



University of Tennessee, Knoxville  
**TRACE: Tennessee Research and Creative  
Exchange**

---

The Exchange Newsletter

Institute for Public Service (IPS)

---

6-2011

## Exchange June 2011

Institute for Public Service

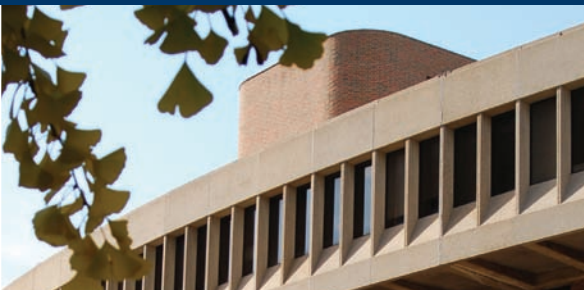
Follow this and additional works at: [https://trace.tennessee.edu/utk\\_exchange](https://trace.tennessee.edu/utk_exchange)

---

### Recommended Citation

Institute for Public Service, "Exchange June 2011" (2011). *The Exchange Newsletter*.  
[https://trace.tennessee.edu/utk\\_exchange/37](https://trace.tennessee.edu/utk_exchange/37)

This Newsletter is brought to you for free and open access by the Institute for Public Service (IPS) at TRACE: Tennessee Research and Creative Exchange. It has been accepted for inclusion in The Exchange Newsletter by an authorized administrator of TRACE: Tennessee Research and Creative Exchange. For more information, please contact [trace@utk.edu](mailto:trace@utk.edu).



## CTAS Assists Counties with GASB 54 Implementation

The **UT County Technical Assistance Center (CTAS)**, with input from the Division of County Audit and the State Department of Education, developed a four-hour GASB Statement 54 implementation workshop that CTAS Finance and Budget Consultant Doug Bodary instructed nine times statewide earlier this year.

The GASB course was created to assist Tennessee county governments with implementation and compliance with the Governmental Accounting Standards Board (GASB) Statement 54, Fund Balance Reporting and Governmental Fund Type Definitions.

The course addressed governmental fund balance conversion, minimum fund balance and spending prioritization policies, and other issues related to Statement 54. More than 300 county officials and their employees attended the training and CTAS received significant positive feedback from the class participants.

CTAS staff remains busy trying to ensure that counties have their accounting records in compliance with GASB Statement 54 by the June 30<sup>th</sup> implementation date. ■

## Economic Development Specialists Gather for CIS Course



One of the stops TBEDC participants made during the week was LP Field, home of the Tennessee Titans.

The **UT Center for Industrial Services (CIS)** recently conducted the fifth annual Tennessee Basic Economic Development Course (TBEDC). This week-long course is the first of five courses accredited by the International Economic Development Council, where completion is one of the requirements to become a Certified Economic Developer (CEcD).

This year's class had 40 participants from all over Tennessee as well as out of state. The diverse class had a range of participants that included elected officials, economic developers, chamber of commerce directors, state employees and a graduate student.

The week started off with a high energy afternoon session that geared everyone for the week ahead. It became obvious the first day that all of the class participants were committed to making a change in their communities and the state as a whole. The interest, engagement and knowledge of the participants made this truly a unique experience. Conversations, experience and knowledge-sharing were never hard to find.

(continued on page 2)

### IN THIS ISSUE

**NFA Hosts Junior Special Agents from Holston Middle School**

**Data Migration Underway for New Solution Point System**

**MTAS Among Hosts of Community-Wide Forum on Energy**

# State Employees Attend First Week of Tennessee Government Management Institute



The TGMI Class of 2011.

The Tennessee Government Management Institute (TGMI) class of 2011 consists of 31 management level employees who spent a week in May honing their leadership skills.

TGMI was created in 2000 for mid-level managers within state government who have program or organizational responsibility. TGMI serves to develop and promote the

leadership abilities of middle managers to better serve their employees and, in turn, the citizens of Tennessee. The UT Institute for Public Service's leadership center took over last year from the Tennessee Department of Human Resources in organizing and facilitating the program.

"When asked to attend TGMI, I was reluctant. I knew it would be a professional and personal challenge to be out of town for a week-long training program," one participant said. "Well, TGMI was worth being



CIS Consultant Keith Groves, led a session on Lean government.

## Economic Development Specialists Gather for CIS Course

(continued from page 1)

Over the course of the week, the class heard from more than 30 experts practicing in many different specialties in the field of economic development. Sharing their expertise in the presentations gave class participants realistic examples and explanations of current economic development issues. A majority of the daily class moderators had received their CECd, which gave participants personal insight into the testing and certification process.

Participants said one of the biggest benefits of the experience beyond the presented material was the relationships built over the week. Group work, class discussions and after class activities gave everyone the opportunity to create a broad network across Tennessee.

"The state of Tennessee looks different to me now because of all the connections I have made this week," said Doug Minter, business development manager for the Knoxville Chamber of Commerce.

The week closed with a graduation ceremony. Certificates were presented by Dr. Mary Jinks and Dr. Paul Jennings. Several students spoke during the ceremony to share their favorite experiences from the week. ■

away. It is the best leadership development I could imagine. TGMI far surpassed my expectations or any similar experience I've had. I can hardly wait to start the second week."

During the first week, May 8-13 in Knoxville, participants covered topics such as Lean government, social media, leadership strengths and leading across generations. They also received feedback from a 360 assessment and participated in an outdoor team-building challenge. Week two of the session will be held June 6-10 at Montgomery Bell State Park. ■

# NFA™ Hosts Junior Special Agents from Holston Middle School



Above: Students practice evidence collection.

Right: Junior Special Agents from Holston Middle School with Robert Geiger at the NFA in Oak Ridge.

About 30 sixth graders from Holston Middle School in Knoxville took a break from the typical classroom setting for several hours and learned what it's like to be a crime scene investigator.

The students are part of the Federal Bureau of Investigation's FBI Junior Special Agents program and recently visited the **UT Law Enforcement Innovation Center's National Forensic Academy™** facility in Oak Ridge. The students started out in the NFA™ classroom hearing about the mission of the academy from LEIC employees Jennifer Benson, Robert Geiger and Mandy Johnson.

They also broke into smaller groups for hands-on activities in the lab where they made DNA models and saw DNA extracted from a lemon; visited the experiment room where they learned about shooting scene reconstruction, bloodstain pattern analysis and evidence collection; and visited the photography room to learn about using an alternative light source to identify biological stains. ■



The IPS 40th anniversary logo appeared on the base of the equipment in the picture on the front page in the May issue of The Exchange.



The April winner was Brian Spears from the CTAS Nashville Office.



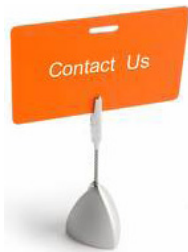
Can you find the logo this month? E-mail your guess to [susan.robertson@tennessee.edu](mailto:susan.robertson@tennessee.edu).

# Data Migration Underway for New Solution Point System

The Training Partner implementation team is in the process of moving all the data from the current system to the new one. The new software is scheduled to be up and running June 13.

Training classes for employees have already begun and several more are scheduled. The new software is from Training Partner and has more flexibility than the current system and will be easier to use.

If IPS employees have any questions or concerns, contact one of the following Training Partner Implementation team members:



- Andi Damewood – LEIC
- Macel Ely – Naifeh Center
- John Erdmann – CIS
- Scott Gordy – Central Office
- Terri Kinloch – CTAS
- Tom Kohntopp – Naifeh Center
- Chris Payne – CTAS
- Gary Petree – MTAS
- Deidra Phillips – LEIC
- Mike Tallent – Project Sponsor
- PJ Snodgrass – MTAS
- Lori Ungurait – LEIC
- Patty Wells – CIS

---

## MTAS Among Hosts of Community-Wide Energy Forum

The city of Franklin, Columbia State Community College and the [UT Municipal Technical Advisory Service \(MTAS\)](#) have partnered with the Tennessee Renewable Energy and Economic Development Council (TREEDC) to organize the second annual Franklin/Williamson County TREEDC community-wide forum on Friday, June 24 at the Franklin Police Conference Center.

Columbia State Community College President Dr. Janet Smith and UT President Emeritus Dr. Joe Johnson will address issues in green jobs development for Tennesseans. MTAS Management Consultant Warren Nevad and Franklin Mayor Ken Moore have developed a comprehensive renewable energy educational agenda for area businesses and local governments.

Attendees will hear from Kerry Perkinson who will address oil supply and price environmental issues that impact local governmental costs in fleet operations. 49 Green, a Danish firm, will give an update about its proprietary process to convert agricultural wastes into

a synthetic green diesel. Pathway Lending will discuss details regarding low-interest loans through the Energy Efficiency Program that was launched last August through an alliance with the Tennessee Valley Authority (TVA), the U.S. Department of Energy, Pinnacle Financial Partners and the state of Tennessee. Stephanie Cox with ECOTality will give an update about the electric vehicle project. Attendees also will learn about energy efficiency lighting and propane opportunities for interested stakeholders. The

forum will conclude with a panel discussion involving the TVA Generation Partners program and solar industry issues. The registration fee is \$15 for non-members and is payable to TREEDC. The forum will be free to all TREEDC members. Program costs include refreshments and lunch. RSVP to [treedc08@yahoo.com](mailto:treedc08@yahoo.com) and mail your payment to the City of Pikeville, P.O. Box 225, Pikeville, TN 37367 by June 21, 2011. Seating is limited to 90 participants. Membership information is available at the same e-mail address. ■



# Muscatello/Rodgers Benefit Golf Tournament



Wednesday, June 8  
Sevierville Golf Club

Play will begin at 11:30 a.m.  
with a Shotgun Start

Find me on

facebook®

## IPS Agencies Using Social Media

Several UT Institute for Public Service agencies are making the most of technology by using social media tools to communicate to their customers.



LinkedIn is the world's largest online professional networking Web site. Currently it has more than 100 million members. Both the UT Center for Industrial Services (CIS) and the UT Municipal Technical Advisory Service (MTAS) have formed groups on LinkedIn. The MTAS group is to be used to promote networking and discussion among municipal employees and officials; to advertise job openings; and announce new

trainings, publications, etc. CIS uses its LinkedIn group to share the latest news on manufacturing and industry. To find both groups on LinkedIn, search for groups.

The UT County Technical Assistance Service (CTAS) used Facebook last summer to register participants in its County Officials Orientation Program. IPS uses its Facebook page to share information on agency trainings and other events.



CIS also posts links to manufacturing news stories on Twitter. ■

## Elected Officials Academy Classes to Be Offered at TML Conference

The University of Tennessee Municipal Technical Advisory Service (MTAS) will host pre-conference sessions this year at the Tennessee Municipal League (TML) Annual Conference in Murfreesboro.

The sessions offered are part of Level II of the Elected Officials Academy program. These sessions will take place at the Embassy Suites, 1200 Conference Center Boulevard, Murfreesboro.

Each session is designed specifically for the elected official and allows time for networking and sharing ideas with other cities. These sessions will be informative for both seasoned and newly elected officials in Tennessee. Upon completion of all five Level II sessions, participants will receive a Level II certificate.

Each participant will be assessed a one-time registration fee of \$200. This fee covers completion of all Level I and Level II sessions of the Elected Officials Academy. If the fee has been paid previously to attend Level I or Level II, then it does not need to be paid again.

The Level II courses will include Human Resources, Council at Work, Police Review, Public Works and Water and Wastewater Operations. ■



The deadline to enroll in the  
**SICK LEAVE BANK**  
is June 30.



THE UNIVERSITY of TENNESSEE  
INSTITUTE for PUBLIC SERVICE

## LEADERSHIP ACADEMY



Members of the IPS Leadership Academy spent three days at UT Chattanooga (UTC) for their

most recent session. One of the days was spent at the Challenger Center on the UTC campus working on team-building exercises, including a simulated mission to the moon. (Left) One group works as a team to finish a challenge; (center) from left, Scott Gordy, Margaret Norris and Libby McCroskey complete their duties in mission control; and (above right) Andre Temple mans a spaceship to the moon.

## UT Compensation Advisory Board Explained

In March 2010, Interim President Jan Simek launched UT's first Compensation Advisory Board (CAB). Dr. Joe DiPietro served as the chair of this committee until his selection as the president of UT. He continues to support the CAB and what it is doing.

The board is made up of 13 members from all UT campuses/institutes and major areas of responsibility, such as general counsel and finance. The focus of the CAB is to help guide the university's compensation philosophy, structure and programs. The responsibilities of the CAB include: review of the best total compensation practices (pay and benefits), review the compensation policies and programs, develop a multi-year strategy and practices for improvement and make recommendations for work culture improvements. Dr. Mary Jinks serves as the Institute for Public Services' representative.

One of the first recommendations of the CAB, after reviewing employee's suggestions from UTalk and the Efficiency and Effectiveness Committee, is to raise the

minimum rate of pay for regular employees to \$8.50/hour, effective July 1, 2011. This will affect 270 current regular employees and will affect any new regular hires after that date. This will be at all campuses and institutes. IPS does not have any employees currently in this range. It will not affect students, term or temporary employees.

In addition to this recommendation, the CAB has rewritten the compensation philosophy and developed an "Employer of Choice" model for UT. They also are currently working on the development of a compensation plan for UT. The current salary schedules have not been updated since 2007, and they will be working with a consultant to develop a plan to present to the Board of Trustees. While it is not expected to include salary changes immediately, it will give something to work toward for the future.

For more information on the CAB, visit <http://humanresources.tennessee.edu/cab/>. ■

# Staff Applause



*Andre Temple*

## **To: Andre Temple, CIS**

I want to thank you for all the hard work and diligence you put into arranging and directing the TBEDC May 2-6. It was very well planned, and the instructors/presenters/accommodations were excellent. It certainly reinforced the high-quality reputation of IEDC-sponsored courses. I can report that

all of the participants who I had the opportunity to talk with were pleased. I was particularly impressed with the status of participants (mayors, aldermen, etc.) which means that your work and efforts are very likely to translate quickly into definite community improvement. My favorite presenters were Dave Kolzow, of course, and David Mansouri. If I can ever be of assistance to you, please feel free to call me at any time or write to me.

Earl Lipscomb Martin, Jr., Owner/Instructor/Consultant  
Martin & Fellows, Inc.

## **To: Andre Temple, CIS**

Thank you for sharing your time, talent and words of encouragement during the 2011 Tennessee Basic Economic Development Course. This course had opened my world to the many possibilities for the Memphis Area Association of Governments' services to our many communities. I look forward to our paths crossing again as we venture to create an environment for growth and prosperity across our regions. If I can ever be of any assistance to you, please let me know.

Pamela D. Marshall, Memphis Area Association of Governments

## **To: CTAS**

Thank you for being a great supporter of continuously changing county government. You keep officials adequately informed on legal changes as well as current service needs.

Houston Patrick, Weakley County Mayor

## **To: LEIC**

Recently I, along with several other sheriff's deputies, had the opportunity to attend the First Line Supervision and Management training course conducted by the UT Regional Community Policing Institute. My personal career in law Enforcement extends beyond 35 years. During those years I have attended several leadership courses, but none so far has been as informative, interesting and so well taught as this most recent course. The after-course comments throughout our office have been nothing but favorable. The excellent training has generated an air of enthusiasm for better leadership among our supervisors which will surely have appositve tangible impact in all that we do.

Lt. Daniel Armstrong, Montgomery County Sheriff's Office

## **To: Ron Darden, MTAS**

Thanks for your guidance and patience during the SWOT session with the Signal Mountain Town Council last Monday. As a new member, I appreciate the tremendous resources of MTAS.

Bill Wallace, Signal Mountain Town Council



*Ron Darden*

## **To: Warren Nevad, MTAS**

Thanks again for speaking at the Southern College and University Public Service Organization (SCUPSO) conference. You did an excellent job of getting other institutes thinking about possibilities in terms of promoting industry clusters. I shared a copy of your presentation with the person here at Southern Growth who coordinates our work in the energy field, and she is interested in following up with you. She'd like to do a case study on Tennessee as part of a project we are doing for the Energy Foundation.

Linda Hoke, Director, Council on the Southern Community  
Southern Growth Policies Board



*Warren Nevad*

## **To: Bonnie Jones, MTAS**

Many thanks for a comprehensive personnel policy draft. You put a lot of hard work into the process, and we are indebted to you. Also, we made the changes you requested on the employment applications.

Mayor Les Stiers, Jellico



*Bonnie Jones*



# IPS June Calendar of Events

## ◆ CIS

- June 1 Eight-Hour Emergency Response Refresher, Bartlett
- June 2 Eight-Hour Site Worker Refresher, Bartlett
- June 3 Eight-Hour DOT Refresher, Bartlett
- June 6 Congressman Chuck Fleischmann Small Business Growth Conference, Clinton
- June 7 ISO/TS16949:2004 Internal Auditor, Vonore
- June 13 OSHA 30-Hour General Industry, Nashville
- June 13 40-Hour Site Worker, Gatlinburg
- June 15 Industrial Air Regulations, Knoxville

## ◆ CTAS

- June 7-8 Summer Legislative Conference, Gatlinburg
- June 21-24 County Clerks Conference, Franklin
- June 28 Negotiation Skills Workshop, Knoxville
- June 30 Negotiation Skills Workshop, Franklin

## ◆ LEIC

- June 2-3 DNA Evidence Identification, Collection, and Preservation for Law Enforcement, New Orleans
- June 6-7 DNA Evidence Identification, Collection, and Preservation for Law Enforcement (Rural), Laconia, N.H.
- June 8-9 DNA Evidence Identification, Collection, and Preservation for Law Enforcement, Hendersonville, N.C.
- June 9-10 DNA Evidence Identification, Collection, and Preservation for Law Enforcement (Rural), Westbrook, Maine
- June 13-15 Survival Spanish for Law Enforcement, Arnold AFB, Manchester
- June 13-17 Fundamentals of Cybercrime, West Jordan, Utah
- June 20-21 School Resource Officer Skills Building Oak Ridge
- June 20-22 First Line Supervision and Management, Memphis
- June 22-23 Domestic Violence, Wayne, Neb.
- June 22-24 Crime Scene Management-Field Techniques, Portland, Ore.
- June 27-28 DNA Evidence Identification, Collection, and Preservation for Law Enforcement, Richfield, Ohio
- June 27-29 Survival Spanish for Law Enforcement, Weyers Cave, Va.
- June 27-29 Crime Prevention Through Environmental Design, Tullahoma
- June 30 DNA Evidence Identification, Collection, and Preservation for Law Enforcement, London, Ohio

## ◆ MTAS

- June 10 Elected Officials Academy Level II, Murfreesboro
- June 11 Elected Officials Academy Level II, Murfreesboro
- June 15 Municipal Management Academy, Human Resource Overview, Germantown
- June 28 Municipal Administration Program, Negotiation Skills, Knoxville
- June 30 Municipal Administration Program, Negotiation Skills, Franklin

## ◆ NAIFEH CENTER

- June 6-10 Tennessee Government Management Institute, Montgomery Bell State Park

## RECRUITMENTS

### ◆ IPS CO

Development Director, Knoxville

### ◆ LEIC

Coordinator, Oak Ridge

### ◆ MTAS

Administrative Support Assistant, Nashville  
Finance/Accounting Consultant, Knoxville  
Assistant Director, Knoxville

## NEW HIRES

### ◆ CTAS

Michael Gale, Consultant  
Wesley Robertson, Consultant

## RETIREE

### ◆ CIS

Chuck Beasley

## STATE SERVICE LONGEVITY

Donna Bridges, CIS	8 years
John Chlarson, MTAS	13 years
Andi Damewood, LEIC	12 years
Nancy Gibson, MTAS	15 years
Suzanne Griffin, LEIC	1 year
Lynne Holliday, CTAS	27 years
Paul Jennings, CIS	27 years
Libby McCroskey, CTAS	20 years
Emily Miller, LEIC	3 years
Pam Peters, CTAS	39 years
Deidra Phillips, LEIC	5 years
Katie Powell, LEIC	1 year
Sharon Rollins, MTAS	26 years
Becky Smeltzer, MTAS	13 years
Bill Stetar, CIS	12 years
Norma Wilcox, CIS	20 years

## IPS ANNUAL CONFERENCE

### JULY 21-22

## EMBASSY SUITES MURFREESBORO



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

**DR. JOSEPH DIPIETRO**  
President

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

[WWW.IPS.TENNESSEE.EDU](http://WWW.IPS.TENNESSEE.EDU)

 Follow us on Facebook



10% Total Recovered Fiber  
All Post-Consumer Fiber



The University of Tennessee does not discriminate on the basis of race, sex, color, religion, national origin, age, disability, or veteran status in provision of educational programs and services or employment opportunities and benefits. This policy extends to both employment by and admission to the university.

The university does not discriminate on the basis of race, sex, or disability in its education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990.

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.

IP50902 225 E13-0110-000-025-11