



"Retirement may be an ending, a closing, but it is also a new beginning."
- Catherine Pulsifer

Faculty Retirement Mentoring Program

The Faculty Retirement Mentoring Program is designed to assist pre-retirees with the anticipated lifestyle, social, emotional, and psychological transition to a fulfilling life in retirement. It has been noted that beginning the retirement planning process early can and does facilitate a healthier adjustment process. The Emeritus College (EC) and the Faculty Staff Assistance Program (FSAP) have partnered to facilitate this initiative as a support system for faculty pre-retirees facing this important life decision. Many faculty members have spent most of their lives engaged in teaching, research, and service within the walls of the academy. Retiring and leaving the university environment can be difficult to pursue, explore, and approach as a new phase of life. For some, establishing a vision for retirement may generate fear, confusion and/or uncertainty about how to begin this transition.

The EUEC and FSAP have recruited and trained retirement mentors, who are available and ready to engage pre-retirees in the mentoring process. The retirement mentoring model involves a three-hour training session with all mentors in order to provide current information regarding retirement trends, the mentoring objectives, and targeted areas of focus. The training defined the expectations of mentors, and outlined skills and techniques that would facilitate positive mentoring outcomes.

The mentoring sessions may be conducted individually or in a small group. The EUEC and FSAP provide materials and information to promote a valuable mentoring and coaching experience for the mentor/mentee dyads. The Emeritus College will coordinate meeting spaces at the Luce Center if needed for the mentors and mentees for their coaching sessions.

The EUEC and FSAP will continue to recruit mentors interested in supporting faculty pre-retirees in their planning and transition process.

Brief Description of the Three Session Mentoring Model

Mentoring Sessions for faculty members: The mentoring sessions with pre-retirement faculty members will include the following:

Session I: the Mentor will meet with the faculty member to examine the "blank slate" of retirement.

- Review the stages of retirement.
- Discuss the changing perspectives regarding retirement and lifestyles in retirement.
- Present and discuss issues and stressors relevant at retirement.
- Discuss the psycho-social and emotional aspects of retirement and ways to cope with feelings of frustration, anxiety, depression and loneliness.
- Discuss strategies for planning and managing the retirement transition.

Session II: The Faculty Member, in discussion with the Mentor will engage in vision setting.

- Define their retirement “vision” and discuss strategies for finding new passion and purpose.
- Focus on shifting self-identify: It’s no longer your job title that matters.
- Discuss establishing a positive mindset about retirement.
- Discuss mechanisms for making informed decisions about their retirement lifestyle.
- Evaluate how to re-balance their life to a new focused lifestyle.

Session III: The Mentor and faculty member will examine the importance of a holistic approach to retirement planning.

- Review retirement coping styles and strategies for dealing with unexpected circumstances.
- Discuss self-care mechanisms for health and well-being during retirement.
- Focus on ways to expand social networks during retirement.
- Review participants’ psycho-social portfolio for retirement.

The Mentor and Faculty Member can then decide on the need for further sessions.

For more information about the Faculty Retirement Mentoring Program, please contact Gray Crouse, Emeritus College at 404-727-4236, gcrouse@emory.edu or Paula Gomes, FSAP at 404-727-4328, pgomes@emory.edu.