"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 Emory University Emeritus College (EUEC) 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. The EUEC and FSAP have recruited and trained retirement mentors, who are members of EUEC and are available and ready to engage pre-retirees in the mentoring process.

Brief Description of the Three Session Mentoring Model

The mentoring sessions with pre-retirement faculty members will include the following, with each session estimated to last approximately one hour:

**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 shape a vision of retirement.**
- Define 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 retirement lifestyle.
- Evaluate how to re-balance one’s 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 faculty member’s psycho-social portfolio for retirement.

The mentor and faculty member can then decide on the need for further sessions.