



CTAS Assists Cannon County Fire Department in Securing Federal Grant

UT County Technical Assistance Service (CTAS) consultants Kevin Lauer, Ben Rodgers and Doug Bodary recently aided the Cannon County Fire Department in securing a \$101,034 Assistance to Firefighters Grant (AFG). The Cannon County AFG, received from the Federal Emergency Management Agency (FEMA), was the second largest grant award of its kind in the state of Tennessee this year.

Lauer, Rodgers and Bodary assisted the Cannon County fire chief in analyzing the major needs of the fire department. The CTAS consultants then went to work authoring a grant narrative and submitting an application that would convey the bleakness of the department's situation and the major impact the grant money would have on Cannon County fire safety.

Staffed solely by volunteers with inadequate training and

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Center for Effective Leadership Brings in New Year with Slate of Programs for New Legislators



CENTER FOR EFFECTIVE LEADERSHIP

In early January, the Center for Effective Leadership at the UT Institute for Public Service (IPS) hosted 11 senators and representatives at the Newly-elected Tennessee Legislators Program. Sen. Jamie Woodson and Rep. Jimmy Naifeh had opportunities to address the group between their sessions on the Tennessee budget, transitioning to governing, and the importance of political civility. The sessions were led by John Morgan, former comptroller; Phillip Boyle, Ph.D., Leading and Governing Associates; and Michael Fitzgerald, Ph.D., UT professor of political science.

"IPS worked with leaders of the House and Senate to craft a program that would help the new legislators advance their leadership skills and transition from the campaign trail to the seat of governance," said Mary Jinks, UT vice president of public service. "Informed preparation is key to a successful transition, and a smooth transition is critical to the success and effectiveness of the new General Assembly."

To further aid Tennessee's legislators, IPS offered five Public Issues Forums in Nashville to members of the General Assembly and their staff. The informal discussions focused on local government issues, public health, K-12 education, workforce issues, and energy and the environment. UT staff who presented information included Beth Phillips, IPS; Rick Hall, UT County Technical Assistance Service; Pat Hardy, UT Municipal Technical Advisory Service; and David Mirvis, M.D., and Chancellor Pat Wall, M.D., UT Health Science Center. All the facilitators participated voluntarily as a public service. Archived video of all the sessions is available at www.leadership.ips.tennessee.edu.

Outside Tennessee, several states convened a 2009 legislature with new speakers in their House of Representatives. In anticipation of this widespread

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Forums Examining Energy Choices and Economic Opportunity Across the South

"Energy conservation and renewal are global priorities, but the benefits of energy resourcefulness and innovative planning can be realized locally. The purpose of these forums is to see where those growth and reward opportunities might lie."

—Andre Temple, UT IPS

Business and government leaders, educators, students and community citizens will meet across Tennessee throughout February to discuss ways to turn energy issues into positives for their communities.

Each year, the Southern Growth Policies Board (SGPB) engages communities throughout the South in discussions on issues related to economic development. This year, the conversations will center on strategies for energy-related economic development, from bioenergy to sustainable design to green collar job development. Two-hour community forums will be held in communities across Tennessee in partnership with the UT Institute for Public Service (IPS), UT Extension, and state, regional and local partners.

"Energy conservation and renewal are global priorities, but the benefits of energy resourcefulness and innovative planning can be realized locally," said Andre Temple, IPS economic development specialist. "The purpose of these forums is to see where those growth and reward opportunities might lie."

Community feedback will be used in developing SGPB's 2009 Report on the Future of the South, which is shared with governors and regional leaders in business and education, as well as a statewide report on energy choices and economic opportunities. The non-partisan SGPB was formed by Southern governors in 1971 to unite governors, legislators and business and academic leaders in discussions that encourage economic development in the South.

For information on the forums, contact Andre Temple at (731) 881-3077 or andre.temple@tennessee.edu. ■

CTAS Assists Cannon County Fire Department in Securing Federal Grant *(Continued from page 1)*

non-compliant equipment, the Cannon County Fire Department was in dire need of the FEMA grant. The county was using 16-year-old self contained breathing apparatus (SCBA) equipment patched with duct tape and held together with wire. As firefighters rely on SCBA units to breathe when entering a smoke-filled building or hazardous material environment, replacing the old equipment will be the major allocation of the department's AFG funds. The remaining portion of the grant money will be used to finance basic firefighter training for the volunteers. Of the department's 143 firefighters, only two have completed a basic fire course that is recognized by the state or federal government. By using the AFG money, Cannon County will now be able to fund 86 hours of formal training for its active firefighters. ■

Center for Effective Leadership Brings in New Year with Slate of Programs *(Continued from page 1)*

change in leadership, the State Legislative Leaders Foundation asked IPS' Center for Effective Leadership to host the 2009 New Speakers Orientation. Twelve new speakers attended the three-day program to glean information on communication, leadership, ethics and coalition-building. The group also discussed "lessons learned" with a panel of experienced speakers.

"IPS has provided leadership development programs for state executives for 25 years, but these sessions for state legislators are firsts. It's exciting to take part in educating and informing new leaders across the state and the country and to help them transition into their public roles," said Tom Kohntopp, Ph.D., manager of the Center for Effective Leadership. ■

National Forensic Academy Begins 23rd Session

With the holidays behind them, staff members of the UT National Forensic Academy™ (NFA™) prepped for the 23rd session, which began Jan. 14.

This session has 24 participants, bringing the total number of attendees to 380 since the academy's inception. In 2001, the first academy session hosted only 16 law enforcement officers. Now, in the newly-renovated NFA facility, the class size has increased by 33 percent, reducing the wait for formal training for crime scene professionals.

The NFA is a 10-week, comprehensive, hands-on training program that enables entry level or seasoned investigators of a law enforcement agency to gain skills and knowledge to investigate crime scenes and gather the essential evidence that links the facts of a case to a suspect. Once evidence is identified, gathered, preserved, and submitted for analysis, the investigator must be able to articulate the information and the processes used in a courtroom setting. All of these skills are taught at the NFA by subject matter experts. Due to the demand from

law enforcement agencies to attend, and with the limited class size, only law enforcement professionals with assigned crime scene investigation duties may attend. College credit is available, as well as independent certification through the International Association for Identification.

Additionally, the National Forensic Science Institute (NFSI) provides advanced crime scene training at off-site locations. Available 40-hour training modules include: latent print processing, digital photography, bloodstain pattern analysis, crime scene mapping, crime scene management field techniques and crime scene management in correctional institutions. The NFSI offers these programs at the request of law enforcement agencies across the country. Previous deliveries have taken place in the state of Washington, Gulfport, Miss., and Boston, Mass. For a complete list of training programs and dates, visit www.leic.tennessee.edu/nfsi. ■

Crouch's Dedication to Boy Scouts of America Earns Promotion

The Boy Scouts of America has promoted Ray Crouch, a consultant with the UT Municipal Technical Advisory Service (MTAS), to assistant council commissioner of the Middle Tennessee Council. The Middle Tennessee Council serves more than 42,000 youth in 37 counties in Middle Tennessee. The units consist of Boy Scouts, Cub Scouts, Venture Crews and Explorer Posts.

"This is just one additional step in an exciting journey serving the Boy Scouts of America. I believe I have my priorities in order – God, country, family and the Boy Scouts of America," Crouch said. Crouch is a fire management consultant for MTAS. He has served as fire chief, city commissioner and mayor of Kingston Springs.

Crouch joined the Boy Scouts in 1960 and is a Life Scout. He has been a Fire Explorer and has served as the Fire Explorer Post Advisor for the unit in Kingston Springs.

Crouch served as Assistant Scoutmaster and as Scoutmaster for Troop 594 — the same unit at which

his father Marvin W. Crouch had been his Scoutmaster and at which his son, W. Ray Crouch Jr., obtained the rank of Eagle Scout.

Crouch left Troop 594 in 1994 and became a unit commissioner in south Cheatham County. Later he was promoted to assistant district commissioner and then district commissioner for the Highland Rim District, which consists of Cheatham, Dickson, Hickman and Humphreys counties and is one of the 16 districts within the Middle Tennessee Council. ■



Ray Crouch

CTAS Consultants Make Jail Study Presentation to Campbell County



Jim Hart



Ron Woody



Kevin Lauer



Terry Hazard

In December, consultants with the UT County Technical Assistance Service (CTAS) toured and evaluated jail facilities in Campbell County. During the tour, the consultants noted that the new jail facility was extremely overcrowded. The old facility being used for kitchen, laundry, storage and sheriff's administrative offices had extensive electrical, plumbing and fire safety issues.

The CTAS staff then made a presentation to a jail study committee consisting of 11 Campbell County commissioners. Also participating were the county's mayor, finance director and an architect retained to develop a plan for a justice building. Members of the audience included the assistant jail administrator and representatives from the media.

The CTAS consultants discussed issues such as alternative sentencing options and the need for establishing a criminal justice committee within Campbell County. They also reviewed a 2004 feasibility study of the Campbell County Jail Expansion and recommended a physical plant feasibility study of the old jail facility.

A motion was made and approved to fund a physical plant assessment of the old jail so the commission could get actual costs. CTAS is sending Campbell County information on alternative sentencing programs, along with a draft resolution for the establishment of a criminal justice committee.

The CTAS consultants involved in the jail study presentation were Jim Hart, Ron Woody, Terry Hazard and Kevin Lauer. ■

CTAS Elves Spread Holiday Cheer to Six Families



CTAS employees wrapped presents for adopted families one day during lunch.

Six LaVergne area families had a merry Christmas this year thanks to employees from the UT County Technical Assistance Service (CTAS).

Continuing a tradition of almost 20 years, CTAS employees donated money and gifts to help six families they adopted for the holidays. Their efforts were supplemented by generous donations from county association directors with the Tennessee County Services Association, County Officials Association of Tennessee, Tennessee County Commissioners Association, Tennessee County Highway Officials Association and Association of County Mayors. More than \$2,200 was collected to buy

the gifts. The families included a total of 15 children, all of whom are students at LaVergne Primary School where Cindy Roberts (wife of CTAS' Robin Roberts) is a librarian.

"We were able to give each child a full outfit of clothing, shoes, socks and underwear as well as three toys each," said Libby McCroskey, who led the fund and gift drive along with Debbie Blanchard. "We also gave the families gift cards so they could buy food. Cindy said the parents were overwhelmed when they picked up their gifts."

Laura Schofield, intervention coach at LaVergne Primary, said out of the 400 students who are at the school, more than 70 percent receive either free or reduced lunch.

"So many of our families live in the depths of poverty each and every day," she said in an email to CTAS employees. "I want to say a heartfelt thank you to your employees who so generously helped six families at my school. I was thrilled when Mrs. Roberts came to me offering help from you again this year.

"I have worked very closely with several of the families that you all adopted this year, and I can assure you that these families were desperate for help. Had it not been for you, these children would probably have not had anything at all for Christmas this year," she said.

To put it all together for the families, the CTAS employees held a wrapping party during lunch on Dec. 15. ■

Burke Earns Certified Professional Secretary Designation

Patricia Burke, administrative support assistant for the UT County Technical Assistance Service (CTAS), was recently awarded the designation of Certified Professional Secretary (CPS).

The certification is administered by the International Association of Administrative Professionals (IAAP). To obtain the CPS designation, participants must pass a three-part, all day examination focusing on office administration, office systems technology and management.

Burke joined CTAS in 2003 after spending 10 years with the former UT Center for Government Training. She received her associate's degree in business from Great Lakes College in Saginaw, Mich. In addition to the CPS, Burke earned the designation of Certified Government Administrative Manager earlier this year. ■



Patricia Burke

Staff Applause



Gary West



Beth Phillips



Nathan Lefebvre



Don Darden

TO: BETH PHILLIPS, IPS CO

On behalf of the Department of Economic and Community Development (ECD), I would like to thank you for your time and contribution to the success of the first Global Entrepreneurship Week in Tennessee. Thanks to your hard work and contribution, Tennessee was named the No. 1 state by the Public Forum Institute.

Michelle Proctor,
Tennessee Department of Economic
and Community Development



TO: DON DARDEN, MTAS

Don, thanks so much for all your help. Don't know what we'd do without you – you're a lifesaver!

Judy Baker, City Clerk
City of Winchester



TO: GARY WEST, MTAS

Gary, I want to thank you for all your help in preparing for and helping with our ISO inspection. I feel like your help and input over the last several years in preparation for this inspection will play a big part in lowering our ISO rating.

Deputy Chief Mike Flynn
East Ridge Public Safety Fire
and Police Department



TO: NATHAN LEFEBVRE, LEIC

The National Forensic Science Institute's recent symposium was a fantastic opportunity for me to spread the word about NIJ funding to an audience we don't always reach. In my two trips to Tennessee in the past month I can't tell you how impressed I have been by UT and the National Forensic Academy, and the staff. The networking was certainly a bonus but the symposium alone was well worth the trip. You guys did a fantastic job!

Chuck Heurich, Program Manager,
National Institute of Justice



TO: NATHAN LEFEBVRE, LEIC

It was a pleasure to speak at the National Forensic Science Institute's recent symposium. You and your organization are to be commended for a job well done, and with class. If there is anything I can do to enhance the work of your wonderful organization, please feel free to contact me.

Bill Clayton,
Deputy County Attorney,
Maricopa County, Ariz.



TO: LEIC

Thank you. You don't know how much confidence the NFA gives the agents in working crime scenes. I've never heard as many good comments about any academy as much as I hear about the NFA in my more than 20 year career.

Mark Gwyn, Director,
Tennessee Bureau of Investigation



IPS Honors Passing of Retiree Margaret Davis

On December 10, 2008, an IPS legend passed away in Maryville. Mrs. Margaret Moroney Davis, long-time assistant of former vice presidents Robert S. Hutchison and Thomas B. Ballard, died at the age of 91. Davis served the university from June 1963 until August 1990, using her organizational and professional skills to keep paperwork properly moving and her supervisors in line!

She was preceded in death by her husband, John A. (J.D.) Davis. She is survived by her son and daughter-in-law, John Dillon and Pamela S. Davis, and several family members. In lieu of flowers, memorials may be made to the Coach J.D. Davis Memorial Fund at Maryville College.

IPS appreciates Davis' great example and the many years of dedicated service she provided to UT. ■

Employee Relations Council Selects New Members

The Employee Relations Council (ERC) for the UT Institute for Public Service (IPS) was formed in response to the 2003 Workplace Satisfaction Survey as a way to allow IPS employees to discuss issues with management and to get answers to specific questions concerning the workplace.

The council is made up of two representatives from each IPS agency, representing exempt and non-exempt employees. Each representative serves for two years, and the group selects a chairperson to coordinate the meetings. In addition to the representatives from each agency, IPS employees who serve on the UT Employee Relations Committee also serve as ex-officio members of the IPS ERC. The representatives are:



Outgoing members Tess Davis and Thaddeus Grace were honored for their service to the ERC. Also pictured are (from left) Armintha Loveday, Beth Paton, Deidra Phillips, Chris Payne, Terri Kinloch and Jill Marling.

Terms thru 2009	Terms thru 2010	Ex-officio members
Albert Tieche (CIS)	Tom Kohntopp (Central office)	Melissa Ashburn
David Angerer (MTAS)	Elaine Morrissey (MTAS)	Armintha Loveday
Jill Marling (Central office)	Kristy Godsey Brown (CTAS)	John Erdmann
Terri Kinloch (CTAS)	Deidra Phillips (LEIC)	Patricia Burke
Janet Hails (LEIC)	Ann Mitchell (CIS)	Chris Payne (past chair)

The ERC has changed its by-laws to meet every quarter, on the first Monday of the quarter. The remaining meeting dates for 2009 are: April 6, July 6 and Oct. 5. The ERC meets in Cookeville; however, some meetings may be held by video conference. If you have any issues or concerns, contact your ERC representative. Minutes from each ERC meeting are posted on the IPS intranet. ■

Get to know ...

THE UNIVERSITY of
TENNESSEE 

COUNTY TECHNICAL
ASSISTANCE SERVICE



*Kimberly
Clark-Carney*

Kimberly Clark-Carney, training coordinator, has been with the UT County Technical Assistance Service (CTAS) since January 2004. She is responsible for the administration of the County Officials Certificate Training Program (COCTP), coordinating local government program planning and needs assessments and also developing training catalogs and schedules.

Clark-Carney is married to Donald Roy Carney who is employed with FedEx Express. She has three children: Khayla

Renee' Clark (12 years old), Phillipia Carney (10 years old) and Khyra LeeAnn Clark (8 years old). When she has free time, she enjoys reading, shopping and going to yard sales. Her all-time favorite thing to do is work with children. "Working with children is my passion. I love curling up in a corner, eating pizza and just listening to them talk about what THEY think life is all about. We can learn a lot from those little minds and get a great laugh!"

She is the church typist, youth choir director and youth coordinator for Sylvan Street Missionary Baptist Church. All of the children call her "Momma Kim." When people ask her how many kids she has, she wants to tell she has about 25.

Clark-Carney also is the founder of Dinners at 7 Dinner Club. The dinner club focuses on giving mothers a break to enjoy fellowshiping with others who also need that special time away from the traditional day.

SERVICE ANNIVERSARIES

Debbie Barber, CIS 2 years
 Kristy Godsey Brown, CTAS 2 years
 Thaddeus Grace, IPS 22 years
 Bryan Lane, CIS 11 years
 Steve Lobertini, MTAS 11 years
 Margaret Norris, MTAS 8 years
 Sandy Selvage, MTAS 22 years
 Chuck Shoopman, IPS 17 years
 Andre Temple, IPS 1 year
 Lori Ungurait, LEIC 9 years
 Rick Whitehead, MTAS 5 years
 Johnny Winstead, CIS 15 years

NEW HIRES

◆ CTAS

Erin Ketelle, CTAS Administrative Intern,
 Nashville

◆ LEIC

Stephanie Ellis, LEIC Coordinator II, Nashville

◆ MTAS

Tracy Baker, MTAS Management Intern,
 Knoxville

IPS February Calendar of Events

◆ CIS

Feb. 9-13 40-Hour Site Worker, Nashville
 Feb. 11 OSHA Written Programs and Training
 – The Requirements, Nashville
 Feb. 12 OSHA Written Programs and Training
 – The Requirements, Knoxville
 Feb. 17-20 OTI511 Occupational Safety and
 Health Standards for General Industry,
 Nashville
 Feb. 24 Industrial Hygiene Made Easy,
 Nashville

◆ CTAS

Feb. 12 Understanding Workstyles, Jackson
 Feb. 19 Understanding Workstyles, Knoxville
 Feb. 24 Understanding Workstyles, Franklin

◆ LEIC

Feb. 2-5 Leadership and COP, Knoxville
 Feb. 3-5 Transit Terrorist Tools & Tactics (T4),
 Dallas
 Feb. 10-12 T4, Dallas
 Feb. 11 Secured and Prepared Schools,
 Knoxville
 Feb. 11-13 Survival Spanish for Law Enforcement,
 Murfreesboro
 Feb. 16-20 Gang Investigation Training, Cleveland,
 Feb. 17-19 T4, Las Vegas
 Feb. 23-27 Photography, Boston

◆ MTAS

Feb. 4-5 Interviewing, Selecting and Retaining
 Employees, Johnson City
 Feb. 4 Communicating, Coaching and
 Counseling, Kingsport
 Feb. 6 Conflict Management, Livingston
 Feb. 10 Public Works/Utilities, Johnson City
 Feb. 11-12 Employee Performance Evaluations,
 Johnson City
 Feb. 11 Public Works/Utilities, Knoxville

◆ MTAS (continued)

Feb. 12 Public Works/Utilities, Collegedale
 Feb. 16 Developing and Maintaining Discipline,
 Collierville
 Feb. 17 Motivating Your Workforce, Maryville
 Feb. 18 Public Works/Utilities, Bartlett
 Feb. 18-19 Motivating Your Workforce,
 Johnson City
 Feb. 18 Delegation Skills, Kingsport
 Feb. 19 Public Works/Utilities, Jackson
 Feb. 20 Ethics in Government, Livingston
 Feb. 25-26 Conflict Management, Johnson City
 Feb. 26 Public Works/Utilities, Franklin

the EXCHANGE

DR. JOHN PETERSEN
 President

HANK DYE
 Vice President
 for Public and Government Relations

DR. MARY H. JINKS
 Vice President
 of Public Service

The EXCHANGE is a newsletter
 of The University of Tennessee
 Institute for Public Service
 105 Student Services Building
 Knoxville, Tennessee 37996-0213
 Phone: (865) 974-6621 • Fax: (865) 974-1528

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Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA) or any of the other above referenced policies should be directed to the Office of Equity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone (865) 974-2498 (V/TTY available) or 974-2440. Requests for accommodation of a disability should be directed to the ADA Coordinator at the UTK Office of Human Resources, 600 Henley Street, Knoxville, TN 37996-4125.

IPS0731 225 E13-0110-000-010-09

Rebecca B. (Becky) Peterson

THE UNIVERSITY of
TENNESSEE UT
CENTER for
INDUSTRIAL SERVICES



After more than 30 years at the University of Tennessee, Becky Peterson has decided to retire from the UT Center for Industrial Services (CIS) at the end of February. She joined CIS in 1978, which has distinguished her as the CIS staff member with the most years of continuous service.

She started her remarkable career in a clerical position and gradually rose to her current position as manager of finance and administration. "Just doing her job was never enough. She always gave that extra measure of devotion and dedication not only to her job at the time, but to the university. That truly set her apart from most others," said David Hall, executive director of CIS.

Since its formation, CIS has grown from a small organization of 5-6 people and a single "product line" to an organization of more than 40 people who provide a wide range of service offerings.

"Throughout CIS' transition, Becky was a central player, making sure all proposals were accurately prepared, contracts were won and properly executed, and all administrative details were completed in a timely and accurate manner. To her credit, and as a big part of her legacy, Becky will leave behind a well-trained, dedicated staff that will carry on her high standards of service and support," Hall said.

Throughout her career at UT CIS, Peterson has been the source of leading edge thinking. An idea for which she is now famous is the introduction of orange and white M&Ms at UT events. With a mind for marketing and event management, she has graciously hosted many events, seminars and meetings and kept an eye on every detail. With her involvement, CIS has had a decidedly orange tint. "Her service was always driven by a desire to promote and support the University of Tennessee," said Hall.

Not surprisingly, Peterson is among the most avid supporters of Volunteer athletics, right down to her orange and white wardrobe and classic orange Cadillac. She is especially supportive of the UT Rugby team, for which her husband has coached and her son has played. The team advanced to national tournament competition last year, and she cheered them all the way.

In addition to her CIS duties, Peterson has served many associations and organizations, including the Association of Procurement Technical Assistance Centers (APTAC). "Her work with APTAC opened positive lines of communication with national professional networks and well-connected federal government staffers — lines of communication that often served the greater university even more than they served CIS," Hall said.

"Throughout her career and in everything she has done, Becky has brought great distinction to herself, her colleagues and the university," said Mary Jinks, UT vice president of public service. "She will be missed by many, but all of her colleagues at the university wish her the best of times ahead."

"Becky Peterson is a friend and confidant who will remain such, even after her departure from the university. She will be sorely missed by all of us who have relied on her positive 'can-do' attitude about everything and her friendly, honestly caring manner. Our best wishes go with her as she embarks on a new phase of her life," added Hall.

