




## The APPA Journey *and*

# THE RMA FOUR

**T**he APPA journey represents a continuum through one's career in educational facilities management. Early in one's career, APPA can assist with professional development such as the Facilities Drive-In Workshop, the Supervisor's Toolkit, the APPA Institute for Facilities Management, and the APPA Leadership Academy. APPA provides for both international and regional networking, and also offers an opportunity for credentialing with the Educational Facilities Professional (EFP) and the Certified Educational Facilities Professional (CEFP).

As one progresses along this journey, APPA provides opportunities to contribute and share that wealth of knowledge you have gained through years of experience. APPA also provides opportunities for your professional development through writing articles and presenting at various educational programs, assisting with the Facilities Management Evaluation Program (FMEP), conducting research through CFaR (APPA's Center for Facilities Research), teaching at the Institute or the Academy, or serving on regional and international boards.

APPA also provides recognition for continuous contributions to the organization and the profession. Through this journey, professional relationships with peers create solid bonds and lasting memories, often more fulfilling than the journey itself.



BY JOHN P. MORRIS, P.E.

# TEENERS CLUB

## **MENTORING THROUGH THE FOURTEENERS CLUB**

The Rocky Mountain region of APPA has developed a mentoring program that complements the APPA journey, called the Fourteeners Club. The Rocky Mountains are part of the North American Cordillera, which stretches 3,000 miles from Alaska through western Canada and the United States into northern Mexico. The centerpieces of this dramatic uplift are the 54 peaks over 14,000 feet. Climbers affectionately refer to them as “Fourteeners.”

The purpose of the RMA Fourteeners Club (a.k.a. 14ers Club) is to:

- Promote a recognition program for individuals within RMA who aspire to greater heights.
- Support RMA in its mission to elevate the leadership and influence of facilities professionals.
- Recruit and mentor others to prepare for and fulfill leadership roles at their own institutions, within RMA and within APPA.

Considered an honor, membership in the Fourteeners Club acknowledges those who have reached a milestone in their participation with RMA. Membership in the Fourteeners Club is open to all RMA members who are in good standing and meet the longevity, participation, and service requirements. Members of the Fourteeners Club are

required to be committed to advancing the goals of RMA, and in addition be committed to the promotion of hospitality, mentorship, communication, and comradeship within the region.

To become a member of the Fourteeners Club, RMA members must climb 14 peaks. Peaks consist of any combination of the following:

1. An active member of RMA for a minimum of five years; counts as five peaks.
2. Attend a minimum of three RMA annual educational conferences; counts as three peaks.
3. Attendance at an annual APPA conference; counts as one peak up to a maximum of two peaks.
4. Participate as an RMA Board member, committee chair, or state representative. Each term counts as one peak: for example serving as President-Elect through Senior Representative earns four peaks; each year as Secretary/Treasurer, Communications Coordinator, or Committee Chair earns one peak; and every three years as Historian, state or region representative, or RMA Views state/province correspondent earns one peak.
5. Participate as a presenter at an RMA or APPA educational program; counts as one peak maximum per year.
6. Participate on an annual conference host committee; counts as one peak. Chairing the host committee counts as two peaks.
7. Graduation from or completion of the APPA Supervisor's Toolkit, APPA Institute, or APPA Leadership Academy; counts as one peak each.
8. Successful completion of the APPA Educational Facilities Professional credential (EFP) or the Certified Educational Facilities Professional (CEFP); count as one peak each.
9. Publish an article in the RMA Views or APPA's *Facilities Manager* magazine; counts as one peak maximum per year.
10. Acceptance of a "Special Expedition" from the RMA Board; counts as one peak per completed assignment acknowledged by the RMA Board.
11. Attainment of an APPA or RMA recognition award, e.g., Pacesetter, Fellow, Meritorious Service, President's Award, H. Val Peterson Award, APPA Rex Dillow Award, etc.; counts as one peak per award.
12. Participation as a climbing buddy; counts as two peaks.

Upon acceptance into the Fourteeners Club, new members pledge, during the initiation program, to continue their contribution and service through mentoring others and supporting the regional organization.



The "Climbing Buddy" concept promotes comradeship and mentoring. Gumbies, the term applied to novice climbers, may request a climbing buddy. Upon approval by the Lead Climber, a Fourteeners Club member will be assigned to the gumbie as a climbing buddy. Communication frequency is not dictated, can be formal or informal, and is left up to the climbing buddies; however, frequent contact is encouraged. On the application, gumbies are asked if they have any preferences for a climbing buddy. Options include such things as:

1. Profession - Common language is sometime critical amongst pairings, especially when relationships are new
2. Future plans
3. Gender or other considerations
4. Location
5. Path - This could be education, experience, career path, etc.
6. Size of the institution
7. Other

The mentoring portion of the Fourteeners Club is currently informal and left up to the climbing buddies. Mentoring can be at the professional level, or simply a means to introduce climbing buddies to the world of RMA and APPA. However, APPA has plans to assist with the development of more formal mentorship programs and regional programs. I am in the process of studying these possibilities as part of a formal CFaR research project, and programs such as RMA's Fourteeners Club may provide the perfect backdrop to roll out these mentorship programs.

#### **OPPORTUNITIES FOR BUSINESS PARTNERS**

RMA, along with APPA, recognizes the invaluable contribution that our business partners provide. Therefore, business partners also have an opportunity to become part of the RMA Fourteeners Club. Per the RMA Bylaws, "Business Partner memberships may be offered to individuals, organizations, manufacturers, or suppliers of goods and services operating for profit and ascribing to the policies and purposes of RMA and wishing to support the activities of RMA."

To become a member of the Fourteeners Club, RMA Business Partner members must also climb 14 peaks. Peaks consist of any combination of the following:

1. Be an active dues paying member of RMA for a minimum of five (5) years; counts as five peaks.
2. Attend RMA Annual Educational Forums; counts as one peak each year.
3. Contribute to RMA by hosting an educational event; counts as one peak maximum per year.

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4. Contribute to RMA by purchasing a booth at the annual RMA educational conference; counts as one peak per year.
5. Sponsor an event or provide other contributions at an annual RMA educational conference, i.e., golf outing, major meal or break, scholarship for attendance, etc.; counts as one peak per year.
6. Contribute at various RMA levels:
  - (a) Platinum level for one year earns one peak.
  - (b) Gold level for two years earns one peak.
  - (c) Silver level for three years earns one peak.
  - (d) Copper level for four years earns one peak.
7. Participate on the RMA Board as the Business Partner Representative; each two-year term counts as one peak.
8. Participate on an annual conference host committee; counts as one peak.
9. Participate as a presenter at an RMA Educational Forum; counts as one peak maximum per year.
10. Publish an article in the RMA Views or APPA's *Facilities Manager* magazine; counts as one peak maximum per year.
11. Acceptance of a "Special Expedition" from the RMA Board; counts as one peak per completed assignment acknowledged by the RMA Board.
12. Attainment of an APPA or RMA recognition award, e.g., APPA Eagle Award, RMA President's Award, RMA H. Val Peterson Award, RMA Lee Newman Award, etc.; counts as one peak per award.
13. Participating as a climbing buddy; counts as one peak.

The RMA Board of Directors officially adopted the Fourteeners program, and the RMA Bylaws describe the program, along with roles and responsibilities. A "Lead Climber" reports to the RMA Junior Representative. Among other duties, the Junior Representative serves as the liaison and sponsor for the Fourteeners Club to ensure its membership strives to attain the roles for which it was founded. The Lead Climber, selected by a majority vote of the Fourteeners Club membership, has several responsibilities, including:

1. Attend the Fall RMA Board of Director's meeting and report on the status of the Fourteeners Club program. The annual report shall include an update on the program's development, mentoring prospects, and recruitment status.
2. Ensure applications for new membership and Climbing Buddy requests are available on the RMA website.
3. Receive and process application requests, and assign Climbing Buddies.
4. Initiate new members into the Fourteeners Club.
5. Coordinate Climbing Buddy assignments.
6. Maintain records of Fourteeners Club membership and Climbing Buddy assignments.

Upon approval, the RMA Board of Directors permits honorary membership into the Fourteeners Club. RMA has offered

honorary memberships to RMA Emeritus members, the APPA staff RMA Liaison, and APPA presidents who have attended the RMA fall meeting and educational forum.

The Fourteeners Club meets annually during the RMA Annual Educational Forum. During the annual Fourteeners Club meeting members:

1. Elect the Lead Climber.
2. Initiate and recognize new members.
3. Review climbing buddy assignments.
4. Recommend honorary memberships.
5. Discuss other pertinent business and ensure they are meeting their primary mission.

### CONCLUSION

The RMA Fourteeners Club program is a model program for promoting recognition and mentoring opportunities and complements the APPA journey. Although unique to the Rocky Mountain APPA region, the potential exists for adopting a similar program within each of the other APPA regions, and easily modified to represent a theme that is familiar to each APPA region or chapter.

As the APPA Regional Relationship Task Force has noted, APPA International serves a purpose at the research and development level, while implementing networking and mentoring is most effective at the regional and state chapter levels. RMA is more than willing to assist other regions if they wish to develop a similar program. I invite you to contact me for additional information or thoughts on how to enhance the existing mentoring program. ☺

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