. That year they planted and harvested two crops. Today, the farms grow and process a number of fruits and vegetables on over 4000 acres in bulk for customers who require large quantities. It also markets its own line of products under the Stahlbush Island Farms and Farmer's Market Foods

labels. The company uses sustainability practices in its work, striving to reduce pesticide use, improve soil health, and improve and conserve resources.

■ Throughout this academic year, OSURA members volunteered during New Student Week and at the career fairs both Winter and Spring Terms. The board has been acting informally as a clearing house for requests from various academic units to provide tutors in various subjects.

■ Do you have a talent you're willing to share with an enthusiastic audience? If so, Gary Tiedeman wants to hear from you. The OSURA board member is one of three coordinators of a prospective OSURA talent show later in the year. "We're looking for a mix of talents, so don't be bashful. If you can sing, dance, play an instrument, juggle, walk a tightrope, or whatever, please let us hear from you," says Tiedeman. Contact Gary at gtiedeman@oregonstate.edu.



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OSURA

News & Views

University Advancement
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Yes!

I/We would like to renew/begin a membership with OSURA. Enclosed is the membership fee of \$10 for each person. Donations above \$10 are gladly accepted. Please make checks payable to OSURA. Membership year runs from July 1 - June 30. Dues for 2006-2007 can be paid at the Annual Meeting or mailed to the address below.

Please check here if you'd like to be included in the 2006-2007 OSURA Retiree Directory. What is filled out below is what will be included in the directory.

Please check here if you **DO NOT** want to be included in the directory.

Name _____ Spouse/Partner's Name _____

Address _____
Street City State Zip

Secondary Address: Winter Summer

_____ Street City State Zip

Phone _____ Email _____

Department retired from? _____ What year did you retire? _____

Please return this form to Laura Sneed, OSURA, University Advancement, Oregon State University, 634 Kerr Administration Bldg. Corvallis, OR 97331-2155. For questions contact Laura Sneed, (541) 737-4875, osura@oregonstate.edu.