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The Exchange Newsletter

Institute for Public Service (IPS)

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4-2008

## Exchange April 2008

Institute for Public Service

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UT CO-HOSTS SUMMIT  
TO EXAMINE TOURISM  
IN SMOKIES

CENTER FOR PERFORMANCE  
EXCELLENCE RECOGNIZES CIS

GREEN NAMED PROGRAM  
MANAGER FOR NATIONAL  
FORENSIC SCIENCE INSTITUTE

# the EXCHANGE

## CTAS aids Unicoi County ambulance service operations

Unicoi County will have a new ambulance service provider thanks in part to the efforts of the University of Tennessee (UT) County Technical Assistance Service (CTAS).

The decision to contract with Professional Medical Transport (Pro-Med) ended a three-month ordeal that began when the previous ambulance service provider, Emergystat, lost its liability insurance.

Unicoi County was left with no ambulance service and was forced to depend upon the ambulance services of three neighboring counties. The outside assistance was costing the county more than \$1,000 a day.

Unicoi County Mayor Greg Lynch contacted CTAS for support in determining a plan of action to resolve the matter. Lynch asked CTAS whether the county could contract with an ambulance service without seeking competitive bids since he believed they were in an emergency situation. CTAS advised that the county could only contract for a short period of time until a Request for Proposals (RFP) for

ambulance services could be developed and sent to prospective vendors and a contract awarded based on competitive bids.

Lynch asked CTAS County Government Consultant Rick Hall to provide technical assistance in developing the RFP. Hall met with the Unicoi County Ambulance Service Committee and helped prepare an RFP that would

meet the needs of the county. The committee then solicited and reviewed proposals from qualified firms and made a recommendation to the county legislative body for the awarding of a contract. With the help of CTAS, Unicoi County had a contract in

place to provide ambulance services to the county in less than four weeks.

Pro-Med, the chosen company, will provide ambulance services to Unicoi County throughout the life of a four-year contract with no subsidy payments from the county government. Pro-Med also offered a \$250,000 performance bond, as well as the use of an additional ambulance.



*Pro-Med offered the use of an additional ambulance to Unicoi County.*

A newsletter of  
The University of Tennessee  
Institute for Public Service

## Jinks becomes UT Vice President of Public Service

University of Tennessee President Dr. John Petersen in March announced the promotion of Dr. Mary Jinks to vice president of public service for The University of Tennessee.



*Dr. Mary H. Jinks*

"In recent years, Mary has worked alongside us to strategically define the university's public service role and to chart a course for increased success in outreach initiatives. Her knowledge and experience in the field of public service will be invaluable as we advance this priority for the university," Petersen said. "We are pleased to recognize her leadership."

Jinks has been with the university for nearly 25 years, with more than 20 years at the statewide UT Institute for Public Service (IPS). Her history at UT includes a master's degree in public administration and an educational doctorate.

Jinks has served as associate vice president of IPS for the past year, and in her new role, she will continue to lead and manage the institute.

Hank Dye, UT vice president for public and government relations, whose office oversees IPS, said "IPS has a tradition of excellent service and has made a difference to the state of Tennessee. Mary's leadership over the

*(Continued on page 2)*





## UT co-hosts summit to examine tourism in Smokies

The University of Tennessee is joining forces with the Tennessee Department of Tourist Development to present the 2008 Great Smoky Mountains Sustainable Tourism Summit.

The summit, scheduled for April 28-29 at the Knoxville Convention Center, will feature talks by environmental experts and Governor Phil Bredesen, Senator Lamar Alexander, and Dr. Suzanne Cook, senior vice president of research for the Travel Industry Association. UT Vice President for Public and Government Relations Hank Dye and UT Institute for Public Service Economic Development Specialist Beth Phillips are among other scheduled speakers.

Attendees will hear about best practices and national examples of sustainable tourism; learn of state and federal programs designed to assist sustainable tourism; identify specific sustainable projects for their communities; and implement plans for community action.

To learn more about the summit or to register visit the Web site at [www.tnvacation.com/sustainable](http://www.tnvacation.com/sustainable).



# Center for Performance Excellence Recognizes CIS

The Tennessee Center for Performance Excellence (TNCPE) has honored the UT Center for Industrial Services (CIS) with a 2007 Excellence in Tennessee achievement award.

TNCPE is a non-profit organization, established in 1993 as a public-private partnership based on the Baldrige National Quality Program. The center recognizes businesses and other organizations in the pursuit of performance excellence.

"I appreciate your commitment to improving your organization's performance through your involvement in TNCPE, and I look forward to working with you in the months and years ahead as you continue the journey," said Katie



*David Hall accepted the Excellence in Tennessee achievement award on behalf of CIS.*

Rawls, president of TNCPE, in a letter to CIS Executive Director David Hall.

Four levels make up the TNCPE excellence process. CIS started at Level II, an intermediate award level for companies with commitment to and implementation of performance improvement principles. CIS achieved Level III

performance in 2007.

"Slowly over a period of three years, our organization has moved from Level II to a Level III performer. 2007 was a milestone for us, the breakthrough year, but it is not the end of our journey. Who knows, it may one day lead to an application for the National Baldrige award," said Lynn Reed, CIS resource manager.



## Jinks becomes UT Vice President

*(Continued from page 1)*

years has set IPS on a well-planned course to deliver results to businesses, local government officials and state agencies."

In fiscal year 2007, IPS helped businesses and government entities realize \$868 million in economic impact through increased revenues, reduced expenses or jobs created. That success led the university's efforts to provide \$1 billion of outreach activities by 2010.

Through its four agencies and leadership development programs, IPS answered more than 26,000 requests for assistance from government, law enforcement and business officials last year. More than 19,000 people took advantage of IPS training in 2007, logging more than 140,000 hours of training.

"Public service has been my life's work," Jinks said. "IPS has been tremendously successful in taking UT's expertise to the people of Tennessee. Our work with local government and industry leaders has been rewarding, and the opportunity to elevate these efforts for the university is one I graciously accept."

IPS collaborates with all campuses, institutes, and divisions of the UT system, enabling the university to provide public service across the state. IPS has offices statewide in 10 cities (Johnson City, Knoxville, Oak Ridge, Chattanooga, Cookeville, Columbia, Nashville, Jackson, Martin and Memphis) and consultants assigned to every municipality and county in Tennessee.



# Green named program manager for National Forensic Science Institute



Don Green, NFSI program manager

Knoxville Police Department (KPD) Deputy Chief Don Green is bringing his leadership and instruction expertise to one of the nation's foremost training programs for crime scene investigators (CSIs).

Green will join the UT Law Enforcement Innovation Center (LEIC) as program manager of the National Forensic Science Institute (NFSI) on April 1.

Green has been with KPD 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.

"Don's diverse background in law enforcement instruction and management make him well-prepared and qualified to lead the National Forensic Science Institute," said Daniel Baker, LEIC executive director. "His knowledge of school safety, homeland security and leadership projects will be an asset to many programs at LEIC."

Green has a strong history with the university already. 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.

Green 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 will oversee the National Forensic Academy™ (NFA™), a 10-week, hands-on training program for CSIs.

The NFA was recognized in 2007 by the International Association of Chiefs of Police with the first August Vollmer Excellence in Forensic Science award. Funded primarily by the Bureau of Justice Assistance, the NFA has trained just over 300 CSIs from 44 states and the District of Columbia in evidence identification, collection and preservation.

"Don's extensive law enforcement experience, particularly his work with criminal investigations and in managing crime scene investigations, will greatly benefit the advancement of the NFA," said Baker.

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.

Green 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.



## THE UNIVERSITY of TENNESSEE LAW ENFORCEMENT INNOVATION CENTER

The build-out continues on classroom facilities for the National Forensic Academy™ at LEIC. Dust clouds the camera lens as a second round of floor cuts is made so electrical wiring can be installed. NFA™ participants will have access to electrical power and Internet at their seats. The sheetrock for the walls has been completed. The walls are being taped and readied for mudding and sanding, then painting will begin.

## Brian Spears completes Paralegal Certificate Program



Brian Spears, fourth from left, received his Paralegal Certificate Program certificate.

Brian Spears, an information technologist with the UT County Technical Assistance Service (CTAS), recently completed UT's Paralegal Certificate Program.

The course, offered by UT Professional and Personal Development, began in September 2007 and concluded in February 2008. The program is an intensive educational experience that focuses on the practical skills vital to success as a paralegal. The curriculum includes legal fundamentals and core paralegal skills, as well as substantive topics of law, such as torts and criminal law.

At the completion of the program, certificate holders have passed comprehensive exams covering a broad spectrum of knowledge and skills. Spears plans to apply these skills in maintaining legal materials within CTAS and in taking on new tasks as needed with the CTAS legal department.



## LEIC training can make your vacation destination safer

The Center for Homeland Security Training at the University of Tennessee (UT) Law Enforcement Innovation Center (LEIC) may be taking behavioral assessment training to a theme park near you.

The center's newest homeland security course — Transit Oriented Screening of Passengers by Observational Techniques (TO SPOT) — teaches transit workers to identify behavioral characteristics that may indicate a person has harmful motives. TO SPOT offers four blocks of training over two days, one of which is a train-the-trainer session.

LEIC is currently marketing this same type of behavioral assessment training to private sector venues such as amusement parks, sporting arenas and shopping malls. The program is known as Community Awareness for Public Safety or CAPS.

For more information or to schedule a delivery, contact Deidra Phillips via telephone at (865) 946-3230 or via e-mail at [deidra.phillips@tennessee.edu](mailto:deidra.phillips@tennessee.edu).



## Seven cities represented in MTAS' Elected Officials Academy



Pictured left to right are J.D. Sampson, council member, Harriman; Michelle Horton, recorder, Graysville; Mayor J.H. Graham, Crossville; Brant Williams, councilman, Kingston; Teresa Ferguson, councilwoman, Kingston; Gene East, councilman, Rockwood; Jane DeVall, councilwoman, Kingston; Mayor Patt Judd, Algood; Ray Collett, councilman, Rockwood; and Mayor Willard Sherrill, Crab Orchard.

Level I of the Elected Officials Academy at the University of Tennessee (UT) Municipal Technical Advisory Service (MTAS) is familiarizing elected municipal officials with the various aspects of city leadership.

Officials from seven cities – Harriman, Graysville, Kingston, Algood, Crossville, Crab Orchard and Rockwood – recently attended a session in Crossville. Crossville Mayor J.H. Graham III hosted the session at city hall and attended the session.

“The city participants were very pleased with what they learned and were great in asking questions and interacting with each other,” said MTAS Municipal Management Consultant Warren Nevad, who led this session of the academy. “This is a great learning tool for city officials.”

Assisting Nevad at the Crossville session were Sid Hemsley, MTAS legal consultant; Al Major, MTAS finance and accounting consultant; and Don Darden, MTAS municipal management consultant.



# GET TO KNOW...

## Andre Temple, IPS CO

Dr. Andre Temple joined the UT Institute for Public Service Feb. 1 as a regional economic development specialist. His office is in Martin, and he is focusing on economic development opportunities for rural West Tennessee.

Before joining IPS, Temple served nearly seven years as a community planner with the state of Tennessee. He served as principle planner for both counties and municipalities, including: Gibson County, Lauderdale County, Dyersburg, Trenton, Ripley, Covington, Henderson and Halls. His primary goals were short- and long-term strategic land-use planning.

Temple received his doctorate in higher education administration from the University of Memphis in December 2006. Concurrently, he obtained the graduate certificate in community college teaching and leadership. He also has a bachelor's degree in public administration and a master's degree in business administration from the University of Tennessee.

Temple has taught strategic planning courses at Union University and achieved national certification for city planning as a member of the American Institute of Certified Planners (AICP).

In February, the Jackson Area Chamber of Commerce named Temple Volunteer of the Month. "One word synonymous with Andre is enthusiasm," said Judy C. Renshaw Sr., vice president, business and community services with the chamber. "He is always enthusiastic about projects and programs that he gets involved with in the Chamber and community. He has a passion for helping others and doing what it takes to make whatever endeavor he is involved in successful."

Temple has been involved with chamber work since graduating from Leadership Jackson in 2003. Currently, he serves as chairman of the Leadership University board of directors; is a member of the Leadership Jackson Alumni Association board of directors – chairing the alumni affairs committee; is a member of the Affordable Housing Community Development Corporation board of directors; is vice-president of the Omega Psi Phi Alumni Fraternity; and is a member of the Tennessee Masonic Lodge #117.

Temple is married to Andreea, and they have a one-year-old daughter, Paige. In his spare time, he enjoys fishing and family time.

*Courtesy Jackson Area Chamber of Commerce*



*Andre Temple*

## Jane Basham, CIS

Jane Basham has served as information technology (IT) specialist for the UT Center for Industrial Services (CIS) since 1997. Basham is responsible for planning and installing all IT systems to improve CIS' business design and processes. She maintains all of the computer software, hardware, LAN, WAN, Cisco switches and routers on the network and serves as an IT consultant to CIS customers.

In 1998, Basham received the Public Service Achievement Award, given each year to an IPS staff member who displays exceptional performance and productivity.

Basham received her bachelor of science degree in mechanical engineering from North China University of Technology in Beijing. She received a master's degree in both computer science and engineering technology from East Tennessee State University.

In her free time she enjoys traveling, riding bikes and playing table tennis. She and her husband David have two sons.



*Jane Basham*

## Jim Hart, CTAS

Jim Hart joined UT's County Technical Assistance Service (CTAS) as jail management consultant in January.

Hart began his career in corrections in 1975 while serving in the U.S. Marine Corps. His 22-year Marine Corps career was spent working in five different Marine Corps correctional facilities, operating a correctional custody (boot camp program for minor offenders), and directing Marine Corps corrections.

After retiring from the Marine Corps in 1997, Hart was the jail captain of the Hamilton County Jail in Chattanooga where he was responsible for day-to-day operations. In September 1998, he became chief of corrections. He held that position until his departure from the sheriff's office on Dec. 31, 2007.

Hart is president of the American Jail Association (AJA) and serves on the American Correctional Association (ACA) Board of Governors. He is a certified jail manager with the AJA and a certified corrections executive with the ACA.

Hart has a bachelor of science degree in criminal justice from Park College. He is married to Angie, his wife of 26 years, and has five children and a granddaughter.



*Jim Hart*

# Staff Applause



To: Don Stone, CIS  
From: Terry Botts, MARS Snackfood U.S.

I just wanted to tell you thanks for all your help over the past few years. I am retiring from Mars at the end of the month. You have been a great help, and I have enjoyed working with you. Keep up the good work on the classes, I'm sure that whoever takes my place will need your help as well.

Don Stone

★ ★ ★

To: CIS  
From: Terri Bennett, Heartland Procurement Technical Assistance Center, Missouri Southern State University

I just wanted you to know how very, very much we appreciated your staff assisting with our board meeting. Without your staff's assistance, we could not have conducted as much business as we did. The board had nothing but wonderful things to say about UT's gracious hospitality.

★ ★ ★

To: CTAS Staff  
From: Laura Schofield, Intervention Coach, LaVergne Primary School

I was so overwhelmed by your generosity at Christmas for our families of LaVergne Primary. I can assure you that you were such a blessing to children who may not have had a Christmas if it were not for all of you. It was a Christmas I am sure they will never forget. I, along with the faculty and staff of LaVergne Primary, thank you for the giving of your gifts and of your time.

★ ★ ★

To: UT National Forensic Academy  
From: Johann Eyvindson, Icelandic Police Department

In November we had a man attack another with a broken bottle and cut him up very badly. He was so drunk he claimed he did not remember a thing. The victim was so drunk he could hardly talk and did not remember a thing. The whole house was covered with blood, inside and out, all the way to the street. I examined the scene and testified on the blood stain pattern. The guy was sentenced to 5 years in prison for attempted murder just a few weeks ago. Without the NFA training there is no way I would have done this.

★ ★ ★



To: Romeo Morrisey, LEIC  
From: Jerome Morton, UT College of Education, Health and Human Services

You were so gracious to speak to the doctoral school psychology interns of the Tennessee Internship Consortium. Your skills at engaging the interns in relating their own experiences, to the valuable material you presented enabled them to make the lessons you taught their own. The interns have repeatedly told me how valuable and insightful your presentation was to them. I hope you will consider presenting to next year's class. Your insight on diversity issues are a valuable part of their overall training.

★ ★ ★

Romeo Morrisey



Mike Hill

To: Mike Hill, LEIC  
From: Marlon C. Lynch, Vanderbilt Police Department

The Vanderbilt Police Department has committed 10 officers to the next session (Session Eight) of the Southeastern Command and Leadership Academy. I've been pleased with the finished product with our past (SECLA) graduates and I expect the same from those that will attend in the future. We'll complete the applications and forward them to your staff.

★ ★ ★



John Freeze

To: LEIC  
From: Bob Ervin, B&W Y-12

Please accept my highest commendations for John Freeze, manager of the UT LEIC Cybercrime Investigation Training program. Freeze has been involved with numerous key activities, relative to seminars, tours, and classroom instruction, which align with priorities at the Y-12 National Security Complex. Freeze and I [recently] established a contract to provide Cyber Security-based Steganography instruction for the National Cybercrime Investigation Academy. The initial class, which occurred in January 2008, was quite successful, primarily due to the exceptional skills and talents possessed by Freeze. I look forward to the [continued] success of our future business endeavors.

★ ★ ★



Melissa Ashburn

To: Mike Tallent, MTAS  
From: Austin Fesmire, Director of Parks and Recreation, City of Athens

Please thank Melissa Ashburn for providing us with the exact information we had questions on concerning contracts. She provided the answers to our questions in a clear and concise format that we all understood. I have already shared this information with the city manager and the director of finance and they echo my opinion. Again, thank you for the great service!

★ ★ ★



Bonnie Curran

To: Mike Tallent, MTAS  
From: Lynn Wampler, Interim Town Manager Signal Mountain

This letter is to thank you for sending Bonnie Curran to help us with the town's personnel policy. This policy was adopted by the council Monday night. Bonnie has worked hard and had to put up with me to get the policy completed in a short period of time.

As you know, the town has been working on a policy since 2006 and I have found some drafts back to 2004. With all this work, no policy had been completed. As usual, MTAS finds quality professional consultants to work with our cities and towns and Bonnie is no exception. It has been a pleasure working with her.

★ ★ ★



# What do they do?

Here's another look at the day-to-day responsibilities of staff in the IPS central office. These staff members support all IPS personnel statewide and are employees of the systemwide Institute for Public Service, which is separate from the Knoxville academic campus.

Ask Brenda Moss what she does as administrative secretary for the IPS regional office in Jackson, and she'll answer "What day is it?"

Moss, who has worked for IPS for almost 34 years, wears a number of hats in her role. From serving as support for the office's nine consultants to assisting MTAS' Margaret Norris with coordination of the monthly Tennessee City Managers newsletter, Moss said her job changes daily.

"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."

Moss is a painter in her free time, and her creative talents come into play from time to time.

"One day, Dr. (John) Petersen was coming to take a tour, and I made over 100 flower arrangements for the tables," she said.

Moss, who started to work the first day the IPS office opened in Jackson, is the first person Jackson employees turn to if they have a problem with their computers. She also helps customers navigate through the IPS Web site for information and referrals.

"I don't pretend to know about the hardware, but I try to keep abreast of all of the software. When I first started here, I used an IBM executive typewriter that wouldn't hold margins and skipped spaces. The difference in the equipment I've used over the past 34 years is phenomenal; it keeps my mind busy and keeps me younger."

★ ★ ★



*Brenda Moss' role with IPS has even included painting some of the artwork around the office.*

## IPS' value to Tennessee displayed at UT Day on the Hill

At the end of February, the UT Institute for Public Service (IPS) participated in UT Day on the Hill at the Legislative Plaza in Nashville.

Representatives of all UT campuses and institutes joined UT President Dr. John Petersen in highlighting the value of the statewide university and emphasizing the university's legislative priorities for the coming year.

UT Vice President of Public Service Mary Jinks represented IPS, along with two students from the UT Knoxville College of Engineering (COE), Shaan Mohammed and Paul Sturdivant.

Mohammed is working with a manufacturer in Morrison to redesign components of a high-speed router. His senior project was made possible through the Manufacturing Research and Development Institute of IPS' Center for Industrial Services.

The students' senior projects exemplified the value IPS brings to Tennessee manufacturers by applying university expertise to real-world situations.

Through conversations, exhibits, and district-specific literature, the IPS representatives shared with legislators and other visitors the practical solutions IPS provides to Tennessee businesses, governments, and law enforcement agencies.

★ ★ ★



*Engineering students Shaan Mohammed and Paul Sturdivant talked with UT President Dr. John Petersen about their senior projects during UT Day on the Hill.*

# IPS April Calendar of Events

## CIS

- April 1 8-Hour Site Worker Refresher, Johnson City
- April 1 Lean Manufacturing, Chattanooga
- April 2 8-Hour DOT Refresher, Johnson City
- April 3 8-Hour Emergency Response Refresher, Knoxville
- April 8 Form R Report, Knoxville
- April 8 Conducting Work Hazard Assessments, Knoxville
- April 8 Job Shop Lean, Knoxville
- April 9 Form R Report, Knoxville
- April 9 Communicating During Emergencies, Knoxville
- April 10 Form R Report, Jackson
- April 10 Conducting Work Hazard Assessments, Nashville
- April 14-18 Six Sigma Green Belt, Memphis
- April 15 Safety for Supervisors, Jackson
- April 15 Kaizen Facilitator Training, Chattanooga
- April 16-17 Manhole Operations and Safety Training, Murfreesboro
- April 21-25 40-Hour Site Worker, Bartlett
- April 22 Conducting Work Hazard Assessments, Jackson
- April 23-24 OSHA 10-Hour General Industry, Knoxville
- April 29 Hazardous and Special Wastes, Nashville
- April 29 Safety for Supervisors, Gatlinburg

## CTAS

- April 8-9 County Government Day, Nashville
- April 23-25 Capstone, Montgomery Bell State Park

## ECONOMIC DEVELOPMENT PROGRAMS

- April 28-29 Great Smoky Mountains Sustainable Tourism Summit, Knoxville

## LEADERSHIP PROGRAMS

- April 10 TELA Forum, Jackson

## MTAS

- April 1 Customer Service, Bartlett
- April 2 Communication Skills, Goodlettsville
- April 2 Customer Service, Jackson
- April 4 Workplace Harassment and Workplace Violence, Springfield
- April 4-5 Elected Officials Academy, Jackson
- April 8 Motivating Your Workforce, Johnson City
- April 9 Developing and Maintaining Discipline, Goodlettsville
- April 9 Customer Service, Johnson City
- April 10 Planning and Organizing, Brentwood
- April 10 Motivating Your Workforce, Johnson City
- April 10 Customer Service, Knoxville
- April 11 Employee Performance Evaluations, Springfield
- April 16 Developing and Maintaining Discipline, Goodlettsville
- April 16-18 TAMCAR, Franklin
- April 18 Human Resource Overview, Springfield
- April 22 Customer Service, Franklin
- April 23 Customer Service, Collegedale

- April 23 Workplace Harassment and Workplace Violence, Goodlettsville
- April 23 Conflict Management, Johnson City
- April 24 Communication Skills, Brentwood
- April 24 Conflict Management, Johnson City
- April 25 Conflict Management, Springfield
- April 25-26 Elected Officials Academy, Nashville
- April 30 Customer Service, Cookeville
- April 30 Workplace Harassment and Workplace Violence, Goodlettsville

## Service Anniversaries

- Roger Adkins, CTAS . . . . . 34 years
- Rex Barton, MTAS. . . . . 13 years
- Chuck Beasley, CIS. . . . . 13 years
- Debra Blanchard, CTAS . . . . . 21 years
- Bonnie Curran, MTAS . . . . . 1 year
- Misty DePriest, CIS . . . . . 4 years
- Debra Dupree, CIS . . . . . 10 years
- Sid Hemsley, MTAS. . . . . 26 years
- Armintha Loveday, MTAS . . . . . 30 years
- Warren Nevad, MTAS . . . . . 9 years
- Gary Petree, MTAS . . . . . 1 year
- Lynn Reed, CIS . . . . . 12 years
- George Smelcer, CIS . . . . . 33 years
- Don Stone, CIS . . . . . 12 years
- Brett Ward, MTAS . . . . . 12 years

## Recruitments

**IPS CO** Economic Development Specialist, Nashville

**CIS** Manufacturing Consultant, Nashville

**CTAS** Environmental Management Consultant, Cookeville

**LEIC** Administrative Support Assistant, Oak Ridge  
Curriculum Specialist I, Oak Ridge  
Coordinator I, Oak Ridge

**MTAS** Municipal Management Consultant, Knoxville  
Coordinator I, Nashville

## New Hires

**CIS** Dan Miller

**LEIC** Misty Bean  
Robert Geiger  
Don Green

**MTAS** P. Gail Cook  
William Haston  
Leigh Lawson

**Save the date!**  
**2008**  
**IPS**  
**Annual Conference**  
**Sept. 30 - Oct. 1**  
**Chattanooga**

## Staff Departure

**MTAS** Honna Rogers

## Transfer

**IPS CO** Jane Davis from LEIC



The EXCHANGE is a newsletter of  
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**DR. JOHN PETERSEN**  
*President*

**HANK DYE**  
*Vice President*  
*for Public and Government Relations*

**DR. MARY H. JINKS**  
*Vice President of Public Service*



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