Proposed outline of retirement mentoring program:

Training Session for Mentors

It is proposed that the Emeritus College provide trained retirement mentors for faculty members; mentoring may be conducted in small groups or on a one-on-one basis.

The proposed retirement mentoring model will begin with a three-hour training session with all mentors to provide current information regarding retirement trends, the mentoring objectives, and targeted areas of focus. The training will define the expectations of mentors, skills and techniques to facilitate positive mentoring outcomes.

Retirement mentoring 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 process early can and does facilitate a healthier adjustment process. This mentoring model will not focus on the financial aspects of retirement. Individuals desiring more financial information regarding retirement will be given appropriate referral resources.

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:

- 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:

- 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:

- 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’ non-financial portfolio for retirement.

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