the EXCHANGE

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University expertise for community and workplace needs

UT Law Enforcement Innovation Center Has New Leadership

Don Green

The **UT Law Enforcement Innovation Center (LEIC)** has named a new executive director to lead the agency that provides training and services to thousands of law enforcement professionals nationwide.

Don Green, who has served as the interim executive director since April 2009, took over the helm officially on Dec. 1, 2009. Green began at LEIC in April 2008 as program manager for the National Forensic Science Institute.

Before he came to LEIC as program manager, he was with the Knoxville Police Department where he had served since 1979 and last served as division commander for the department's Criminal Investigative Division. In previous assignments, Green dealt with school safety and security planning, weapons of mass destruction and homeland security, leadership training, and special projects.

(Continued on page 2)

IPS and Agency Strategic Plans Align with University Goals

More than 60 **UT Institute for Public Service (IPS)** employees have participated in the institute's strategic planning process which began almost a year ago.

At the beginning of the year, each of the agencies, with input from their staffs, developed strategic plans. IPS Assistant Vice Presidents Chuck Shoopman and the late Dr. Karen Holt reviewed agency plans looking for common themes to help them develop the overall IPS plan. The IPS plan was developed to align with the University of Tennessee system's goals.

IPS GOALS

- Promote good government in Tennessee.
- Strengthen economic development in Tennessee.
- Improve the quality of life in Tennessee through outreach.
- Ensure the effectiveness and efficiency of IPS services to customers.

The IPS strategic plan identified programmatic (economic development, environmental/energy, public safety/worker safety and leadership/executive development) and internal (business processes, communications, development, diversity, human resources, information technology, resource generation and performance evaluation) areas that would help support the institute's strategic goals. Cross-functional team members were chosen by the agency directors and developed a plan for each area.

"Every staff member needs to understand how his or her position and performance impacts the mission and goals for the agencies, IPS and the university," said Dr. Mary Jinks, vice president of public service. "As part of the annual performance review process, each person should develop a work plan that ties into the agency plan."

All of the individual plans, as well as a graphic showing how all of the plans are aligned, are posted on the IPS Intranet at **http://intranet.ips.tennessee.edu**. ■

IN THIS ISSUE

TREEDC Recognizes MTAS at Membership Meeting

CTAS Training Corner

UT offices will be closed Friday, January 1 in observance of New Year's Day and on Monday, January 18 in observance of Martin Luther King Holiday

TREEDC Recognizes MTAS at Membership Meeting

With a focus on growing the renewable energy industry in Tennessee, more than 45 attendees from 22 cities and counties attended the first membership meeting of the Tennessee Renewable Energy and Economic Development Council (TREEDC) in November.

Memphis Councilman Edmund Ford, Jr. welcomed the group and noted the vast educational resources available in Memphis to help TREEDC meet its core mission. Ford read a resolution adopted by the city of Memphis commending and supporting the work of TREEDC and the **UT Municipal Technical Advisory Service (MTAS)**.

Topics ranged from biofuels, municipal best practices, energy efficiency, switchgrass initiatives and solar energy. The mission of TREEDC is to promote and connect renewable energy with economic development for all communities in Tennessee. TREEDC works closely with the University of Tennessee Institute for Public Service and its agencies that provide technical assistance to local governments in Tennessee – both MTAS and the **County Technical Assistance Service (CTAS)**.

University of Tennessee President Emeritus Dr. Joe Johnson gave the keynote address, which urged members to work together and provide leadership to their communities in West Tennessee. Dr. Johnson also reminded the group what was discussed at the first meeting at Fall Creek Falls in June 2009:

1) Prepare a proposal to the Tennessee Department of Economic and Community Development (ECD) to build 10 small statewide biodiesel recycling production programs;
2) Publish a technical report on biodiesel recycling programs;
3) Facilitate a strategic planning session on green initiatives in Kingston and Sweetwater;
4) Work with the Tennessee Department of Agriculture to help Tennessee become a state leader in the national 25 by 25 Initiative whose goal is to ensure that 25 percent of all total energy used in our country by the year 2025 is derived from renewable feedstocks such as wood, crops and oils.; and
5) Provide technical assistance to small cities interested in the State ECD energy efficiency grant program with the Department of Energy.

TREEDC Secretary Crossville Mayor J.H. Graham presented a video presentation about the city's recent energy-related initiatives . MTAS Consultant Warren Nevad gave a presentation regarding a portable waste to energy project developed by the University of Toledo and Red Lion Bioenergy. Nevad also gave the membership an update on the University of Tennessee Biofuels Initiative and its recent successes in leveraging the state's investment into additional Department of Energy grants including the Bioenergy Science Center at Oak Ridge National Lab (a $135 million program). ■

CTAS Training Corner

More than 100 graduates of the County Officials Certificate Training Program (COCTP) gathered in Nashville for the **UT County Technical Assistance Center's (CTAS)** annual COCTP December Renewal Conference.

The conference featured four sessions: relationship management, extinguishing burnout, choosing the right communication and getting the most out of working with people. County officials who have completed COCTP and earned the designation of Certified Public Administrator must complete 16 hours of training each fiscal year to maintain their certification. Renewal conferences are held across the state to provide these graduates an opportunity to earn their recertification credits.

CTAS recently concluded a series of Occupational Safety and Health Administration (OSHA) training classes for county highway officials. The classes were instructed by **UT Center for Industrial Services (CIS)** Safety Consultant Bryan Lane and were attended by a total of 60 highway department employees.

To kick off its new Solid Waste Professionals Certificate Program (SWPCP), CTAS offered the Solid Waste Association of North America's course, Principles of Management in MSW Management Systems and a corresponding exam. The class was held in November at Henry Horton State Park and had an 85 percent success rate on the test. ■

UT Law Enforcement Innovation Center Has New Leadership

(Continued from page 1)

Green has a strong history with the university. He has provided instruction and technical assistance for LEIC for several years, and he has both a bachelor's degree in psychology and a master's degree in criminal justice from UT. He also is a graduate of the 204th session of the FBI National Academy and the 28th Session of the Senior Management Institute for Police.

Green is a member of the International Association of Chiefs of Police, the Tennessee Association of Chiefs of Police, Tennessee Law Enforcement Executive Development Alumni, National Academy Associates, and the Police Executive Research Forum. In 2004, he received the President's Award from the Tennessee Association of Chiefs of Police.

He serves on the Tennessee Governor's Homeland Security Council and the Prevention Advisory Committee for the National Center on Missing and Exploited Children; he also chairs both the Internet Crime Against Children and Homeland Security Committees for the Tennessee Association of Chiefs of Police. ■

Jim Slizewski

Nathan Lefebvre

Robert Geiger

Jennifer Benson

FACETIME

Have news you want to share? Give your news to the agency representative for The Exchange – MTAS, Frances Adams-O'Brien; CTAS, Claire Marsalis; LEIC, Janet Hails; CIS, Wendy Eddy; and IPS CO, Susan Robertson.

Sarah Holley

Sarah Holley, MTAS training coordinator, completed a master's of science in human resource management from the University of Tennessee, Knoxville. She participated in the graduate hooding ceremony on Dec. 11. Holley also holds a bachelor's degree in political science and public policy from North Carolina State University. Making graduation a true family affair, Josh Holley, Sarah's husband, also graduated on in December. He graduated magna cum laude with a bachelor's of science in business administration, majoring in accounting. ■

Becky Smeltzer

Becky Smeltzer, MTAS technical services librarian, completed a master's of science in educational psychology with a concentration in instructional technology from the University of Tennessee (UT), Knoxville. She participated in the hooding ceremony on Dec. 11. Smeltzer also holds a master's in library science and a master 's of music in music theory from UT. Smeltzer has been accepted into the doctorate of philosophy program in adult learning and will begin that program in January 2010. ■

Bonnie Jones

On December 17, Bonnie Jones, MTAS human resources consultant, completed a master of arts in education in human resource development from Tusculum College. Jones also holds bachelor's in human resources development from the University of Tennessee. ■

Staff Applause

TO: JIM SLIZEWSKI, CIS
I would like to take a moment and thank each of you for your work and help with the (Economic Impact Study) for Appalachia Energy. You do not know what this means and the help it will be. The study has been sent to the congressman, if any of you have other opinions on this project please feel free to share them with me.

James Taylor, Appalachia Energy

♦♦♦

TO: CTAS TRAINING SERVICES
Training is a necessary ingredient for all levels of management and accompanying staff members. It is especially important in today's changing world. I sincerely appreciate CTAS and the training services it provides to counties. It is my goal to have all trustee staff in Williamson County certified in the County Officials Certificate Training Program (COCTP) by the next fiscal year!

Walter "Joey" Davis
Williamson County Trustee

♦♦♦

TO: NATHAN LEFEBVRE, LEIC
Nathan, thanks for everything you and **Robert (Geiger)** did during our time at the National Forensic Academy. I had a great time and walked away with a great deal of knowledge and information. I know that you are very busy getting ready for session XXVI. Also I did pass the IAI test and that was due to the great instructors that the NFA has in place. Again, my thanks to you, Robert, **Jennifer (Benson)** and **Don (Green).**

Detective Larry Simpkiss
Dover (Del.) Police Department

♦♦♦

IPS January Calendar of Events

♦ CIS

Jan. 11	8-Hour Site Worker Refresher, Knoxville
Jan. 13	Hazardous Waste Annual Report, Memphis
Jan. 13	Tier II Workshop, Memphis
Jan. 14	Tier II Workshop, Jackson
Jan. 14	Hazardous Waste Annual Report, Jackson
Jan. 19	Recordkeeping ¬ 300 Log, Nashville
Jan. 20	Tier II Workshop, Nashville
Jan. 20	Hazardous Waste Annual Report, Nashville
Jan. 20	Confined Space Overview, Knoxville
Jan. 21	Tier II Workshop, Cookeville
Jan. 21	Recordkeeping ¬300 Log, Knoxville
Jan. 21	Hazardous Waste Annual Report, Cookeville
Jan. 25	8-Hour Site Worker Refresher, Bartlett
Jan. 26	Tier II Workshop, Johnson City
Jan. 26	OTI 500 Trainer Course in OSHA Standards for Construction, Knoxville
Jan. 26	Hazardous Waste Annual Report, Johnson City
Jan. 26	8-Hour DOT Refresher, Bartlett
Jan. 26	8-Hour DOT Refresher, Knoxville
Jan. 27	Tier II Workshop, Knoxville
Jan. 27	Hazardous Waste Annual Report, Knoxville
Jan. 27-28	16-Hour DOT, Bartlett
Jan. 28	Tier II Workshop, Chattanooga
Jan. 28	Hazardous Waste Annual Report, Chattanooga
Jan. 29	OTI 501 Trainer Course in OSHA Standards for General Industry, Nashville

♦ CTAS

Jan. 14	Economic Development Workshop, Tracy City

♦ LEIC

Jan. 11-March 19	National Forensic Academy Session XXVI, Oak Ridge
Jan. 14-15	Crime Analysis and Mapping, Nashville
Jan. 25-27	First Line Supervision and Management, Gatlinburg

♦ MTAS

Jan. 13	Legal Issues (Municipal Administration Program), Collegedale
Jan. 14	Legal Issues (MAP), Franklin
Jan. 14	Personnel Issues (Elected Officials Academy, Level II), Spring Hill
Jan. 19	Legal Issues (MAP), Jackson
Jan. 20	Legal Issues (MAP), Lakeland
Jan. 21	Legislative Issues (EOA, Level II), Spring Hill
Jan. 22-23	EOA Level I, Huntingdon
Jan. 27	Legal Issues (MAP), Johnson City
Jan. 28	Legal Issues (MAP, Knoxville

♦ NAIFEH CENTER FOR LEADERSHIP

Jan. 12	Bridging the Gap, Jackson
Jan. 29	Effective Leadership, Chattanooga

STATE SERVICE LONGEVITY

Harding Aslinger, CIS	7 years
Tracy Baker, MTAS	1 year
Doug Bodary, CTAS	7 years
Patricia Burke, CTAS	17 years
Ray Crouch, MTAS	37 years
Stefanie Ellis, LEIC	1 year
Scott Gordy, IPS CO	9 years
Rick Hall, CTAS	18 years
Jim Hart, CTAS	2 years
Mike Hill, LEIC	12 years
Erin Ketelle, CTAS	1 year
Claire Marsalis, CTAS	2 years
Sabrina Rhodes, LEIC	6 years
Susan Robertson, IPS CO	2 years
Jim Slizewski, CIS	5 years
Victoria South, MTAS	4 years
Marty Spears, CTAS	11 years
Patty Wells, CIS	2 years
Linda Winstead, MTAS	25 years
Dale Wolfe, MTAS	2 years

NEW HIRES

♦ **LEIC**

Don Green, Executive Director, Oak Ridge

♦ **MTAS**

Stephanie Allen, Legal Consultant, Knoxville

Dana Deem, Management Consultant, Knoxville

P.J. Snodgrass, Training Consultant, Knoxville

RECRUITMENT

♦ **CTAS**

Legal Consultant, Nashville

DEPARTURE

♦ **IPS CO**

Brenda Moss, Jackson

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Honoring Brenda Moss

Administrative Support Assistant
Serving the University of Tennessee Institute for Public Service
Jackson Regional Office August 1974 through December 2009

After 36 years with the University of Tennessee (UT) Institute for Public Service (IPS), Brenda Moss, a mainstay in the Jackson regional office, is retiring.

She officially retired Dec. 31, 2009, but will continue to work in the office on a part-time basis.

Moss started at IPS the first day the office opened in Jackson.

"When Tom Sprowl decided to hire me in 1974, then IPS Assistant Vice President Leonard Rogers told him he could hire me if he wanted to, but I was overqualified and I'd never stay," Moss joked.

The Ripley, Miss. native said her job changed daily each of the 36 years she worked for IPS.

"My job is varied. It can be as mundane as making copies and collating to working with the city of Jackson and the governor's staff to set up a luncheon with the governor and the West Tennessee Mayors' Association," Moss said. "If we have a training class going on here I might have to make extra copies or find a piece of equipment they are missing or work with the caterers because they didn't bring enough lunches."

She received her associate's degree in fine arts from Northeast Mississippi Junior College and lived in Memphis a few years before moving to Jackson to manage the Downtowner Motor Inn.

"I met my husband here – he was just out of college and working at the Downtowner at night until he found a real job. I always say he was such a good employee, I decided to keep him permanently," she said "When we married, I decided to leave the 24/7 world of hotel management, and that's when I came to IPS."

During her time with IPS, Moss received her professional secretary certification and was even re-certified twice. She also received her communication certificate and the UT Leaders Lighting the Way Part 1 certification. In 1994, she was awarded the Tom and Diane Ballard Award.

Moss is a painter in her free time and says her retirement will allow her to spend more time enjoying her passion. Through the years she has been an active member of the Jackson art community and has displayed her art throughout West Tennessee. She has served as president of the Jackson Art Association, on the board of directors for the Memphis Germantown Art League and was a demonstrating artist on the traveling exhibit Smithsonian Artrain. This year her photographs and paintings also have appeared on the cover for the Memphis MENSA newsletter. She has received awards in local, regional and national juried exhibitions and has taught workshops on collage and acrylic techniques.

She recently gave back to her alma mater by establishing the Most Improved Artist award for the student spring exhibit at Northeast Mississippi Community College.

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INSTITUTE for PUBLIC SERVICE

"Brenda has been an excellent employee for IPS and we'll certainly miss her. After all of her years of service and serving as the go-to person in our Jackson office, she deserves to take some time for herself and enjoy what she truly loves to do. We wish her all of the best."

Dr. Mary Jinks, Vice President of Public Service, Institute for Public Service

"I moved from the Memphis CIS field office, working as a manufacturing consultant in 1995. My new boss Curtis Vandiver and Brenda were understandably a bit nervous about me. It took some time to logistically make the move from the Memphis area and I was basically split between the two offices and my customer appointments. This was an age without cell phones and decent email. At that time we used a big pencil and a Blue Horse tablet to make record of our endeavors and later placed the data on floppy disks, then mailed to Curtis in Nashville. Gosh we have come a long way baby. One day during this transition Curtis called the Jackson office and asked to speak to me. Brenda's response was "I don't know WHERE he is …" Needless to say Curtis hooked me up with a new fangled beeper and from that day forward I knew where every pay phone in West Tennessee was, and how to use it to inform Brenda of my whereabouts. In summary Brenda has been a huge office support and advisor, as well as a valued friend. We will miss her more than we know."

Russell Toone, Consultant, UT Center for Industrial Services

"I've worked with her for 16 years and she runs this office. I'm the office manager and I sometimes call her Radar (after the MASH character Radar O'Reilly). Sometimes I feel like Colonel Blake. Her computer skills have definitely helped us out when we need it."

Ronnie Neill, Municipal Management Consultant, UT Municipal Technical Advisory Service