

## Application Process

Application to the RMASFAA Leadership Pipeline is open to individuals from RMAFSAA member institutions. Mentees will be selected by the Leadership Pipeline Committee based on the applicant's own merits as presented in the application and supporting documents. The Committee seeks representation from a cross-section of the Association with diversity and balance in areas such as occupation/position, institution type and individual attributes. The Leadership Pipeline Committee looks for:

- Commitment & motivation for service in state and RMASFAA associations.
- Ability to make the time commitment.
- Individuals who will add to the program and association's leadership through diversity of experience and perspective.

Applicants must have the full support of their direct supervisor and employer. Individuals may nominate themselves, but must provide evidence that the employer will allow time for participation, including phone meetings, conference calls and attendance at RMAFAA Summer Institute &/or Fall Conference.

Application deadline is June 15, 2008 *for* MENTORS and MENTEEES

Application information is available RMASFAA's website at [www.rmasfaa.org](http://www.rmasfaa.org)

or by contacting:

Mary Anne Whitman, Client Relations Manager  
RMASFAA Leadership Pipeline Committee  
[maryanne.whitman@eac-easci.org](mailto:maryanne.whitman@eac-easci.org)

## Selection

RMASFAA Leadership Pipeline is open to individuals from institutions who are RMASFAA members. The mission of the Leadership Pipeline is to provide a mentoring system that provides training in leadership concepts and empowers and inspires individuals to become the leaders of the future for RMASFAA and state associations.

Participants are required to attend the Leadership Pipeline Seminar, which is the official initiation of participation in the program, at the RMASFAA Fall Conference in October.

Participants must provide their own registration, transportation and accommodations at *the* RMASFAA Fall Conference. Attendance is expected for all phone meetings and conference calls. Participants absent from one monthly event and Fall will not graduate. Class size will be limited to 20 mentoring pairs. Selection of participants will be based on criteria specified on the application form.

The RMASFAA Leadership Pipeline was created by the RMASFAA Board in spring 2006. The Leadership Pipeline is coordinated by representatives from public and private, two and four year postsecondary institutions, lenders, and guarantee agencies. RMASFAA is a non-profit organization of financial aid professionals who are dedicated to providing opportunities and information on education to students and their parents.

## RMASFAA LEADERSHIP PIPELINE





## Purpose

The RMASFAA Leadership Pipeline, through a strong, structured mentoring program, will foster the development of leadership skills and abilities to support individual growth and to bring forward future leaders for RMASFSAA and state associations.

## Objectives

- ❖ Provide training in leadership concepts and techniques.
- ❖ Provide an understanding of RMASFAA issues, the financial aid industry, NASFAA, and Department of Education.
- ❖ Build relationships between people, state associations and RMASFAA
- ❖ Prepare and motivate participants to be involved and to serve in state and RMASFAA associations.
- ❖ Inspire participants to say yes to leadership opportunities.

## Description

The RMASFAA Leadership Pipeline will provide both educational and participatory experiences.

The Leadership Pipeline consists of a mentor coaching a “mentee” through the use of one-on-one phone meetings, group phone conference calls and sessions at RMASFAA Fall Conference.

## Course Outline

### October

#### Leadership Pipeline Seminar

Participants are required to attend the Leadership Pipeline Seminar, which is the official initiation of participation in the program. Mentees will attend the Leadership Pipeline Seminar held in conjunction with the RMASFAA Fall Conference in October.

### November

Mentor and mentee will schedule a phone meeting to discuss establishing personal goals. Mentee will write a personal goal statement for use in a personal statement later on.

### January

Stress management and taking care of your self is the topic for the busy month of January. Mentors will discuss with mentees effective ways to create plans and utilize techniques to minimize stress.

### March

A phone conference call will bring the Pipeline members together to discuss the politics of financial aid.

### May

Pipeline pairs will have a phone meeting to discuss “passion” in life and in work.

### July

The rewards of being a financial aid professional will be the phone meeting topic of the Pipeline pairs for this month. There are rewards that far exceed the financial aspect.

### September

It is a busy time of year, so the phone meeting this month will address budgeting issues – personal and professional use of time, fiscal resources, relationships, etc. The importance of strategic and long range planning will also be discussed. Mentees will write a summary of their personal leadership philosophy.

### Other Assignments

There will be a reading requirement for Leadership Pipeline participants. It is an expectation that mentees will get into the practice of reading for professional growth. There is also a personal goals statement and Leadership Pipeline experience summary writing requirement for all mentees.

### Putting It All Together

Fall Conference will include recognition and celebration of mentees and mentors at the Awards Banquet.

A new group will begin their journey and be welcomed as mentors and mentees.

### Paying it Forward

- We look forward to 20 Leadership Pipeline mentor and mentee pairs in our first group.
- Individuals will participate first year as mentees in the Leadership Pipeline program.
- After graduation, it is hoped that mentees will be active participants on committees or serve as officers at the State or RMASFAA level
- The long term goal is that mentees will participate as mentors or show evidence that they have reached their own personal goals as set out in the original homework at initial session.