

NARRATIVES ENHANCING TRAINEES' ATTITUDES TOWARD AGING

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We analyzed narratives from graduate students trained in aging themes who then interviewed older hospitalized adults about their life experiences. Three Discovery Fellows given a 90-minute training on open-ended interviewing, the medical care system, empathy, and aging themes derived from the Reframing Aging Program performed semi-structured interviews of 30-90 minutes. Subjects were hospitalized older veterans receiving care by an interdisciplinary geriatric rehabilitation team. Narratives were composed following the interviews and electronically uploaded to a secure site. Qualitative analysis was performed with each statement treated as a separate quote using a hierarchical coding system. A total of 774 codes were used to describe the themes present in 582 quotes. A conceptual framework from the narrative themes emerged with 5 groupings: 1) personal experience, 2) people important in life, 3) self-reflection, 4) medical condition, and 5) health maintenance. Concepts displayed included openness, compassion, and morality, as components of wisdom.

WISDOM OF THE ELDERS, VOICES FROM OUR AMERICA

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The fundamental goal of WOE was to determine whether and how autobiography production can enhance and provide valuable data about African American seniors' mental health, past and present. The second goal of WOE was to determine whether and how project partners could use the findings from WOE, particularly those about resilience and strategies for coping with challenging situations, as the basis for new interventions, studies, publications, curricula, and educational programs for learners across contexts, generations, levels, and disciplines. Outcomes are illustrated by rich examples of the genesis, history, products and pedagogy of the project.

ILLNESS AND THE LANGUAGE OF POETRY

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Two interactive workshops were conducted: one for training healthcare professionals in nursing, PT, and pharmacy, and another for the continuing education for caregivers of HIV-positive patients. Active Listening and Visual Learning Strategies for Healthcare Professionals discussed the importance of using active listening skills to better hear, understand, and treat patients. Activities included viewing one WOE respondent's artwork and hearing a clip of the respondent's interview, followed by a facilitated discussion of how the respondent's story about her childhood shed light on her art. Additionally two published poems about bodies and illness were shared, with discussion of how each poem's circuitous narrative nature offered clues about the speaker's illness and outlook on life. Cultural Humility's activities focused on utilizing poetry to discuss how caregivers can use active listening strategies to better understand how patients cope with life-changing illnesses, and how they

incorporate the challenges of those illnesses into rich, fulfilling lives.

A QUALITATIVE ANALYSIS OF NARRATIVES CONTRIBUTED BY OLDER AFRICAN AMERICANS

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We analyzed 19 interviews of African Americans who came of age during desegregation. We approached the development of the coding system and analysis of coded transcripts using an iterative inductive/deductive approach guided theoretically by the social ecological framework and life course development theory. Major coding categories included time orientation, topics of discussion, emotions, habits and behaviors, family, community, race relations, and history. Analysis of the sorted and coded quotes led to the development of a conceptual framework for understanding how participants portrayed their life trajectories. Individuals' lives occurred in the context of societal institutions, the larger society, and culture. Life trajectories involve a series of changes in life circumstances and social relationships during which individuals engage with life goals such as making a living, staying healthy, coping with stressors, and maintaining satisfactory interpersonal relationships. Important themes associated with healthy aging included resilience, faith, forgiveness, and family.

SESSION 3000 (SYMPOSIUM)

AGEISM AT WORK: A THEORETICAL AND EMPIRICAL CONSIDERATION

Chair: Sarah A. Vickerstaff, *University of Kent, Canterbury, Kent, United Kingdom*

Co-Chair: Mariska van der Horst, *VU Amsterdam, Amsterdam, Netherlands*

Discussant: Debra A. Street, *State University of New York at Buffalo, Buffalo, New York, United States*

Ageism at work is becoming an increasingly popular research topic. It has been claimed that ageism is a serious threat to the extending working lives agenda that is prevalent in many Western countries, including the US and many countries in the EU. In this symposium, we consider this concept from a variety of perspectives in order to better understand what ageism is as well as how it affects older workers. To get a better grip on the concept, Sarah Vickerstaff and Mariska van der Horst look at the intersectionality of this concept, by assessing its relationships with gender and disability. Clary Krekula uses the concept of age coding to look at how both age normality and ageism are constructed. Jaap Oude Mulders assesses how age-related stereotypes translate into employment preferences of employers. Hannah Swift et al., testing social psychological theories, uses results from two experiments to analyse the role of ageism in recruitment practices. This symposium is inter-disciplinary combining sociologists, social psychologists and gerontologists and further combines quantitative (Jaap Oude Mulders), qualitative (Clary Krekula, Sarah Vickerstaff, and Mariska van der Horst) and experimental (Hannah Swift) methods. Together, the papers in this symposium show various dimensions of the concept 'ageism' and how it affects older workers in three European countries: Sweden, Netherlands, and the United Kingdom.