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The Exchange Newsletter

Institute for Public Service (IPS)

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3-2007

## Exchange March 2007

Institute for Public Service

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WATTS TO SERVE ON  
DRUG FREE COALITION

CIS NOW OFFERING  
IN-HOUSE VIDEO  
PRODUCTION

CTAS/MTAS IMPROVE  
FIRE PROTECTION



# the EXCHANGE

## Influx of Retirees Affects Rural Communities

The first baby boomers turn 60 in 2006, and researchers estimate that, nationwide, during the next 18 years about 400,000 of them—with an average of \$320,000 to spend on new homes—will retire beyond their state borders.

UT's Institute for Public Service (IPS) and Institute of Agriculture (UTIA) recently completed a study about the long-term economic impact these retirees—termed “in-migrant retirees” (IMRs)—have on a rural

community. The idea for the study came out of community forums on rural development that IPS hosted in 2006 for the Southern Growth Policies

Board. After facilitating the forums, Chuck Shoopman, director of statewide initiatives for IPS, asked UTIA to help research the trend and its effects on Tennessee's economy.

Many retirees are already choosing to make their homes in Tennessee. Census data from 1995–2000 indicates Tennessee ranked seventh nationally, with nearly 10,500 more people age 65 and older having moved into the state than having moved out. Cumberland County is already home to an estimated 11,000 IMRs, representing 21.5 percent of the county's total population.



Using Cumberland County as an example, IPS collaborated with William Park, Christopher Clark, Dayton Lambert, and Michael Wilcox Jr. at UTIA to research the long-term effects IMRs have in a rural community.

UTIA researchers collected information through personal interviews, telephone surveys, and focus group discussions with more than 700 Cumberland County residents.

Those polled included long-time local residents, as well as those who moved to the area from outside Tennessee.

The study tracks the impact retirees have made in Cumberland County since the 1960s, when two large residential developments first started attracting out-of-state retirees to the rural area. UT researchers examined the effects in-migrant retirees have on employment, local government finances, health care, public education, and social and quality-of-life issues.

Through the study, Cumberland County residents identified the positive, negative, and mixed impacts IMRs have had on the region. Favorable changes included an increase in the number and variety of

*(continued on page 2)*

A newsletter of  
THE UNIVERSITY of TENNESSEE  
Institute for Public Service

## Jinks Becomes Associate Vice President

Dr. Mary H. Jinks was named associate vice president, Institute for Public Service (IPS), effective January 1. The University of Tennessee Board of Trustees approved the title change based on Jinks' involvement with and contributions to the UT system in strategic planning, economic development, and performance measurement. In her 23 years at UT, Jinks has served as assistant vice president of IPS for four-and-a-half years and as executive director for one year.

Jinks will continue to lead IPS as its senior administrative officer, reporting to Hank Dye, UT's vice president for public and government relations. Jinks directs the daily business of IPS, which includes its four agencies—the Center for Industrial Services, the County Technical Assistance Service, the Law Enforcement Innovation Center, and the Municipal Technical Advisory Service, as well as a Leadership and Organizational Development program offered through the central office. The university's statewide economic development efforts also are coordinated by the institute.

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# Watts to Serve Drug Free



Amanda Watts was recently elected vice-chair of the Drug Free Communities Coalition of the Knox County Metropolitan Drug Commission (MDC). The coalition works as a subgroup of the MDC board of directors.

Watts has attended the coalition's meetings for approximately four years, since her previous employment with the

Knoxville Police Department. After joining UT's Law Enforcement Innovation Center (LEIC) as a community programs coordinator, she remained involved with the coalition, which works to decrease youth and adult substance abuse. The group examines ways to decrease risk factors and strengthen protective factors, along with ways to establish community efforts to prevent and reduce substance abuse among youth.

"Her role with the coalition will bolster LEIC's already strong partnership with the MDC and provide another opportunity for the university to reach out to our communities," said Mike Hill, program director of community programs at LEIC.

The LEIC recently assisted the MDC with a workshop on recognizing and preventing drug use. For more information, see "LEIC Helps Citizens Recognize Signs of Drug Use" on page 4.



# Influx of Retirees Affects Rural Communities

*(continued from page 1)*

employment opportunities; a higher average income for local households; a large fiscal surplus for Cumberland County and the city of Crossville, allowing for increased spending on government services and lower property tax rates; and a growth in the health care industry, providing job opportunities and increasing the availability of specialized services.

Both long-time local residents and IMRs now living in Cumberland County agreed that increased traffic congestion is the most detrimental impact of IMRs on the area.

Respondents noted that land and housing prices have increased, employment has shifted from manufacturing to retail and service sectors, and social values have changed. But, locals and IMRs have mixed feelings about whether these changes are good or bad.

The report summary is available at [www.ips.tennessee.edu](http://www.ips.tennessee.edu). The full report will be available at the Web site in early spring.



# IPS Awards Nominations Process Is Open Year-Round

A special time is designated each year to recognize Institute for Public Service (IPS) colleagues for their good work throughout the year. Recipients of the IPS awards are selected by a group of representatives from each agency who are also previous winners of an IPS award.

At the request of the Awards Review Committee, the nomination process for IPS awards is open year-round. Go to <http://intranet.ips.tennessee.edu> and log in to make your nominations for 2007. This year's award recipients will be recognized at the IPS Annual Conference in the fall.



# Jinks Becomes Associate Vice President

*(continued from page 1)*

IPS is one of seven units of UT, which include the Health

Science Center in Memphis, the statewide Institute of Agriculture, the Space Institute in Tullahoma, UT Chattanooga, UT Knoxville, and UT Martin. All UT campuses and institutes report independently to Dr. John Petersen, president of the university system. Petersen reports to the UT Board of Trustees.



# CIS Now Offering In-House Video Production



Bob Dowd and Albert Tieche can now produce and edit video projects in-house for their customers.

UT's Center for Industrial Services (CIS) now has full video production capabilities at its headquarters in Nashville.

In the past, videography was arranged by the video production department on the UT Knoxville campus. "For the past six years, CIS has been producing videos for customers using third-party equipment and facilities," said Albert Tieche, CIS producer. "Now we'll be able to complete projects in-house."

Producing videos in-house will allow CIS to remain price-competitive. "With the cost of cameras, lights, and especially computer-based video editing systems coming down every year, the video production market has become competitive," said Bob Dowd, CIS information specialist.

"We were able to get a great deal on equipment being replaced by video production in Knoxville. This will allow us to remain competitive in the market while also reducing turnaround time on customer projects," added Tieche.

Dowd will assume additional duties at CIS, helping Tieche with the technical and creative aspects of producing and editing. "Dowd brings more than a decade of experience to the table, having spent the first part of his career as a writer, producer, and AVID-certified (Audio and Video Integrated Digitally) computer editor at television stations across the Southeast," said Tieche.

AVID software is the industry standard. "Most, if not all, television programs and movies are edited on AVID equipment," said Dowd.

"We are fortunate to have a certified AVID editor on staff and to get the equipment on a transfer voucher from UT's video production department," added Tieche.

In addition to the editing equipment, CIS acquired new lights, microphones, and a BetaCam SP camera. "While most of us remember beta as an old format that VHS beat out for home use, beta never left the professional world," said Dowd. Until the recent switch to High Definition TV, beta was and still is used by television facilities, he explained.

Do you need a video that explains what you do? Marketing, training, safety videos, and much more are now available through CIS, so spread the word. Contact Albert Tieche at (615) 532-4926 or [albert.tieche@tennessee.edu](mailto:albert.tieche@tennessee.edu) for more information.



Steve Walker



Patrick Smith

## CTAS Staff Changes Affect Region 5 and Legal Services

UT's County Technical Assistance Service (CTAS) is starting March with goodbyes from Steve Walker, Region 5 county government consultant, and Patrick Smith, legal consultant.

Walker has been part of CTAS for 12 years, working out of the Nashville office. While he was considered an expert on education funding, county officials say he helped them with all kinds of problems. Last year, he helped Rutherford County plan a new workhouse and juvenile justice center complex, saving the county more than \$20 million. Some remember Walker as "the star of the CTAS videos" and agree that CTAS will be hard-pressed to find someone with equal "screen qualities."

Walker has accepted a position with the Local Government Loan Pool. Robin Roberts, CTAS administrator of field services, will serve county officials in Region 5 temporarily. Region 5 includes the counties of Cheatham, Davidson, Dickson, Houston, Humphreys, Montgomery, Robertson, Rutherford, Stewart, Sumner, Trousdale, Williamson, and Wilson.

Smith joined CTAS in August 2006 after serving in the governor's office. Just when he became comfortable in his CTAS office, Gov. Bredesen presented Smith with a new challenge he couldn't resist. Smith will rejoin the governor's staff to help review the Basic Education Program formula and address the inadequacies. CTAS will hire a new attorney to replace Smith.

CTAS staff will miss both Steve Walker and Patrick Smith and extend best wishes to them in their new endeavors.





## *Davis and Morrisey Receive Part I Supervisory Certification*

Tess Davis and Elaine Morrisey, both administrative support assistants with UT's Municipal Technical Advisory Service (MTAS), received their "Lighting the Way, Part I Supervisory Certificates on February 9. Both ladies completed 32 hours of training which prepares them for "supervisory responsibilities and demonstrates commitment to continuing education and job enrichment" Linda Francisco, human resource executive director of UT's Employee and Organizational Development (EOD), said. They were honored at the annual recognition breakfast hosted by EOD.

Davis and Morrisey have given a lot of effort in attending these classes and are in compliance with meeting the minimum of 32 hours of job and career-related training that is encouraged by Human Resources Policy HR 128. This is a great accomplishment, and MTAS is lucky to have these innovative and determined women on its staff!



# LEIC Helps Citizens Recognize Signs of Drug Use

The University of Tennessee (UT) Law Enforcement Innovation Center (LEIC) teamed up with the Knox County Metropolitan Drug Commission (MDC) in January to offer "What's That Smell?"—a workshop that gave parents, educators, health care professionals, and counselors a look at local drug use and the user.

The workshop was designed for individuals seeking a better understanding of the observable signs and symptoms of drug abuse. Not only did participants hear statistics and facts throughout the seminar, they could smell marijuana burning in a demonstration or look at samples of several narcotics popular in the Knoxville area.

Richard Holt, state coordinator of the Tennessee Drug Recognition Expert Program, demonstrated several observation tests that can help determine whether a person is using drugs or misusing prescription medications. Eye movement, speech, and body language could all indicate whether someone is under the influence of drugs.

Ed Kingsbury, narcotics investigator with the Knoxville Police Department, talked about local trends in drug use—where drugs are commonly available, the narcotics that are popular among students, youth, or professionals, and the dangers that drug use presents to a community.

Personal testimonies from recovering drug users evoked many questions from the audience, who asked what signs parents and friends should recognize and how they could help prevent drug abuse. The teens on the panel emphasized the importance of parental involvement in their child's life. "Do you know what they like on their hamburger?" one asked, encouraging adults to really know and understand their child's hobbies and interests, their friends, and their whereabouts. Another panelist mentioned the need for teens to stay busy with constructive activities, whether that's employment, sports, or school organizations.

The LEIC co-sponsored the event as a community policing initiative, helping the general public and law enforcement work together to address drug use issues in the Knox County area. "The goal was to provide community members with education and the resources and what to do when they become aware of a drug problem," said Amanda Watts, LEIC community programs coordinator.



THE UNIVERSITY of TENNESSEE   
LAW ENFORCEMENT INNOVATION CENTER

# GET TO KNOW...

## Deborah Barber



Deborah Barber is the newest member of the Procurement Technical Assistance Center (PTAC) team at UT's Center for Industrial Services (CIS).

Barber spent eight years working with the Greater Columbus (Ohio) Chamber of Commerce as a procurement specialist and procurement director. Her experience, success, and passion for helping businesses sell to the government led her to the Women's Business Enterprise Council—Southeast (WBEC-SE). As director of certification, Barber expanded opportunities for women-owned businesses through certification and sourced government business opportunities in the multi-state region of WBEC-SE.

Barber was an active member of Women for Economic Leadership and Development and has held office in the National Contract Management Association, local chapter. She completed classes in the Learning Enhanced Adult Degree program at Ohio Dominican College to obtain a bachelor's degree in business.

Barber has two daughters and two grandsons. Her hobbies include leisure reading, bowling, houseplants, and time with her family.



## Alan Major MTAS

Alan Major (aka Al) has been with UT's Municipal Technical Advisory Service (MTAS) for almost 21 years. He is one of three finance and accounting consultants at MTAS, and he is assigned to assist the cities in the East Tennessee region of the state. He works out of the Knoxville office. When Major first joined MTAS, he came on board as a utility finance consultant on a year by year contract in the Nashville office. While still in that position, he transferred to Knoxville and eventually became one of MTAS's finance and accounting consultants, putting emphasis on general funding instead of enterprise funding. If you have ever seen Major teach a class or go into a city hall to help with a problem, you would know that he is one of the most popular consultants at MTAS. His easy going and good natured personality instantly makes city officials feel comfortable in approaching him with their problems.

Before coming to MTAS, Major worked at the city of Oak Ridge for three years as a contract administrator and then as a cost accountant. Before that he worked at an auditing firm. He has a bachelor's degree in business administration, with a major in accounting, and a master's degree in public administration. When asked what he likes best about his job, he says, "It is so interesting the types of projects that I get involved in by working with the cities every day." He loves the variety, and he loves the people.

On the weekends, Major loves to get involved in landscaping type projects—he owns a bobcat to move big rocks. He is also interested in helping people select and buy new cars. He has three children—two sons who graduated from UT with degrees in engineering and law and a daughter who is now a senior at UT. He is also a big animal lover and is especially fond of cats.



## Carolyn Keith CTAS



Carolyn Keith joined UT's County Technical Assistance Service (CTAS) in 1981 as an administrative support assistant. Over the past 25 years, she has become a valuable asset to CTAS, and staff members depend on her when they need assistance.

Before joining CTAS, Keith worked in the office of Krispy Kreme and in the payroll department for Harvey's, a famous downtown Nashville department store.

Keith was born in Nashville and has been married to her husband Gary for 39 years. They are involved with their church, Immanuel Church of the Nazarene. Their daughter Kim graduated from Belmont and is an Encore teacher with the Nashville Metro School System. One of their favorite things to do is shop on Saturdays. The Keiths enjoy following Vanderbilt basketball, so her blood must run black and gold!



# Staff Applause



Albert Tieche

To: Al Tieche, CIS  
From: Carl Wade, Giles County Kiwanis

Thank you so much for the presentation at our Kiwanis meeting. It was very informative. I shared one of your information folders with a local industry. I am sure someone will be calling on you. We appreciate your interest in helping Giles County grow!

★ ★ ★



Becky Peterson

To: Mary Jinks, IPS CO  
David Hall, CIS  
From: Terri Bennett, President Elect  
Association of Procurement Technical Assistance Centers, and Program Manager of Heartland PTAC, Missouri Southern State University

As the soon-to-be president of the Association of Procurement Technical Assistance Centers (APTAC), I want to share with you how much we dearly appreciate Becky Peterson's continued support and assistance to APTAC. Becky is invaluable to us. Due to Becky's help, APTAC has made huge strides in our efforts to support our members and to keep PTACs alive and well for our community. Thank you both very much for being so generous in letting us benefit from her expertise and knowledge. Her value to us speaks volumes about the caliber of people at the University of Tennessee and the university's generosity. Becky is in her last presidential year with APTAC, but we are still very dependent on her. She will remain an extremely important resource for future presidents of APTAC, and she is now the chairperson of our marketing committee. We feel that only Becky can resolve the various issues we are battling with our marketing endeavors. Thank you very much for your support to APTAC through Becky. And I hope you know how much she remains to be important to APTAC and its success.

★ ★ ★



Mike Tallent

To: Bob Schwartz, MTAS  
From: Ted A. Rogers, City Manager  
City of Collegedale

I have had several interactions with MTAS and am very pleased with the experiences. I look forward to working with you in the future and am grateful for the services of your agency and our regional consultant, Mike Tallent, who I should add, does an excellent job.

★ ★ ★



Sid Hemsley

To: Bob Schwartz, MTAS  
From: Barbara Lapedes, Esq.  
Harris Shelton Hanover Walsh, PLLC

Thank you for your letter about MTAS. I am in private practice at the firm listed above. I have been the Millington and Piperton city attorney for a number of years, and I am now the Rossville city attorney. I make liberal use of MTAS resources, particularly the lawyers. Just ask Sid Hemsley, Melissa Ashburn, and Dennis Huffer. I am also involved in TMAA.

★ ★ ★



Melissa Ashburn

To: Dan Baker, LEIC  
From: Dave Mitchell, Commissioner  
Tennessee Department of Safety

Thank you for your note and your commitment to the state's LEIC program. LEIC has been a big partner with our homeland security mission and will continue to be our partner with the Department of Safety. I look forward to seeing you the in the near future.

★ ★ ★



Dennis Huffer

To: Romeo Morrissey, LEIC  
From: Blair Ross, Program Manager  
Southeast Region Research Initiative  
National Security Directorate  
Oak Ridge National Laboratory

On behalf of the Oak Ridge National Laboratory, I would like to express my appreciation for your participation in the recent advisory team session for our upcoming law enforcement regional needs assessment. Your active participation was critical to the success of this initial step in the process, and your unique perspective will be exceptionally useful in making this a positive and productive activity. Thank you again for your participation. We look forward to working with you as this project goes forward.

★ ★ ★



Daniel Baker



Romeo Morrissey

# Staff Applause



Chuck Shoopman

To: Chuck Shoopman, CIS  
From: Werner Nowak  
Project Engineering Support  
Micron Corporation

As the recipient of the National SBIR Conference scholarship, I want to extend my personal thanks to you for making it available to Micron. I personally benefited greatly from the experience even while Micron benefitted from the knowledge I was able to impart through my report. I was recently able to apply this knowledge in earnest by editing and co-authoring some sections of a new Micron proposal submitted for a January SBIR Phase I deadline. Thank you for your services to the state and for lending a hand to small organizations like ours. We hope that our combined efforts will continue to afford Tennessee with cutting-edge innovations, as well as employment that promotes continued education through training and experience.

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## 2007 EOA Program Is New and Improved

City officials can expect a new-and-improved Elected Officials Academy (EOA) this year, thanks to changes and additions made to the program. UT's Municipal Technical Advisory Service (MTAS) has kicked off the new year with a record number of scheduled EOA sessions.

The EOA is comprised of two separate levels for elected and newly elected officials which address challenging topics that these officials face daily. These topics range from an overview course on the foundations and structures of government to the more focused topics found in Level II such as water and wastewater operations or police review.

Another change in the academy is that MTAS consultants will host Level I sessions across the state of Tennessee, making the program more accessible to all communities. The program has seen great growth in the past month with three Level II sessions and 11 Level I sessions already underway. The first EOA of the new calendar year was a Level II, held on January 19-20 in Nashville.

"It's always great to see experienced elected officials coming together with newly elected officials to learn the fundamentals of municipal government through the curriculum of EOA," Kurt Frederick, MTAS consultant and coordinator for the EOA program said.

In addition to the curriculum of the EOA, the participants also benefit from the experiences of the other participants during these interactive sessions, Frederick said. "This is all done on their personal time, and I applaud them for working to be better municipal officials."

This year's first EOA Level I hosted by MTAS Assistant Director Mike Tallent had 19 participants and was held in

## CTAS Training Corner

County officials are now required to complete two hours of ethics training for their County Officials Certificate Training Program (COCTP) re-certification each year. UT's County Technical Assistance Service (CTAS) recently offered an Ethics in Government course in Knoxville, Jackson, Smyrna, and Cookeville. Approximately 200 county officials completed the two-hour course taught by CTAS Legal Consultant David Connor.

CTAS will also be offering three different budgeting courses in March including County Budgeting, Select County Budgeting (Local Government Corporation Software Training), and Capital Budgeting. Capital Budgeting is a new course that reviews the elements of a capital improvements plan.

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Participants of the first 2007 Elected Officials Academy in Nashville.

Sweetwater. Reflection quotes offered by the participants solidified the impact of the EOA on elected officials throughout the state.

"This should be mandatory for every elected official," Jessica Morgan, Sweetwater city recorder said. "The discussions with other cities were priceless."

EOA now also offers credit towards Tennessee's Three-Star program, which helps cities map progress in economic development. Three-Star will award 100 visionary points to each program in which at least 60 percent of the governing body of each municipality with a population of at least 500 has completed at least one of the EOA levels. For the elected officials who attend other seminars provided by MTAS and endorsed by the Department of Economic and Community Development, 10 points will be awarded. These programs are a part of the Municipal Administration Program offered each month at seven locations across the state.

For more information about the EOA, contact program coordinator, Kurt Frederick at (615) 253-6385 or by e-mail at [kurt.frederick@tennessee.edu](mailto:kurt.frederick@tennessee.edu).

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# March 2007 Calendar of Events

## CIS

- March 6 RFID in Your Future, Knoxville
- March 6 16-Hour DOT, Knoxville
- March 6 Lean Manufacturing, Memphis
- March 7 8-Hour Excavation Competent Person, Murfreesboro
- March 8 RFID in Your Future, Nashville
- March 8 8-Hour Site Worker Refresher, Knoxville
- March 8 Confined Space Overview, Murfreesboro
- March 12 Lean Certificate Program, Gatlinburg
- March 13 16-Hour DOT, Nashville
- March 15 RFID in Your Future, Memphis
- March 15 8-Hour Site Worker Refresher, Nashville
- March 20 OSHA 10-Hour General Industry, Nashville
- March 22 Air Regulations, Nashville
- March 27 24-Hour Emergency Response Tech, Murfreesboro
- March 27 Lean Manufacturing, Chattanooga
- March 28 Lean Manufacturing, Nashville

## CTAS

- March 5 County Budgeting, Jackson
- March 5 Select County Budgeting, Jackson
- March 6 Capital Budgeting, Jackson
- March 7 County Budgeting, Smyrna
- March 7 Select County Budgeting, Smyrna
- March 8 Capital Budgeting, Smyrna
- March 13 Stress Management, Knoxville
- March 20 Stress Management, Jackson
- March 20-21 COCTP Renewal, Knoxville
- March 21-23 LGC Resource Conference, Chattanooga
- March 27-28 COCTP Renewal, Jackson

## IPS

- March 14 TELA, Nashville
- March 15 LeadershipPlenty, Knoxville
- March 30 LeadershipPlenty, Knoxville

## LEIC

- March 1 Trauma Support Focus Group, Nashville
- March 6-7 Student Disciplinary Hearing Authority Training, Fall creek Falls
- March 12-16 Tier I Training, Collierville
- March 12-15 DNA Evidence Identification, Collection, and Preservation, Atlanta, GA
- March 19-23 Bloodstain Pattern Analysis Course, Las Vegas, NV
- March 20-22 Bias Free Policing, Gatlinburg
- March 21-22 Secured and Prepared Schools Train the Trainer, Morristown
- March 26-30 Intro to Cybercrime Investigation, Forsyth, GA

## MTAS

- March 1 Business Tax, Collegedale
- March 1 Planning and Organizing, Kingsport
- March 1 Communication Skills, Springfield
- March 6 Planning and Zoning, Knoxville
- March 6 Understanding Workstyles, Bartlett
- March 6 Municipal Manager Overview, Knoxville KCDC
- March 7 Planning and Zoning, Johnson City
- March 7 Developing Teamwork, Bartlett
- March 8 Interviewing, Selecting, and Retaining Employees, Kingsport

- March 13 Stress Management, Knoxville
- March 13 Planning and Organizing, Bartlett
- March 13 Planning and Organizing, Collierville
- March 13 Workplace Harassment and Workplace Violence, Jefferson City, White Pine, and Dandridge
- March 14 Planning and Zoning, Bartlett
- March 14 Communication Skills, Red Bank (5 cities)
- March 14 Making Effective Decisions, Bartlett
- March 14-15 Recruiting, Interviewing, Selecting, and Retaining Employees, Johnson City
- March 15 Planning and Zoning, Jackson
- March 15 Communication Skills, Kingsport
- March 15 Developing and Maintaining Discipline, Springfield
- March 19 Stress Management, Franklin
- March 20 Stress Management, Jackson
- March 20 Communication Skills, Bartlett
- March 20 Understanding Workstyles, Knoxville KCDC
- March 20 Making Effective Decisions, Elizabethton and Jonesboro
- March 21 Planning and Zoning, Cookeville
- March 21 Communicating, Coaching, and Counseling, Bartlett
- March 22 Performance Evaluation, Kingsport
- March 27 Planning and Zoning, Collegedale
- March 27 Developing and Maintaining Discipline, Bartlett
- March 28 Interviewing, Selecting, and Retaining Employees, Bartlett
- March 28 Employee Performance Appraisals, Johnson City
- March 29 Developing and Maintaining Discipline, Kingsport
- March 29 Workplace Harassment and Workplace Violence, Springfield
- March 29 Employee Performance Appraisals, Johnson City

## Recruitments

**IPS CO** \_\_\_\_\_  
Leadership Program Manager, Knoxville

**CIS** \_\_\_\_\_  
Manufacturing Consultant, Johnson City

**CTAS** \_\_\_\_\_  
Jail Management Consultant, Nashville

**LEIC** \_\_\_\_\_  
Coordinator, Knoxville

**MTAS** \_\_\_\_\_  
Human Resource Consultant, Knoxville  
Research Specialist, Knoxville  
Program Resource Specialist, Nashville

## New Hires

**CIS** \_\_\_\_\_  
Deborah Barber, Nashville

**CTAS** \_\_\_\_\_  
Kristy Godsey, Nashville

## March Service Anniversaries

- David Angerer, MTAS .....6 years
- Sherri Cooper-Duru, CIS .....10 years
- Don Darden, MTAS .....11 years
- Ron Darden, MTAS .....6 years
- Tess Davis, MTAS .....6 years
- David Doane, CIS/CTAS .....4 years
- Susan Frant, LEIC .....1 year
- Kurt Frederick, MTAS .....22 years
- Tammy Gage, CIS .....7 years
- Shara Galloway, MTAS .....10 years
- Keith Groves, CIS .....2 years
- Pat Hardy, MTAS .....18 years
- Walter Idol, CIS .....22 years
- Al Major, MTAS .....21 years
- Robin Roberts, CTAS .....12 years
- Marie Vesser, IPS CO .....26 years
- Ron Woody, CTAS .....4 year

## Departures

**IPS CO** \_\_\_\_\_  
Michael McIntyre, Knoxville

**CIS** \_\_\_\_\_  
Ken Hardison, Nashville

**LEIC** \_\_\_\_\_  
Bart Stinnett, Knoxville

## Transfers

**IPS CO** \_\_\_\_\_  
Macel Ely, from LEIC, Knoxville  
Judie Martin, from LEIC, Knoxville



The EXCHANGE is a newsletter of  
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