



MASFAP Monitor

January 2016 Volume 2016, Issue 1

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Gavel Gab

**Angela Karlin, MASFAP President,
Director of Student Financial Assistance
University of Central Missouri**

Holy buckets! I can't believe that 2016 is here and my term as president has begun. The last couple of weeks have been spent on conference calls and meeting with committee chairs to plan our work for this year to serve the members of MASFAP. One of the focuses for this year will be to continue to offer NASFAA credentials and training for our membership. The schedule for these PD events is being finalized in the next couple of weeks. We plan to offer events in Columbia each month and will end the year with our premier training event, the 2016 conference in December.

Since we will end the year with a 12 Days of MASFAP themed conference, I want to encourage each of you to think of the gifts you can share with MASFAP throughout this year. The gift of your time and expertise is what makes MASFAP so amazing. Consider volunteering for a committee to get more involved and to continue the good work our organization does for the profession and the students we serve.

Speaking of serving students, FAFSA Frenzy season is upon us. Many of you are hosting or volunteering at sites all across Missouri to help families complete the FAFSA. If you have not volunteered, please consider

it. Some sites desperately need FA professionals to assist families. It only takes a couple of hours and think of the conflicting information and C flags you can avoid by helping fill out the FAFSA right the first time! I know I love helping students coming to my institution with signatures and putting the parent info in the right place...saves us some work later on and ensures they can meet the April 1st deadlines! Follow this link to sign up

<https://surveys.mo.gov/index.php/638975/lang-en>

The 2016 Board will be meeting on January 27th for our board retreat. I am excited to share our plans for this year with all of MASFAP in future blogs and newsletters and of course, via the list serv. Also, I am planning to visit each of the regional aid groups during the first part of this year to share MASFAP news and to gather information on how we can serve our membership.

Enjoy the start of the new semester and New Year!



Announcing the 2016

MASFAP Board Members and Committee Chairs

President: Angela Karlin, Director of Student Financial Assistance, University of Central Missouri

President-Elect: Amy Hagar, Director of Financial Aid, Moberly Area Community College

Past-President: Gena Boling, Associate Director, University of Missouri—Columbia

Vice President, Program Chair: Dan Dick, Coordinator of Operations, Saint Louis University

Treasurer: Dena M. Norris, Director of Student Financial Services, Metropolitan Community College

Treasurer-Elect: Samantha Matchefts, Senior Associate Director, University of Missouri-St. Louis

Secretary: Sarah Bright, Director of Financial Aid, Jefferson College

Delegate: John Brandt, Director of Financial Services, Missouri Baptist University

Delegate: Kathy Elsea, Director of Financial Aid, Truman State University

Delegate: Kelly Fleming, Financial Aid Technical Specialist, Goldfarb School of Nursing at Barnes Jewish Hospital

Delegate (Associate): Will Shaffner, Director of Business Development & Gov't Relations, MOHELA

Ex-Officio: Leroy Wade, Assistant Commissioner Financial Assistance, Missouri Department of Higher Education

Archives: Brice Baumgardner, Director of Financial Aid, Hannibal-LaGrange University

Awards: Kerry Hallahan, Director of Financial Aid, Logan University

Budget and Finance Chair: Kristen Gibbs, Director of Financial Assistance, Central Methodist University

Cooperate Support/Associate Member Concerns: Ginny Burns, Assistant Director-Borrower Experience, MOHELA

Early Awareness/CGS: CourtneyJo Sandidge, Assistant Director, University of Missouri-Columbia

Membership: Jennifer Haynes, Assistant Director of Financial Aid, Moberly Area Community College

Legislative: Mya Walker-Lawrence, Assistant Director of Financial Aid, William Jewell College

Newcomer: Jamie Davis, Senior Manager, Columbia College

Professional Development Chair: Crystal Bruntz, Director of Financial Aid, Avila University

Communications– Ad-Hoc: Melissa Findley, Manager, Foundation and Outreach Strategies, Missouri Scholarship & Loan Foundation

Research: Matthew Kearney, Director of Financial Aid, Fontbonne University

Site: Kim Howe, Client Representative, Missouri Department of Higher Education

Technology: Mariah Hibbard, Business Technology Analyst, University of Missouri—Columbia

Committee Updates January 2016

CortneyJo Sandidge - Early Awareness

Happy New Year MASFAP!! The Early Awareness Committee is excited to get started with a series of events for 2016. We just successfully completed our Annual High School Counselors Workshops last month and provided a new interactive curriculum. We plan to continue working to improve our offered curriculum for the workshops and growing in our partnerships with high school counselors. We will continue our efforts with developing and improving the MASFAP Money Challenge. We also hope to have the Money Challenge – College Edition available to MASAP members this semester to be presented at your perspective schools, more information is soon to come!

If you are interested in joining the Early Awareness Committee, we would love to have you! Please complete a volunteer interest form on the MASFAP website and I will be in touch with you soon! Wishing you all a wonderful 2016!



Jennifer Haynes - Membership

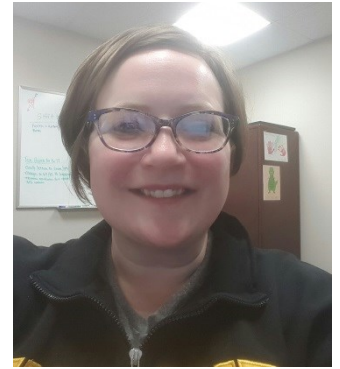
I am so excited to once again have an active role on the MASFAP Executive Board! As Membership Chair, I hope to do everything I can to make any membership related issues as seamless as possible. I would love to see you volunteer for this committee...if you are interested, please complete

the online form at masfap.org. Please let me know if you have any questions, or if there is anything I can do to assist with your membership to MASFAP!



Gena Boling—Past President

Wow, the new year is upon us and I am happy to assume the role as the Past-President of our association. There are a number of things I'm looking forward to this year, primarily supporting Angela's vision for 2016, working with the Leadership Development Program, continuing a review of our constitution and strategic long range plan, and soliciting nominations for our upcoming elections! If you've ever been interested in running for office, dust off your resume and start thinking about your statement of candidacy! I'll be reaching out in the coming months to build a slate for the 2017 MASFAP Officer elections which will occur in May 2016. Please let me know if you have any questions and consider running or nominating a friend!



Matthew Kearney - Research

We plan to do surveys throughout the year on a number of topics, but one big one being prior-prior year. Keep a look out and please respond. The more you share, the more we'll all know!



Visit the MASFAP
Blog at:

www.masfap.org/b/



Melissa Findley - Communications Ad-hoc

I am excited to serve as MASFAP's Communication Chair again. I hope you enjoy the communications you are receiving, and I am always up for suggestions. Also it is helpful when you share changes and news that is happening within your office, because it keeps your fellow colleagues in the

loop. Check out the MASFAP Happenings on pages 5-8 to find out the latest! In 2016 you can expect to see quarterly newsletters like this one and monthly smaller communications. We want to keep you up-to-date so that you can fully utilize your MASFAP membership! Also, do you like to write? Please submit articles, write a blogs or volunteer to be on the MASFAP Communications Committee! Email me with questions and feedback at Melissa.findley@moslf.org.



Dan Dick—Vice President and Program

Planning has started for the 2016 MASFAP Conference, which is being held December 12-14 at the Lodge. Fittingly for a December conference, the theme is "The Twelve Days of MASFAP". We will have an exciting agenda packed with both learning

opportunities and opportunities to relieve both work and holiday stress! If you are interested in volunteering to help plan the conference, please visit the Volunteer page at: <http://masfap.org/docs/forms/memVolunteer.html>. Thanks for reading, and have a great start to the semester!

Visit www.masfap.org to update your membership profile



Jamie Davis—Newcomer

I am so excited to be the new MASFAP Newcomer Committee chair. This is my first experience on the board and I am just so honored to serve. I really want newcomers to feel welcome not only during the MASFAP conference but all year long and I

could use your help! If you are interested in being a part of the welcome wagon please fill out the volunteer form on the MASFAP website. If you are on the fence about joining our committee or have any suggestions, please feel free to contact me with questions or ideas. Here's to an amazing 2016!

Sarah Bright—Secretary



I'm happy to serve as a member of the MASFAP Board and honored to have been selected as a participant in the MASFAP Leadership Development program. Thank you for selecting me as the new secretary.

VOLUNTEERS NEEDED!

As you can see from the committee reports, the committee chairs are seeking volunteers to help on MASFAP Committees. Please volunteer at www.masfap.org, click on Member Services, then Volunteer. You can list your committee choices after you login. Thank you!

Join the MASFAP Blog at www.masfap.org/b/

MASFAP Happenings and Tidbits

- ◆ Kathy Dixon 's son, Austin Dixon, graduated this month from Ole Miss in Computer Engineering. She said now he needs a JOB!

- ◆ Sara Edwards is now working for Citizens Bank in the student lending division.

- ◆ Sarah Bright is a Disney enthusiast! What does this mean to you? She is always eager to share tips for making this dream come true. And no she's not a travel agent... She just spends much of her free time thinking about Disney! Her family has a cruise planned for 2016, and this will be their third Disney cruise vacation. As a single income family (since her husband is a stay-at-home dad), she is happy to discuss and share tips!



Sarah
Bright and
her family

- ◆ The University of Missouri – Columbia welcomed the following staff:

Gena Boling, Associate Director

Zack Johnson, Advising

Kayla Klein, Advising

Caitlin Meyer, Advising

Nadalie Truex, Scholarships

Karisha Williams, Operations



- ◆ Lauren Hartman and Kerri Moore, University of Missouri – Columbia, were both promoted to Advisors.
- ◆ Jill Soldan, University of Missouri – Columbia, was promoted to a Sr. Advisor.
- ◆ Susan Hartnagel, University of Missouri – Columbia, was promoted to Assistant Director of Scholarships.
- ◆ Nina Wilson-Keenan, University of Missouri – Columbia, began her doctoral program in Educational Leadership and Policy Analysis at MU
- ◆ Nick Prewett from University of Missouri – Columbia earned his Ed.D. from KU (Congrats, Dr. Prewett!)
- ◆ New baby Emily born to Julie Loftin, University of Missouri – Columbia, Advising
- ◆ New baby Nate, Jr. born to April Mason, , University of Missouri – Columbia, Operations
- ◆ Mizzou is #2 in the country in the count of NASFAA Credentials earned! They've earned 58 credentials in total, at time of print and more testing is under way!

MASFAP Happenings and Tidbits *continued*



♦ Julie Mitchell-Barney has joined Windham Professionals as Vice President of Sales. Active in the higher education industry, Julie has served twice on the boards of the Coalition of Higher Education Assistance Organization (COHEAO) and the Minnesota Collection Network. In her role at Windham, she will leverage her 25+ years of experience to oversee our campus-based solutions and expand our presence within first party services and call center solutions. Julie's contact information is Julie.Barney@WindhamPros.com and 513-509-6263.

Pictured: Julie Mitchell-Barney

- ♦ My name is Elisha Simon. I was a newcomer at the most recent MASFAP conference in November. I am a part of an AmeriCorps program called the Missouri College Advising Corps, headquartered at the University of Missouri. Since I am a part of an AmeriCorps program, my time to serve as a college adviser is limited. My last day of service as a college adviser will be June 10th of this year. I wanted to let my fellow MASFAP colleagues know that I am looking to attain a position in the Greater St. Louis area or surrounding areas in a higher education setting after my service has concluded. Feel free to email me at SimonEJ@missouri.edu!



Baby Granger

♦ Deborah Holmes, St. Charles Community College, welcomed a new grandson, Granger Michael Murray, who was born December 2, 2015. He weighed 6 lbs. 2 oz. and was 20 inches long. Granger is their 7th grandchild, but Deborah is so excited that he and his mom and dad live locally; all of the other Grandkids are out of state... She says he will be slightly spoiled.



- ♦ Jeff Ford is now the Financial Aid Director at College of the Ozarks.
- ♦ Dan Dick from Saint Louis University has been promoted to the Coordinator of Operations.
- ♦ Haley Brooks from Saint Louis University has been promoted to a Student Financial Services Counselor.
- ♦ Jen Jekel-Farrell joined Saint Louis University in the position of Coordinator - New Students and Outreach.

MASFAP Happenings and Tidbits *continued*

- ♦ University of Missouri – St. Louis is excited to announce four babies in the office in two years and eight kids under 5 years old – nine if you count Tony George's granddaughter. And with all of that going on, they successfully completed a Federal Program Review!

- ♦ Holly Allen's son, Theodore, will be 1 year old on June 6th. Pictured to the left.

- ♦ Kristin Bass' daughter, Charleigh, will be 1 year on June 10th.

- ♦ Jessica Allen's daughters: Bailee will be 2 years old on October 5th and Taylor will be 5 years old on June 24th.

- ♦ Whitney Calliotte's daughter, Lila, will be 2 years old on November 6th.

- ♦ Adrienne O'Keefe's sons, Kellen and Brennan, will be 4 years old on April 7th. The boys are pictured to the right holding hands before school.

- ♦ James O'Steen's daughter, Morgan, will be 3 years old on August 29th.

- ♦ Tony Georges' granddaughter, Sunvi, will be 2 years old on October 8th. Sunvi is pictured to the left.

- ♦ Kathy Elsea from Truman State has two new grandsons. Easton was born in July and Dalen was born Dec. 30. They are pictured to the right and they wish MASFAP a Happy New Year!



Charleigh Bass (Kristin's daughter)



MASFAP Happenings and Tidbits *continued*

Congratulations to Janice Barnes for receiving the SLU Stars Award, which is a peer-to-peer recognition award. The award recognizes colleagues who demonstrate professionalism and behavior congruent with the University's ideals and whose accomplishments further the mission of Saint Louis University. SLU Stars are those who regularly go above and beyond to touch the lives of the colleagues, students, clients, friends, and family they interact with on a daily basis. Their commitment to the mission is not a singular event, but a continuous story of the mission in action.

And here's a portion of her nomination letter: Mention the name "Janice Barnes" to anyone in our office, or anyone who works in financial aid within Missouri, and in return you'll get a smile, a nod, and a story. The story could be from a colleague asking for clarification on a federal financial aid regulation, or recounting a time when Janice calmed the fears of a new employee who was overwhelmed in the job.

Janice is not the type of person to seek attention or who enjoys hearing her name called, but she truly loves the financial aid profession and the university, so when called to serve, she does. In 2014 she served as the Missouri Association of Student Financial Aid Personnel President, a year in which professional development and training opportunities were greatly expanded for members across the state. She was also given the organization's highest honor, the Missouri Award, for her "exceptional devotion of time and energy to the Association".

Janice's actions in her work always reflect her ultimate ambition: to help students achieve their goal of receiving a SLU education. Even in a position at the university which does not have direct student contact, she manages to impact students on a daily basis. She advocates for students when determining financial aid policies and practices. Janice also regularly supports financial aid staff outside of her own direct reports because of her drive to help students and support her colleagues. For example, she can often be found with a financial aid counselor in her office who needs to find a solution for a student who is having financial difficulties. Sometimes Janice will find a solution based on her years of financial aid experience or if no solution can be found, she empathizes with the staff member who has a challenging conversation ahead. It is moments like these where it's clear Janice wants what's best for SLU's students. Although our students may never meet Janice Barnes or even know her name, thousands of them have been impacted positively by her actions during her long tenure at SLU.



Pictured: Dr. Fred Pestello, President of SLU; Janice Barnes; Jay Goff, VP, Enrollment and Retention Management; Mickey Luna VP Human Resources



Pictured: Jessica Seavers, Valerie Jensen, Janice Barnes, Dan Dick

8 “Knows” for Budgeting Money in College



By Laura Steinbeck, Director of Business Development, Sallie Mae Bank

Money management doesn't have to be a struggle for college students. Here are eight tips that can help— it just takes “Know” how.

1. Know what you've got. Every student (and family) should start by making a budget. This is vital for setting priorities and making wiser spending choices. A simple way to start is with budget form/worksheet. By taking stock of monthly income and what they're spending, it will help your students to...

2. Know where it's going. There are the big expenditures like tuition, room/rent, weekly groceries, car, gas, insurance, and textbooks. Then there are impulsive purchases: fancy coffees, movies, and eating and drinking with friends. Subtract these from the available income (from a job, grant, savings, or Bank of Mom and Dad), and it's clear where the money goes each month.

3. Know the difference between a “need” and a “must have.” Sure, it would be nice to have a new laptop, smart watch, or a big trip. But are there available funds to do it? If there's enough money at the end of the month, instead of spending it, your students can put it aside in a savings account and save up for a “must have” or other big purchase.

4. Know the score. An education loan is often a student's first experience with credit. This is the opportunity for them to learn about credit health, including paying credit cards on time, not running up large balances, and making sure they're not the victim of identity theft. Everyone can get a free credit report annually at AnnualCreditReport.com.

5. Know how to save money by being a student. Remind students to take advantage of that college ID. Eat at the dining hall instead of eating out. Use the school gym instead of a private gym membership. Go to campus events. And look for off-campus stores and services offering discounts or specials with a valid ID.

6. Know how to save on purchases. Why pay full price? Your students should learn to check out sales, use coupons (and sign up for coupons online), buy store brands, use a price comparison app before making a purchase, or see if someone's selling an item they're looking for. Most of all, they shouldn't charge items they can't afford.

7. Know how to prepare for the unexpected. If their car suddenly needed \$300 of repairs, could they pay for it? Or would they have to charge it and keep paying interest on the balance? Part of the budgeting exercise should be to start an emergency fund, putting a small amount aside each month.

8. Know where to go for more information. Here are some free online resources to help your students get started with a budget and to learn more about smart money management:

- SallieMae.com/FICO
- Mvelopes.com
- BillGuard.com
- Mint.com
- GoodBudget.com

Volunteer for FAFSA Frenzy 2016



Donate your time and financial aid expertise to help students submit their 2016-2017 FAFSAs! This year a total of 100 FAFSA Frenzy events will be held at 97 sites in 46 counties across the state. View sites at <http://dhe.mo.gov/ppc/ffsites.php>. The main event date is Sunday, February 28, 2015, and there are additional events scheduled throughout January, February and March. Individuals interested in volunteering at a FAFSA Frenzy event should register online at <https://surveys.mo.gov/index.php/survey/index/sid/638975/lang/en/>.

MOHELA is again sponsoring a volunteer support toll-free call center on the main event date of Sunday, February 28. Seasoned financial aid officers and FAFSA experts in the St. Louis area may volunteer to staff the call center to help answer any complicated questions that sometimes arise.

In 2015, FAFSA Frenzy events saw 1,546 students participating at 82 events with the assistance of close to 700 volunteers who gave their time and talents to these events. The Missouri Department of Higher Education expects the number of participants to continue to grow and the need for volunteers continues to grow as well.

FAFSA Frenzy is offered in Missouri through partnerships between the Missouri Department of Higher Education, the Missouri Association of Student Financial Aid Personnel, the Missouri Higher Education Loan Authority, and the National College Access Network. Since 2004, FAFSA Frenzy has helped more than 16,000 Missouri students complete the FAFSA. For more information about the FAFSA Frenzy, visit <http://dhe.mo.gov/ppc/fafsafrenzy.php>.

Help spread the word about FAFSA Frenzy so students and parents can get help submitting the 2016-2017 Free Application for Federal Student Aid. Students attending FAFSA Frenzy events may also enter to win a scholarship, for enrollment in the fall 2016 term in a Missouri postsecondary program of study.

If you have questions about FAFSA Frenzy, you may contact Lisa Wilson at lisa.wilson@dhe.mo.gov, Penny Thomas at penny.thomas@dhe.mo.gov or Julie Meyer at julie.meyer@dhe.mo.gov.

Insights on How Students and Alumni Perceive Credit Cards and Credit Scores



By Tracy Drechsler, Manager, Higher Education Partnerships Greater Minneapolis

Recently, my organization had the opportunity to ask students and alumni about how they view credit cards and credit scores.* We found that while many students and alumni know that having credit cards and building credit scores are important financial behaviors, there is a general lack of knowledge and understanding around this topic. So, what can higher education institutions do to help?

First, let's explore the negative emotions associated with the subject of credit. Our survey respondents expressed feelings ranging from *confusion and anxiety* because they were unprepared and unfamiliar with credit management, to *regret* about building up significant debt already, to *wariness* about reintroducing credit back into their financial lives, even after they get their spending under control.

"As a recent grad in this time and age, credit cards are practically your 'way to go'," explained one respondent. "With one-plus year of no jobs, I needed these credit cards. It was definitely a long dark time, but I had to use these credit cards on my expenses. Now that I have a job, I am just paying back. It's difficult to catch up with the payments, yet, I am trying really hard every day!"

Challenges

Many survey respondents reported they don't understand how credit cards work (interest in particular), and don't know how to pull or interpret their credit scores. Further, they don't even know which resources to turn to for information.

This lack of knowledge translates into potential dangers on either end of the scale. On the one hand, it's easy for students to over-use credit cards and build up a high amount of debt, especially if they are unaware of the repercussions of paying back at a high interest rate, or because they see no other option when faced with a bill they have to cover. That means they'll have to pay down their debt and rebuild their credit score instead of starting off on the right foot after graduation.

"I currently do not have good credit and it affects a lot of things in my daily life," one respondent told us. "I do have some credit cards now to help build my credit back up. Unfortunately, when I was younger I didn't know the responsibility that I had to take when using credit cards and put myself in debt that I am still trying to change."

But some students go too far to the extreme in the opposite direction, avoiding credit cards at all costs either because they've heard horror stories from peers or parents or due to the laws that restrict credit card usage among the under-21 crowd. Shunning credit cards altogether, though, may not be the best strategy. Instead, having one or two credit cards that they use responsibly, by paying the balance in full every month, will help students build credit history quickly.

How Higher Education Institutions Can Help

The trick for college administrators, then, is to teach students that credit cards can be a useful tool when used properly, and to get students into the habit of checking credit scores before they'll actually need them. To check their credit reports for free, students can check out Experian and annualcreditreport.com.

One successful technique for financial aid officers is to try matching the content of your communications about credit with the time of year. Credit management is of interest year round, but there are certain times throughout the academic calendar when it becomes more relevant – and as a result, your efforts to engage students on the topic will be more successful.

For example, think about telling students returning to your campus in fall to check their credit reports, before they start applying for apartments. Around the holidays when buying presents and travelling are likely, warn students about the dangers of excessive credit card use. Ditto for spring break or over the summer, when travel plans may exceed realistic spending limits.

Continued

Similarly, the beginning of a new semester, when expenses can really pile up (tuition, books supplies, moving costs, etc.) can pose serious trouble, as can the end of the semester, when savings/income may be running out. Students may have no choice but to rely on credit cards during these times, so it's important to remind them to keep charge balances to a manageable limit that can be paid in full next month.

The good news is that, for some students, your education efforts DO pay off. Said one respondent: *"I am an alumnus and can remember racking up debt on credit cards in college and then struggling to pay them off with summer jobs. Now, after learning ways to use them responsibly, I use them to pay bills and then pay them off before month's end. This is helpful for a positive credit score, and in many cases, [I] can earn rewards based on the type of credit card used."*

**The nonprofit American Student Assistance® provides SALT®, a financial education program that gives students money knowledge for college and beyond. The program has more than one million student and alumni members. Through a series of focus groups, surveys, discussions, and web chats with members, ASA® is gleaning tons of useful insights about students' mindsets on finances and debt - what their biggest concerns are, how SALT can help, and how we can work together with the higher education community to overcome their biggest financial challenges.*

My 360 Degree View



By Lana DeJaynes, Director, Financial Aid and Veteran Services, State Fair Community College

John Maxwell states in his book titled ***The 360° Leader*** that "Ninety-nine percent of all leadership occurs not from the top but from the middle of an organization." We, as financial aid professionals, fall into the middle of most of our organizations. We may or may not be responsible for making major decisions for the institutions as a whole, but we are very much relied upon for our expertise and continued knowledge gain as consultants to our administrators where our areas reach is concerned. Associations like MASFAP are the tools for staying in the know. The network of professionals willing to reach out to help one another is

almost unbelievable to a newly involved member such as myself. You'll not find comradery like this in all fields even within higher education and I encourage any newcomers to feel confident in reaching out to members you met through the conference or other MASFAP events when in need. Since most of us do lead from our positions in some fashion, how we lead makes an absolute difference. As part of the Inaugural 2015 Leadership Development Program John Maxwell's book, as mentioned above, was used as a lesson guide that often became more of a discussion starter. Throughout the book were quotes that stood out as thought-provoking main ideas, and I want to share a few from each section as a means of expanding the knowledge I gained in the program into your knowledge base. The quotes are in order as they appear in the text and tell a concise story of their own.

Addressing Myths

- "Leadership is a choice you make, not a place you sit."
- "People should strive for the top of their game, not the top of the organization."

My 360 Degree View *Continued*

Challenges:

- “Good leaders rarely think in terms of boundaries; instead they think in terms of opportunities.”
- “No matter what our circumstances, our greatest limitation isn’t the leader above us- it’s the spirit within us.”
- “Vision begins with one person, but it is only accomplished by many people.”
- “360-Degree Leaders work to change their thinking from, I want a position that will make people follow me to, I want to become a person whom people will want to follow.”**

Lead Up:

- “The lift you give for the leader often leads to the leader lifting you.”
- “It’s easier to move from failure to success than from excuses to success.”
- “The key to personal development is being more growth oriented than goal oriented.”
- “If you are not moving forward as a learner, then you are moving backward as a leader”

Lead Across:

- “Few things increase the credibility of leaders more than adding value to the people around them.”
- “Great people talk about ideas, good people talk about themselves, and small people talk about others.”
- “One of the nice things about being imperfect is the joy it brings to others.” (**my favorite ;))**

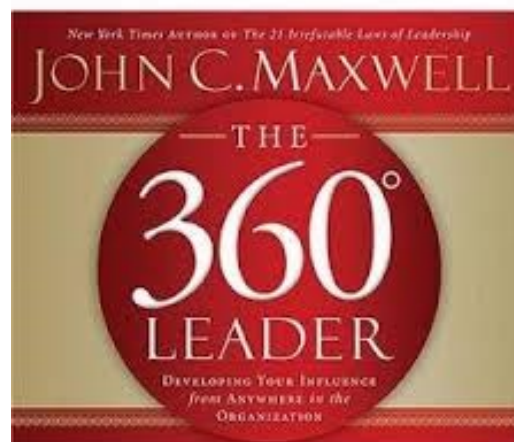
Lead Down:

- “To connect with people, you travel at their speed”
- “When you equip people, you teach them how to do a job. When you develop them, you are helping them to improve as individuals.”
- “You never really know something until you teach it to someone else.”
- “The happiest people don’t necessarily have the best of everything. They make the best of everything.”
- “Decisions that are not consistent with our values are short-lived.”
- “Successful people find their own strength zones. Successful leaders find the strength zones of the people they lead.”
- “Though leaders in the middle may not always be the inventors of the vision, they are almost always its interpreters.”
- “It is not the size of the organization that matters; it is the size of the leaders within it.”

Values:

- “I’ve never known a person focused on yesterday to have a better tomorrow.”
- “Blessed are the flexible for they will never be bent out of shape,”
- “The true measure of leaders is not the number of people who serve them, but the number of people they serve”** (Maxwell, 2005).

Reference: Maxwell, J. C. (2005). *The 360-degree leader: developing your influence from anywhere in the organization*. Nashville: Nelson Business.



How Changing to Prior-Prior Year (PPY) Income Information for FAFSA Affects Your Processes



By Will Shaffner, Director of Business Development & Government Relations, MOHELA

Beginning with the 2017-18 processing year, the FAFSA application timeline will change. Fueled by challenges for students to provide accurate and timely income information and financial aid offices to process financial aid packages based on FAFSA data before the federal or school deadline, the FAFSA will now allow students to file as early as October 1. Students will be able to use readily available tax information from two years past—a process termed “prior-prior year” (PPY). The changes will let students complete the FAFSA more easily and accurately, allowing more time for informed financial aid decisions. Previously, students were not notified of their financial aid packages until April, just a few months before the start of the school year and after they likely decided on a college. Under the new PPY FAFSA,

students can decide on a school with better informed financial considerations.

There are several effects that changing to PPY income information can have on your students and your financial aid office that you should start thinking about before the 2017-18 processing year.

In cases where prior-year information is not yet available, students will no longer need to file early or risk missing the due date. In particular, delays in processing and additional verification work will be reduced for students who estimate tax information to meet the deadline.

The use of PPY also benefits schools, as they will have more time to analyze financial aid needs and make more informed admissions and need-based financial aid decisions. Additionally, schools will have more time to counsel families about financial aid and available resources. By extending the time students have to complete the FAFSA, financial aid staff will have more time to process verifications or appeals. Schools will also be able to offer more accurate cost-of-attendance estimates when using PPY rather than relying solely on net price calculators.

Of course, the benefits of PPY do not come without challenges. In the early stages of this new FAFSA application, schools will need to change processes and information systems to better align with the new FAFSA time frame. For the almost 300 schools currently determining their internal financial aid using the supplemental financial aid form from the College Board CSS Profile, transitioning will be easier, as the College Board has already committed to using PPY data.¹ However, for the colleges that use a method other than the CSS Profile, they will have to decide whether or not to change their process to use PPY, and if not, how they will handle conflicting information.

Recruiting and admissions will also be affected, as students will be able to make college decisions earlier, changing the peak season for these processes. Recruiting processes will become more competitive and place greater emphasis on college amenities and may decrease a school’s potential applicant pool. Additionally, schools may need to adjust their budget cycle to maintain a competitive advantage by being able to offer financial aid packages earlier.

Another major concern for financial aid offices will be how they handle the appeal process. Under these changes to the FAFSA application, students with volatile incomes and families who have an income-changing life event in the most recent year (divorce, death, increased dependents) may be more likely to need an appeal to receive accurate financial aid based on their current financial situation. Ideally, PPY will simply allow for earlier application, and will not change the formula for determining need. However, in a PPY study performed by the National Association of Student Financial Aid Administrators (NASFAA), some independent students without dependents and students who barely qualify for aid saw a negative impact on their Pell Grant eligibility.² Schools will need a system to streamline the appeal process for those adversely impacted by the use of PPY.

Although there will be hurdles to overcome at first, the general consensus is that the benefits of using PPY will be worthwhile, especially for low-income families with the greatest need, as processes can be developed to counter any negative effects. PPY will simplify the FAFSA process for both students and schools, and it will allow for better financial decision making.

<http://css.collegeboard.org/>

https://www.nasfaa.org/uploads/documents/ppy_report.pdf

7 Times to Weave Money Management Tips throughout the School Year



Dianne Fulmer, Director, School Partnerships, FATV

Weaving in money management concepts into various times of the life-cycle of a student can enhance students' understanding of the concepts at critical junctures.

Here are 7 suggestions for reaching out to students with financial literacy concepts:

1. Include a budgeting tip into each electronic funds transfer (EFT) notice for Direct Loans.
2. In January or February, encourage students to get their credit reports for free and discuss how good credit is a plus for employment opportunities and future financing needs.
3. From February through April 15th, send along tax tips, especially reminders of the Lifetime Learning Credit.
4. Before spring break, send ideas for free events or more affordable ways to travel along with a budget tip.
5. Before summer, send tips on saving money towards a goal.
6. Before graduation, send tips on how to get the most out of Employee Benefits.
7. In November, send holiday budgeting ideas and promote giving gifts of service to others.

Monitor Article Submission Policy

Articles may be submitted by any person, company or organization for consideration by the MASFAP Monitor staff and are subject to approval prior to printing the newsletter. In general, submissions are made by members of the organization. The author's name should be included in the submission. The editor reserves the right to reject or edit the content of any article or information submitted

Articles will be edited for accuracy, quality and appropriate length. Submissions may be limited to one article per Monitor per person, company, or organization, depending on space

Articles are intended to be informational and for the benefit of MASFAP members and not for company promotion or advertising.

If the author is unavailable or a resolution can't be reached, the editor will refer it to the committee chairperson and President for a decision about publication.

The MASFAP Monitor is brought to you by the Communications Committee.

Submissions for the next MASFAP Monitor are due April 1, 2016.

What is your favorite thing about winter in Missouri?

Snow days are by far the best part of winter! They are a major perk of working in the field of education.

Sarah Bright
Jefferson College

Nothing! ☺

Laura Steinbeck
Sallie Mae

I am not a winter person, but I have been really enjoying the warm weather. Now that we have just had our first snow and we enjoyed sledding with the kids, I am ready for spring!

Jamie Davis
Columbia College



The end!

Matthew Kearney
Fontbonne University



I love that you never know what you're gonna get...one day it could be "warm and sunny" and the very next day you could have inches upon inches of snow on the ground. I love the variety that comes with living in the Midwest!

Kelly L. Fleming
Goldfarb School of Nursing at Barnes-Jewish College



I don't like to be cold. I want to go back to fall. :)

Gena Boling
University of Missouri – Columbia

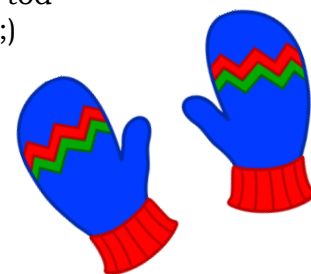


Favorite thing to do in Missouri winter is to go sledding.

Brice Baumgardner
Hannibal-LaGrange University

Coming from the South I used to say the SNOW. Now I would say, ice skating and hot toddies! (can we say that?) ;)

Kathy Dixon
MOHELA



There's so much I don't love (like driving on ice and paying the heating bill) but I do love making hot cocoa for my kids after they've been outside, and warming up with a hot bowl of soup after a cold day. It also means baseball is just around the corner!

Dan Dick
Saint Louis University



What's not to love? 20 degrees one day and then 50 the next.

Samantha Matchefts
University of Missouri-St. Louis





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**Thank you to all who
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information!**

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