



Rocky Mountain APPA

2014 14ers Club Meeting Minutes September 24, 2014

The 2014 Annual RMA 14ers Club Meeting was held at the Buffalo Thunder Casino and Resort in Santa Fe, New Mexico on September 24, 2014.

Attendees: Jeff Butler, Montana State University
Dave Button, University of Regina
Agnes Drogi, Northern Arizona University
Andrew Iacona, Northern Arizona University
Gary Smith, University of New Mexico
Bob Askerlund, Salt Lake Community College
Brother Ron Bartusiak, Santa Fe University
Bill Nelson, GLHN
Kirk Leichliter, University of Northern Colorado
Chuck Gumeson, RMH Group
George Stumpf, University of Colorado Denver
Dave Turnquist, University of Colorado Denver/Anschutz Medical Center
Randolph Hare, APPA President, Washington and Lee University
Viron Lynch, Weber State University
Emmet Boyle, University of Regina
Lander Medlin, APPA
Brian Johnson, University of Idaho
John P. Morris, Northern Arizona University

1. Welcome and Introductions and Updates

Lead Climber Morris welcomed everyone, and reported that there are now 62 members and 38 climbing buddies; although some of those climbing buddies are also 14ers (28 climbing buddies are still working on their peaks); and 4 climbing partners who have become full-fledged 14ers Club members. A mentoring program is on the monthly regional president's meeting agenda and they are asked to include this as a metric in their monthly reports.

Morris is continuing with the coordinated quarterly conference call with the other regions who have mentoring programs in place or are developing one (MAPPA, ERRAPA, and PCAPPA).

2. APPA CFaR Mentoring Survey

Morris reported to the group on the preliminary results of the APPA wide survey results.

- APPA wide for those who responded to the survey only 20% were aware that there are existing mentoring programs in place; of those who know of a program within their region only 49% participate. Most responders who have participated in a mentoring program in the past have found it to be very beneficial. Many of the respondents found mentoring beneficial early in their careers and would like to share that experience with others. A few respondents expressed concerns with the lack of a good follow-up process. Regional program directors need to ensure a strong review and follow-up process. A common concern from those who do not participate is the perception that it would be too time consuming. It is important for program administrators to stress that it can actually help and save time. Contact with mentors/mentees can be as little as an hour a month and still be productive.
- APPA wide 81% said they would like to participate as a mentor and 75% said they would like to participate as a mentee if a program existing in their region; and 85% felt that a mentoring program would benefit them in their career or APPA journey.
- When asked what reasons would lead them to want to participate the responses varied slightly in order depending upon the length of time the respondent has been in the profession; however results were fairly constant for all respondents. Overall the most common reasons for wanting to participate include sharing knowledge, passing forward experience to others, developing a professional network, helping others excel and developing leadership skills. Another interesting result is the high number of respondents who see a mentoring program as a means to help with succession planning within their organization.
- For the RMA specific results there were 88 responses, slightly over 25% of all the responses to the survey. These results responses provide enough information to make some reasonable observations and conclusions about the RMA 14ers Club mentoring program.
- Of the RMA respondents only 55% were aware of the RMA mentoring program so we need to continue advertising and selling the program.
- Of those who are aware of the RMA program only 53% participate. Most responders who have participated in a mentoring program in the past have found it to be very beneficial. Many of the respondents found mentoring beneficial early in their careers and would like to share that experience with others. A few respondents expressed concerns with the lack of a good follow-up process. The RMA Lead Climber needs to ensure a strong review and follow-up process. Some members expressed the concern about their climbing partners and it was not a good match. A common concern from those who do not participate is the perception that it would be too time consuming. It is important for the Lead Climber to stress that it can actually help and save time. Contact with mentors can be as little as an hour a month and still be productive.

- For RMA, 82% said they would like to participate as a mentor and 77% said they would like to participate as a mentee if a program existing in their region; and 88% felt that a mentoring program would benefit them in their career or APPA journey.
- In conclusion:
 - There is an interest for a mentoring program within RMA and APPA, and RMA should continue to lead the initiative to demonstrate success for overall APPA support. This program can continue to be a model for the other regions as the results of the RMA regional responses were similar across all regions for the desire to have a mentoring program.
 - There are opportunities for improvement with the RMA regional program which include: further marketing; mentor training; following up to ensure the matching is working for both the mentor and mentee; and continue to improve the program to meet the ever increasing needs and expectations of the participants, but overall the program although only in its seventh year can be another offering to help our members achieve their goals and be active participants in their organizations, in RMA and in APPA.
 - A common theme was the concern about the time commitment. It is important for program administrators to stress that it can actually help and save time. Contact with mentors/mentees can be as little as an hour a month and still be productive, so participating does not have to be a burdensome process. Respondents reported benefits from participating with mentees appreciating the guidance and mentors appreciating the opportunity to share their experience and guide emerging professionals.
 - The total RMA survey results will be posted on the RMA 14ers Club website.

3. Lead Climber Election

Morris was nominated and elected as the 2014 14ers Club Lead Climber. Thanks everyone for your support.

4. Requests for Input for Program Improvements

Morris also requested any suggestions on how to make any overall program improvements. Morris also requested that climbing buddies provide any suggestions on how do we make this program more effective for them.

One idea was to create a 14ers Club elevator speech or even a video to help sell the program. Possibly develop podcasts as well.

Another thought was to expand the criteria for determining a good match with a mentor.

5. RMA Strategic Plan and 14er contributions

The following is an RMA Board strategic initiative that applies directly to the 14ers Club.

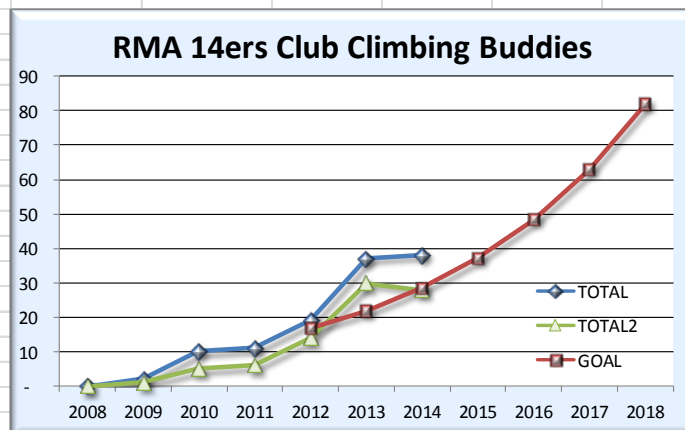
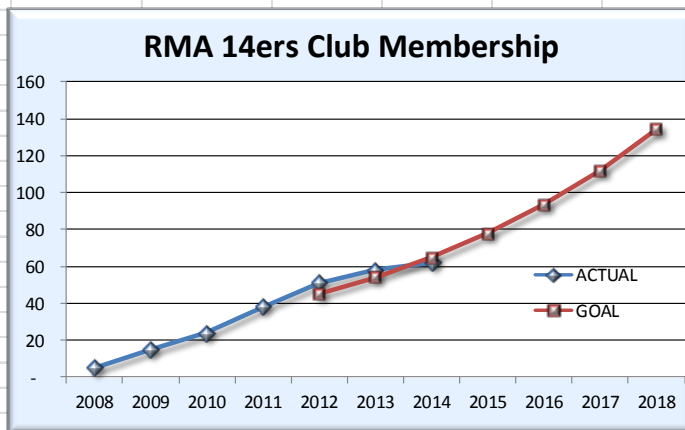
Increase 14ers Club members by 20% annually (2012 membership 45) with an associated increase in Climbing Buddies of 30% annually (2012 membership 17) each of the next three years.

The 14ers Club provides a unique opportunity to recognize RMA's members who have successfully achieved a certain level of achievement while in turn utilizing this experience to offer mentorship opportunities to RMA's newer members. The RMA Board assigns the 14ers Club Lead Climber along with all of the others 14ers Club members the responsibility for this goal and reach out to recruit new 14ers and climbing buddies.

Our metrics are shown below.

RMA 14ers Club Metrics										
ACTUAL							GOALS			
RMA 14ers Club Members		14ers Club Climbing Buddies**			Ratio Climbing Buddy to 14er	14ers		CB's		Climbing Buddies who achieved 14er status
ANNAUL	TOTAL	ANNAUL	TOTAL1	TOTAL2						
2008	5	5	-	-	-					
2009	10	15	2	2	1	0.13				
2010	9	24	8	10	5	0.42				
2011	14	38	1	11	6	0.29				
2012	13	51	8	19	14	0.37	45		17	2
2013	7	58	18	37	30	0.64	54	20%	22	30%
2014	4	62	1	38	28	0.61	65	20%	29	30%
2015							78	20%	37	30%
2016							93	20%	49	30%
2017							112	20%	63	30%
2018							134	20%	82	30%
										4

****NOTE:** Total 1 includes 14er Members who are climbing buddies
Total 2 is climbing buddies working on 14er peaks



We are making good progress; however we cannot let up. I am seeing a trend where our more senior 14ers are retiring so we are losing them from one end and we need to

refresh from the other end. If we can continue to coach and encourage our climbing buddies to complete their peaks then we will have a steady flow of new 14ers. Also encourage others within your organization to consider becoming a climbing buddy. I firmly believe that individuals who have been a protégé to a mentor are more likely to succeed and advance quicker than those who have not.

We also need to continue getting the word out. With over 80 dues paying institutions within RMA it should be fairly easy to have at least 160 14ers Club members (two per institution); and with the institutional membership we should easily be able to have two mentees per mentor for over 300 climbing buddies.

The RMA 14ers Club and mentoring program will only be as successful as the membership chooses it to be.