

OASFAA Newsletter



September 2020

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A publication of the Oregon Association of Student Financial Aid Administrators, a not-for-profit membership organization.

President's Letter

Greetings OASFAA Members!

What a wild year 2020 has shaped up to be in so many ways. OASFAA has continued to function, albeit in a remote operation, this year as we cautiously look toward the future and how we can return to some of the activities that provide a lot of value for OASFAA members.

The OASFAA Executive Council recently made the difficult decision to cancel the 2021 Annual Conference. There is simply too much uncertainty about holding an in-person conference for that many people in less than 6 months. This is a temporary change and we hope to be back to bringing a robust OASFAA Conference again soon.

We are extremely grateful for Salishan who has been a great partner through this unique COVID experience. Because we do still have a contractual obligation with Salishan for the 2021 event, we have determined the best approach for the association fiscally is to hold a much smaller event at Salishan on the original conference dates. For several years, OASFAA has heard about the need for us to have a multi-year strategic plan in place and that has not happened. This year, we've elected to take the time set aside at Salishan for both the Executive Council transition meeting as well as working to develop a strategic plan for the organization.

It is an uncertain time to volunteer to run for an OASFAA position or agree to be a chair or co-chair of a committee, but I hope you'll think about that as it won't be long before we are soliciting input for the ballot. We hope that one perk will be that the old and new EC will be gathering in-person (for those comfortable with that option) to have a socially-distanced transition meeting and strategic planning session at Salishan at no-cost to the volunteers. If you long for the Salishan beds, consider running for OASFAA office this year! Contact Kim Lamborn, OASFAA President-Elect (klamborn@uws.edu), for more information.

Thanks to so many of you who took the recent survey about the annual conference and the idea we had for small regional trainings. We're continuing to monitor conditions and look at opportunities for in-person or remote trainings that will benefit our community, while ensuring that we don't duplicate content already available from other organizations.

Keep watching for future announcements about training from our Equity, Diversity and Inclusion Committee, an OSAC update as well as our annual meeting which is required for our tax-exempt status. We've even had some discussions about an OASFAA book club for those of us who enjoy reading (not the FSA handbook).

Stay well, keep focused on the good we do for students and our communities and ensure you take care of yourself during this busy and stressful season.

Ryan West
OASFAA President

Editorial Policy

Opinions expressed are those of the authors and not necessarily of OASFAA, its members, or the institutions represented by the authors. OASFAA welcomes all views and invites submissions of articles, essays, photographs, or information of general interest to all members. Submissions should be brief and may be edited. It may not be possible to publish all articles submitted. Email items for publication to the Editors.

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We want YOU for OASFAA

Elections are coming for the OASFAA Executive Council. We are coming into a growth year for OASFAA and seek financial aid professionals looking towards the future. Want to know more, about what is available:

Positions Available:

President – Three year time commitment

Year One= President-Elect: duties include becoming familiar with the activities and operations

Year Two= President: duties include presiding over EC, coordinating all activities and liaison with WASFAA. Organizes quarterly activities and is generally referred to as “President” during their year in charge.

Year Three= Past-President: duties include assisting President with helpful institutional knowledge and ordering food.

Secretary– One year time commitment

Duties include keeping track of all records and minutes of each meeting. Coordinates any proposed changes to Constitution or By-laws. Most importantly, tracks the award recipients each year.

Treasurer- 2 year time commitment

Year One= Treasurer-Elect: duties include becoming familiar with financial records and activities. Typically helps with conference registration (quarantine rules give relief here).

Year Two= Treasurer: duties include maintaining all financial records and assisting with how to allocate financial resources for the year. Maintains fiscal control and gets to sign checks.

Segmental Vice-President– One year time commitment

One person elected for each segment which includes:

Public Four-Year, Private (Independent), Community Colleges and Proprietary

Duties include being the voice of concerns and interests of their specific segment. Voting member of the Executive Council and this year will help shape the future of OASFAA.

All members of the Executive Council this year will attend a special meeting in February at Salishan to collaborate on a strategic long-term plan for OASFAA.

Disclaimer: current plans is to be at Salishan with all social distancing plans in place. Subject to change.

Ready to volunteer and run for office? Contact Kim Lamborn (klamborn@uws.edu) to nominate yourself or colleague.





Jennifer Satalino– The College Place

OASFAA’s HS Counselor Training Committee and volunteers have been busy all summer. We have three exciting things to share with you:

On *September 16th* at 6:00 pm (PST for those of you at Treasure Valley Community College), OASFAA will join The College Place Oregon and stream a live “*Paying for College*” event. This year, we have access to Zoom Webinars, which means that families can anonymously ask questions (or use their names if they wish) through the Q & A feature. We’re looking for OASFAA volunteers to receive questions and type answers from 6:00 to 7:00 pm on Wednesday.

On *September 30th* at 6:00 pm (again, PST!) we’ll cover the same *Paying for College* material, with native Spanish speaker Mayra Medina Macias narrating in Spanish. We’re looking for OASFAA volunteers who are literate in Spanish and are comfortable with their fluency (if not a native speaker) to type answers to questions in Spanish. This will run from 6:00 to 7:00 pm.

Lastly, our BIGGEST announcement- we’ve spent the summer adapting *FAFSA/ORSAA Completion Training* (used by Portland area high school counselors and mentors in the past few years) to be completely online, available state wide, and available on demand! We hope to have this training up and running by the week of September 14th (ish). Once folks have completed the video lessons, they can take a ten question certification quiz and receive an official certificate of certification as an OASFAA FAFSA/ORSAA Completion Mentor for 2020-21. (The certificates expire on October 1, 2021, because we want folks to go through the free training each year.) All Hands Raised Foundation is coordinating the request for virtual volunteers for the state.

Special thanks go out to Breana Sylwester, Peter Goss, Layla Solar, Ryan West, Karen Ash, Zane Stevens, Malissa Hice, Debbie O’Dea, Abril Hunt, Jason Hibbert, Layton Spence and Cassie Copeland for their volunteer hours to get this up and off the ground. Special thanks to the OASFAA Executive Committee for letting us run with this vision.

Proprietary Segmental Update

Mary Yonker– Concorde Career College

Hello Again Proprietary Segment Colleagues!!

What a crazy ride these last 6 months have been!!!! I am ready to get off of this roller coaster, but I have a feeling there are a few more drops and loops ahead before that happens!

I hope that this season finds you well and thriving in this era of “the new normal.” Along with the rest of the world, OASFAA is adapting to the new normal and the Executive Council is working on ways for us to receive the collaboration, training, and information that we are accustomed to receiving from the organization. So, hold tight to that safety bar with me just a big longer as there is more to come on what this will look like for OASFAA members.

Please feel free to give me a call or send me an email with any questions you may have, training suggestions/ ideas you would like to share, or concerns you may want communicated to organization leaders. Your input is so important, so please share. I would love to hear from you.

myonker@concorde.edu or call 503.488.6119



A word from Segmental Vice-Presidents– Cassie Copeland and Shauna Harper

Hello OASFAA!

As we enter our 5th month of the COVID-19 pandemic, Cassie Copeland, VP of the Private Sector and Shauna Harper, VP of the 4 year public sector, teamed up to come up with 5 tips for new ways to stay connected with your co-workers in a socially distanced world. Over the past five months we have found ourselves constantly defining and then re-defining what our new “normal” is. By this time, you have probably settled into a new routine and whether you are back in the office or still working remotely, our roles as financial aid administrators are very different compared to what you may have expected five months ago. Cassie and Shauna certainly didn’t think we would enter fall this way! Regardless of where you are working during these ever-changing times, it is important to continue to bond as a team, and help your coworkers in your shared goals of kicking off the fall term!

Here are some fun tips to keep connected:

- Virtual team workouts. While some gyms have started to open, many of us are still choosing to social distance and trying to stay active from home. One way to stay motivated to work out as well as connect with Colleagues is to have a group fitness break. There are tons of great free fitness videos for yoga, cardio, and more on YouTube on channels such as PopSugar and Fitness Blender.
- Set calendar reminders for important events. If your office typically celebrates birthdays or other important dates in the office, try to make sure that your coworkers have their special day acknowledged. Canva is a great (free!) graphic design platform for making cards, and there are many websites that offer eCards as well.
- Spend time in nature. While the weather is still nice, make an effort to get outside during your work day or after you clock out. Even better – if you have a coworker that lives nearby, make plans to meet for a socially distanced lunchtime walk!
- Reach out! Are there colleagues you haven’t connected with recently? Make a goal of reaching out weekly to a coworker you don’t regularly connect with. Check in to see how they are doing. If they are feeling overwhelmed, see if there is anything you can do to help. Maybe you are experiencing a small lull and have an extra hour to help. It will make you both feel better!
- Practice self-care. You need your coworkers to be at their best and they need you! As we start a new school year, even in a non COVID-19 world, we would already be running close to empty. Make time to check in with yourself and listen to what you need. In times of stress, take a minute and take a few deep breaths, make a to do list – and make sure you add “make a to-do list” to that list, so you already have something crossed off!

Finally, be kind to yourself and others. We all have a crucial role to play in the administration of financial aid. Know that you are appreciated and valued and are helping thousands of students reach for their dreams!

If there is anything that we can do to help and support you during these crazy times, please don’t hesitate to reach out!

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What are affinity groups and what are their benefits?

Hallie Price – *Financial Aid Advisor at Oregon State University (OSU); co-chair of the Equity, Diversity and Inclusion (EDI) committee* with Rylan Wall

Have you heard of affinity groups? Do you wonder why they exist?

Affinity groups are opportunities for people who share an identity to come together and share experiences and challenges, says Emily Magnus in her article, *Five Things you should know about Affinity Groups*. There are many different ways for an affinity group to operate but often these groups are created to form a safe space for those with historically marginalized identities to support each other without fear of judgement or retaliation. For example, OASFAA offered these breakout groups in the 2019 and 2020 annual conference: *Professionals of Color Networking Event* facilitated by Araceli Cruz and *LGBTQ+ Networking Event* facilitated by Rylan Wall.

Many of us, including myself, whom identify with the White, heterosexual dominant culture have had the following questions regarding these types of activities designed for specific populations: *Isn't this segregation and exclusionary? Isn't this the opposite of EDI? How do I fit in?*

Using a few sources, I will attempt to briefly address a few of these critical questions and how affinity groups and giving historically marginalized communities their own spaces actually enhances our EDI work.

Historical Context

When we think about why it may be appropriate to encourage the LGBTQ+ community and Professionals of Color in an Oregon organization to have their own space, I think we should look at context. While we cannot solve atrocities that occurred in the past, we can see how past events in the US and Oregon, some not as long ago as may like to think, still impact these minority groups today.

"It's important to remember that segregation as an institution was part of a system of oppression designed and maintained by white people... White people do not experience the systemic racism," says Kelsey Blackwell in her article *Why People of Color Need Spaces without White People*.

In 1857, Oregon banned Black people from coming to the state, residing in the state, or holding property in the state. In 1919, the Realty Board of Portland approved a Code of Ethics forbidding realtors and bankers from selling or giving loans to minorities for properties located in designated white neighborhoods. The neighborhood during this time in which Black people were allowed to reside in the Portland area was called Albina. In 1956, voters approved the construction of an arena in Albina, which destroyed 476 homes, half of them inhabited by Black people. Continued commercial and housing developments uprooted people of Color from their homes. Black people were not given the right to vote until 1959, making Oregon one of only six states that refused to ratify the 15th amendment to the US constitution when it passed (The Racist History of Portland, the Whitest City in America.) As shown, Oregon has a history that explains why we have so little racial diversity here.

Not long ago, in 1992, an extreme group called the Oregon Citizens Alliance (OCA) tried to pass legislation called Measure 9 to end protections against the discrimination of Oregonians who were gay and wanted to amend the Oregon constitution to state that "homosexuality...as abnormal, wrong, unnatural, and perverse." While the measure was defeated with 56% of Oregonians voting against it, the group was still able to persuade 44% to vote in favor, and during this time there was several documented hate crimes against gay people, including murders (Oregon Citizen's Alliance.)



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Equity, Diversity and Inclusion

Minorities face unique challenges and stressors.

Research has shown that affinity groups can produce positive results. For example, a predominantly White school in Boston created a mandatory affinity group for students of Color because it was observed that this group was not succeeding academically compared to their White peers. Some of the students were resentful of the program at first and pushed back, but the daily meetings became a safe space for the students to talk about their unique experiences as students of Color and the students had better self-esteem and grades after the program had been in progress for a while (Daniel Tatum, 156.)

People whom do not have these minority identities are frequently unaware of the challenges these populations face and how stressful they can be. Creating a place to connect with peers can be rejuvenating and empowering for those with commonly marginalized identities (Daniel Tatum, 170.)

You can have a voice too.

Dr. Beverly Daniel Tatum, a renowned scholar and psychologist who studies how race is viewed, talks about an event when after People of Color meeting was announced, a White woman in the audience asked, “How would you feel if...a White person had stood up and said there was a breakfast meeting for all White people tomorrow?” Daniel Tatum responded that it would be a good idea (181.)

Although generally this type of racial segregation, White/hetro-people only groups, would be replicating history in a way in which we do not want to (see Historical Context), what Daniel Tatum meant is that there is a place at the metaphorical table for everyone. Groups like Whites against Racism are becoming more common. Even those of us who may not hold a historically unrepresented identity can be allies and make time and space for conversations.

What do you think? How would like to contribute? Feel free to email me your ideas. We would love to hear from you: hallie.price@oregonstate.edu.

Read more about our exciting EDI work and lots of [fantastic resources](#) vetted by former EDI chair, Araceli Cruz:



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Word from Conference Committee

Hi OASFAA Colleagues,

We are so sad that we won't be able to see you all at Salishan in 2021, but we are excited to be back on the Oregon Coast better than ever in 2022! We will miss the valuable training that our OASFAA Colleagues provide at the annual conference as well as catching up with you all at the President's Reception and during karaoke night.

Please be on the lookout in the coming months for other forms of training opportunities. Additionally, if you are interested in volunteering for the conference in 2022, please remember to update your [volunteer preferences](#) as we would love to work with you on the conference planning committee!

One of the things that we love the most about OASFAA is the community that has been created for the financial aid professionals across the state to know that we are all going through similar challenges. It is hard not being able to connect with you all in person to talk about what a crazy year 2020 has been so far! We miss you all and that we hope that you and your families are all staying healthy and safe.

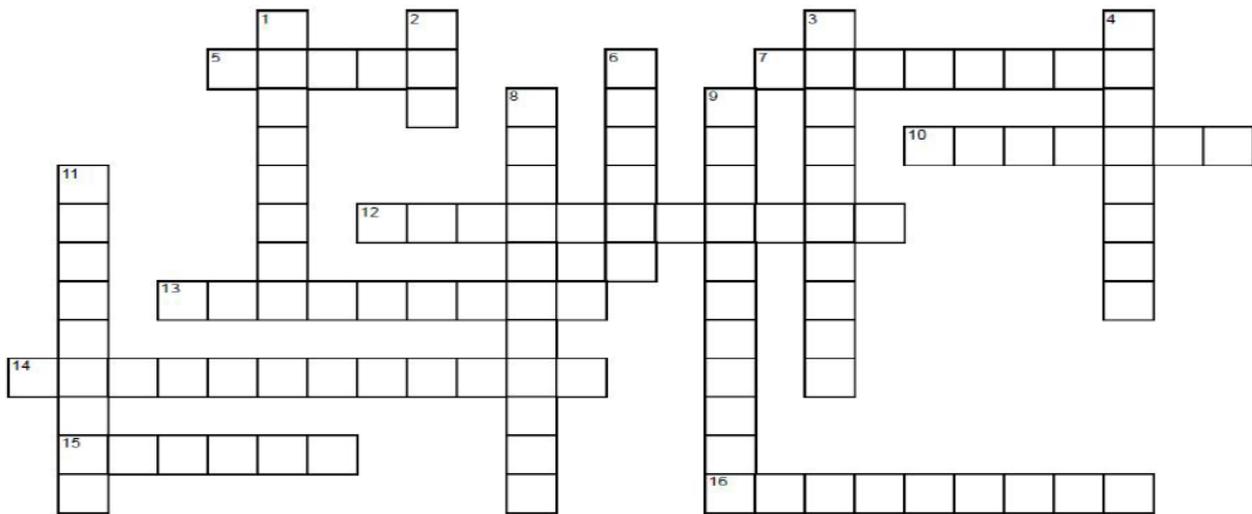
Your conference chairs,

Debbie, Joanne, and Cassie



Crossword Puzzle courtesy Joanne Leijon– Lewis & Clark College

Answers in the next newsletter



ACROSS

- 5 a convoluted, difficult form that students are required to fill out by ED
- 7 those who take or obtain with the promise to return
- 10 what students' pay to get an awesome education at our amazing institutions
- 12 a good chance for advancement or progress
- 13 the type of aid we provide
- 14 presenting no symptoms of illness
- 15 amazing organization that provides stellar training and support to financial aid professionals in Oregon
- 16 the condition of having varied cultures, statuses, interests, etc

DOWN

- 1 wonderful place at the beach that we don't get to visit in 2021 because of some nasty lipid envelopes
- 2 acronym for lack of advancement in program of study
- 3 what we need to keep our organization the very best it can be
- 4 what we need to stay ahead of the game and what OASFAA provides
- 6 freedom from bias or favoritism
- 8 nasty lipid envelopes studded with club-shaped spike proteins that are causing extreme disruption to our lives
- 9 what is the name of the hotel where OASFAA was formed in 1968?
- 11 integrating all people and groups in activities, organizations, etc

Conference Karaoke– Home Edition

As Ryan and my co-chairs, Cassie and Joanne, have said, the decision to cancel our 2021 Annual Conference at Salishan was not an easy one; we are all saddened that we will not be able to gather together, share knowledge from the past year, celebrate accomplishments, eat bacon.... The list goes on and on. But I will especially miss the glory that is our annual Thursday night concert showcase, the inimitable OASFAA Karaoke. Perhaps the only silver lining to my current work-from-home situation is this: with no students or colleagues around me during the work day I am free to crank up my music and sing along loudly as I process enrollment revisions and respond to student emails.

As we move into Fall, whether your commute is 30 seconds in your slippers or you have to actually operate a motor vehicle to get to work, let us provide you with a little something to help carry you through the uncertainty of the coming months. With submissions volunteered by members of the Executive Council and Committee Chairs, we have compiled a selection of songs* which sum up our feelings about covid, working from home, and life in financial aid in general. Use it to motivate you through Fall disbursement, R2T4, SAP appeals, and helicopter parents. And maybe take the time to perfect some of these songs to have ready to perform for OASFAA Karaoke 2022.

Enjoy!

Debbie, Cassie, and Joanne

*Disclaimer: this playlist is in no way officially endorsed by the OASFAA Executive Council or Committee Chairs. As with Thursday night conference karaoke, please listen at your own discretion. Songs may contain explicit lyrics.

- Crazy Train, Ozzy Osbourne
- Do What You Can, Jon Bon Jovi
- Final Countdown, Europe
- Burning Down the House, Talking Heads
- Grinding All My Life, Nipsey Hussle
- You Can't Always Get What You Want, Rolling Stones
- Stayin' Alive, The BeeGees
- I Want to Hold Your Hand, The Beatles
- Lean on Me, Bill Withers
- Finally Friday, George Jones
- 9 to 5, Dolly Parton
- Manic Monday, The Bangles
- Changes, 2Pac
- Takin' Care of Business, Bachman-Turner Overdrive
- Money, Cabaret
- Some Days You Gotta Dance, The Chicks
- No Promises, Shawn Mendes
- My Shot, Hamilton
- There's No Way Out of Here, David Gilmore
- It's the End of the World As We Know It, REM
- If I could Turn Back Time, Cher
- All By Myself, Celine Dion
- Ring of Fire, Johnny Cash
- Toxic, Brittany Spears
- Hands Clean, Alanis Morissette
- Eyes Without a Face, Billy Idol
- American Idiot, Green Day
- Come Out and Play, The Offspring
- Don't Stand So Close to Me, The Police

<https://open.spotify.com/playlist/2BZFBKYhbVph1VffaKxGyd?si=awL-0rpQT4eDstRJk6hXeA>

