

# The Beaver Log

A newsletter for Oregon State University Retirees

- Retirement and Change Workshop
- OSURA Volunteers

*Upcoming Event:*

**Tour of the  
Hilton Garden Inn**

Wednesday, March 17  
10:00 a.m.

The Hilton Garden Inn  
2500 SW Western Blvd.  
Corvallis

(the corner of 26th and  
Western Blvd. )

Contact Bill Wilkins at  
(541) 737-7487 or  
e-mail him at [bwilkins@orst.edu](mailto:bwilkins@orst.edu).

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OSURA Website:

[http://oregonstate.edu/  
retirees/osura](http://oregonstate.edu/retirees/osura)

This newsletter has also  
been distributed to OSURA  
members via email.

Gale Hazel, *Editor*

Ron Lovell, *Writer*

## Retirement and Change Workshop Set for February

Next to birth, death, marriage and divorce, retirement is one of most life-changing experiences a person faces. "Retirement and Change: the Emotional Aspects" will explore the more personal issues of deciding to retire in three workshops, beginning February 4, 2004, from 10 a.m. to noon in the Memorial Union's La Raza Room (MU 208). The workshop will be repeated on Feb. 10 and Feb. 25 at the same time and location. OSURA and the Office of Human Resources will sponsor the sessions. The workshops are open to OSURA members and individuals who are contemplating retirement. There is no charge to participate, but people wishing to attend must register in advance by contacting Bill Wilkins at (541) 737-7487, or by e-mail at [bwilkins@orst.edu](mailto:bwilkins@orst.edu).

"You are transitioning from the world of work, but that is not life-ending, it's just moving to something different," says Paul Biwan, training and professional development manager in Human Resources, who will preside at the workshops and moderate a panel of retirees on each day. "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."

Kathy Meddaugh, an OSURA board member who recently retired as employee records and information manager, says, "Our workshop is less about money and more about how people can avoid retirement horror stories. People who wished they hadn't retired who are kind of stuck because they had no life outside of the workplace—no hobbies, no family. They ask, what do I want to do with myself? We want to present success stories so people can see how they can be better equipped to retire. There is more to retirement than getting a gold watch."

In making his presentation, Biwan will discuss 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

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

"Bridges' model can be applied to any change issue," continues Biwan, who has been at OSU for nine years. "Here, we will discuss what you are transitioning from—the world of work—to what you are going to do, and figuring out what you can make of retirement, images of what retirement is and what you want it to be."

Biwan thinks that how people deal with change depends on how they work with the information relative to the transition they are experiencing. "Relationships also help," he says. "The more connected you are to





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University Special Events  
Oregon State University  
524 Kerr Administration Bldg.  
Corvallis, OR 97331-2126

others, the easier you can adjust. If your identity always remains in the world of work, you will have a more difficult time. Works needs to be replaced with hobbies, volunteer work, a part-time job. It all comes down to what you want your retirement to be."

Panelists will come from three categories: 1) people recently retired because of PERS, with little time to think through their decision; 2) people who have struggled in retirement and hated it and want to be back at work; 3) people who had time to

think it through and are doing all the things they planned and really enjoying themselves. After the panelists talk, members of the audience will be encouraged to discuss their own experiences and concerns.

The workshops are not PERS-related where you find out how much money you will bring home. What will people get out of attending? Concludes Biwan: "We will give you a model that will help you think through your unique situation and realize that you have a full life ahead of you."

**How To Attend This Workshop**  
If you want to attend the workshop on "Retirement and Change: the Emotional Aspects," call Bill Wilkins at (541) 737-7487 or e-mail him at [bwilkins@orst.edu](mailto:bwilkins@orst.edu).  
Attendance will be limited to 50 people per session so register today.

## OSURA Volunteer Opportunity

If you'd like to find fame, fun, and fortune, consider volunteering a couple of hours of your time to help OSU's Career Fair. This event, sponsored by the Office of Career Services, will be held Tuesday and Wednesday, February 24 and 25, 2004 at the CH2M HILL Alumni Center. For more information, please contact OSURA Volunteer Coordinator Kathy Heath at (541) 752-1096, or e-mail: [heathk6@comcast.net](mailto:heathk6@comcast.net).

*(Please remove form from the newsletter and mail.)*

# 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.

Name \_\_\_\_\_ Spouse/Partner's Name \_\_\_\_\_

Address \_\_\_\_\_  
Street City State Zip

Summer/Winter Address \_\_\_\_\_  
Street City State Zip

Phone \_\_\_\_\_ Email (please print legibly) \_\_\_\_\_

If you are an OSU retiree, where did you work? \_\_\_\_\_

Please return this form to Gale Hazel, OSURA, University Special Events, Oregon State University, 524 Kerr Administration Bldg. Corvallis, OR 97331-2126. For questions contact Gale Hazel, (541) 737-0724, [gale.hazel@oregonstate.edu](mailto:gale.hazel@oregonstate.edu).