



5-1-2015

Exchange May 2015

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Recommended Citation

Institute for Public Service, "Exchange May 2015" (2015). *The Exchange Newsletter*.
http://trace.tennessee.edu/utk_exchange/101

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EXCHANGE

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May 2015 A newsletter of The University of Tennessee Institute for Public Service Vol. 10 No. 5

LEIC to Launch Updated Leadership Program in July

FOLLOWING A CURRICULUM VALIDATION, the UT Law Enforcement Innovation Center's (LEIC) Southeastern Command and Leadership Academy (SECLA) is undergoing some changes including re-branding itself as the Southeastern Leadership Academy (SELA).

The new Southeastern Leadership Academy is geared toward middle to upper management law enforcement personnel. The duration of the academy was switched from seven weeks to five weeks, all of which will be held on the UT Chattanooga campus; areas of instruction were redefined and many of the instructors will be law enforcement practitioners.

“As part of the curriculum validation, we surveyed past SECLA graduates, the Tennessee Sheriff’s Association, the Tennessee Association of Chiefs of Police, LEIC advisory board members and other law enforcement professionals from across the country,” said LEIC Program Manager Donna Kelley. “After reviewing all of the responses, we worked with a team of national experts in the field of policing to design the program. Some of these experts also will be presenting during the academy.”

The curriculum, which includes organizational change, motivating others, strategic planning, time management and diversity, covers current issues and other information crucial in aiding law enforcement leaders in ensuring the best delivery to their communities.

(SELA continued)

The courses will continue to be on the UT Chattanooga campus, and participants can receive nine hours of undergraduate and six hours of graduate credit. The 2015 program dates are July 20-31, Sept. 21-25, Oct. 19-23 and Nov. 9-13. Cost of the program is \$3,500 per participant and includes lodging, supplies and equipment. Cost for commuters is \$3,000 and for out-of-state participants the cost is \$4,500. More information can be found on the LEIC website at <http://www.leic.tennessee.edu/southeastern-leadership-academy-sela> x



Meet the SELA Lead Instructor

PENNY PHELPS will serve as the lead instructor for the UT Law Enforcement Innovation Center's new Southeastern Leadership Academy (SELA).

Phelps serves as a captain with the Monroe County (Fla.) Sheriff's Department, where she has worked since 2002. She also handles training for the department and is an administer of the Myers-Briggs Type Instrument. She's also an assessor for the Commission on Florida Law Enforcement Accreditation and for the Florida Corrections Accreditation Commission. Phelps received her bachelor's degree in criminal justice from Saginaw Valley

▼ *Captain Penny Phelps in action.*



State University and received her master's degree in organizational management and leadership from Capella University. She attended the 184th session of the Federal Bureau of Investigation National Academy and served as her class' spokesperson.

In addition to facilitating the opening week for SELA, she will teach first line leadership and advanced leadership. x



▲ *MTAS Fire Management Consultant Dennis Wolf presented Interim Vice President Herb Byrd III with his very own orange and white fire hydrant.*

MTAS Municipal Management Consultant Margaret Norris discusses Robert's Rules of Order with participants.



MTAS DELIVERS PLANNING AND ZONING TRAINING STATEWIDE

DURING THE MONTH OF MARCH The UT Municipal Technical Advisory Service delivered training to 257 planning and zoning officials across the state.

Some of the topics for this Municipal Administration Program (MAP) course included how a planning and zoning board meeting is conducted, how a board of zoning appeals meeting is conducted and what each body is responsible for, as far as their scope of authority and purview. This class allowed the planning and zoning board members and the board of zoning appeals board members to obtain their required annual training. Courses were held in such places as the Red Bank Community Center, Algood City Hall and the Bartlett Station Municipal Center.

During these classes participants were afforded the opportunity to participate in a mock planning and zoning board meeting. In these mock sessions real-life planning and zoning issues were



East Tennessee planning and zoning officials attended a course at the UT Conference Center.

discussed and meeting circumstances changed as they do in real board meetings. For other MTAS MAP class offerings please go to the MTAS web site www.mtas.tennessee.edu or contact either Kurt Frederick kurt.frederick@tennessee.edu (615-253-6385) or Patrick Mills patrick.mills@tennessee.edu (865-964-0413). X

Scholarship Applications are Now Available

APPLICATIONS ARE NOW BEING ACCEPTED for two scholarships benefitting IPS employees and members of the County Officials Association of Tennessee (COAT).

MARY AND JACK JINKS INSTITUTE FOR PUBLIC SERVICE SCHOLARSHIP

Named for former Vice President of Public Service Mary Jinks and her husband Jack, endowment earnings fund an academic scholarship for a child or grandchild of an IPS employee or retiree. Eligible participants must be enrolled full-time for the fall 2015 semester and attend any UT campus including Chattanooga, Knoxville, Martin, Memphis and Tullahoma. Applications are available for download on the IPS website (www.ips.tennessee.edu) and

on the IPS intranet for employees.



▲ 2014 Scholarship recipients.

JIM AND MARIE MURPHY GRADUATE SCHOLARSHIP

The Jim and Marie Murphy Endowed Scholarship will provide scholarships for children and grandchildren of County Officials Association of Tennessee (COAT) members or County Technical Assistance Service (CTAS) employees. Eligible participants may attend any UT campus including Chattanooga, Knoxville, Martin, Memphis, Tullahoma and online. The scholarship recipient for the Murphy scholarship may be attending part-time. For this scholarship, preference is given to graduate students. Applications are available for download on the IPS website (www.ips.tennessee.edu) and on the IPS intranet for employees.

Please return all scholarship applications to: Scholarships, IPS, 105 Student Services Building, Knoxville, TN 37996

Scholarship Application Deadline: June 5, 2014. x

Institute for Public Service Annual Awards

IT'S TIME FOR IPS EMPLOYEES to nominate a deserving co-worker for an IPS Annual Award. Each year, the Institute for Public Service recognizes its staff for extraordinary achievements in public service and outreach. Staff members are honored through a variety of awards for customer service, teamwork, professionalism, special projects and excellence in public service. Awards recognize achievements of new as well as seasoned staff. Some of the awards have monetary stipends, which have been made possible by a series of endowments created and funded by current and former employees of IPS.

To nominate a co-worker for an IPS Annual Award, you can find a link on the home page of the IPS intranet or click on the Staff tab and click on Employee Recognition.

Here is a look at all of the awards and their descriptions:

NON-EXEMPT EMPLOYEES ONLY

Tom and Diane Ballard Award of Excellence is presented to a non-exempt employee who has demonstrated sustained high quality job performance, initiative and good communication skills, flexibility and commitment to the Institute.

EXEMPT EMPLOYEES ONLY

Robert S. Hutchison Outstanding Public Service Professional Award is presented to an exempt staff member who has consistently shown extraordinary commitment to the public service mission, the institute and the university.

EXEMPT OR NON-EXEMPT EMPLOYEES

The Horizon Recognition Award is presented to a regular non-exempt or exempt employee with less than three years of service with an IPS agency. The recipient must demonstrate a positive attitude, show initiative, be a team player, and exemplify excellence in performance based on their job duties and responsibilities.



services, or advancement in the use of environmentally friendly technologies.

Faculty Excellence Award recognizes a faculty member who has demonstrated commitment to public service, the mission of IPS and its agencies, and excellence in teaching or consulting. Additionally, the faculty member should

Beacon Award recognizes an individual, either non-exempt or exempt, who has demonstrated a continued capacity for providing top-notch services behind the scenes usually by having first-hand knowledge of projects and by helping support agency outcomes. In other words, as an employee who comes to work day after day supporting the outcomes of the agency, but in a manner that is largely unknown to many customers or even other members of the agency. This award is for work that is done within the agency.

Pinnacle Award recognizes an employee, either exempt or non-exempt, who has demonstrated an ability to provide services that goes above the normal high-quality services we all seek to provide. The person may have extended an extraordinary effort on one significant project, may have performed at an extraordinary level over a period of time, or may have successfully utilized a new method or technology for providing services to our customers. In either case, the employee has modeled “top-of-the-line” performance for his or her agency, at any level in the organization. This award is for an employee who works with external customers to IPS.

OTHER AWARDS

Project of the Year - A team of employees must be working on an ongoing project or have completed a project that supports the IPS strategic plan. A team may be in one agency, be in a cross-agency group, or be in a group made up of IPS staff and outside partners. Project selection is based on contributions promoting advancements in service quality, relationship development, entrepreneurial use of technology, approaches that advance the efficiency of customer operations or IPS internal operations, leadership development, exemplary use of face-to-face contacts or development of new methodologies for advancing delivery of

be currently working with or have worked with IPS or its agencies within the last year.

Collaboration of the Year recognizes a project resulting in or from the purposeful collaboration of a cross-agency team, association and agency team, or a group of varying customers and an agency. The project must have benefited multiple customer groups that are represented by the agencies within IPS or used the expertise within an agency (or agencies) to benefit the customers of another agency.

If you have problems accessing the IPS intranet site or the awards site, contact your IT staff for assistance. If you have questions about the eligibility of an employee or determining the correct award, contact Judie Martin at judie.martin@tennessee.edu. ✕



John Erdmann

IT consultant



JOHN ERDMANN might be retiring from his role as IT consultant with the UT Center for Industrial Services (CIS) after 20 years, but he’s hardly retiring. When he leaves CIS at the end of April, he will become a full-time farmer at Erdmann Farms. He plans to extend his vegetable and flower varieties, and selling the products at farmer’s markets and to florists in Middle Tennessee. He also keeps bees and plans to start harvesting their honey to sell.

“I also started a new hobby last fall and that is brewing beer,” he said. “To go with that, I began growing hops for my brewing as well as potentially selling to local brewers.”

Best of luck to John!

Well Wishes...

“John has been a valuable member of the CIS and IPS staff, as well as a great asset to the IPS IT team. We are definitely going to miss his expertise. I want to wish him the best of luck in retirement and in being a full-time farmer.”

Dr. Herb Byrd III, interim vice president of public service

“John Erdmann is one of the easiest people to say nice things about and one of the most difficult people to describe that I’ve encountered. An extremely kind Information Technology guy that designs audio-visual systems, writes code, generates reports, operates an online waste management exchange and farms on-the-side is one-of-a kind for me. John is in a class by himself. His contributions to CIS are long-lasting and his kindness to his colleagues is enduring. The fresh produce isn’t bad either!”

Chuck Shoopman, IPS assistant vice president

“John is one of those people you can always count on. He has never told me he was too busy to help with a problem, and he helped quite frequently. He is also very intelligent yet, he has the ability to explain things in such a way as to be understood by all. I will miss a regular working relationship with him.”

Scott Gordy, IPS chief information officer



“John combines the knowledge and skills of an experienced IT professional with the insights of an organizational strategist and the heart of a public servant. We will miss him greatly. Thank you, John. I hope you enjoy your life on the farm!”

Dr. Paul Jennings, CIS executive director

kudos

To: *Ralph Cross, MTAS*

Your presentations during the last three classes on internal controls, cash management, and debt management were informative, engaging, and entertaining. The students' nearly perfect scores on all of the clicker quizzes reflect your excellent communication and teaching skills. I really appreciate your commitment to help train the next generation of public servants. As I mentioned to you earlier, I wish all of the MTAS consultants could hear the feedback that I have received from several students who have told me how impressed prospective employers are in interviews with the fact that they received the Certified Municipal Finance Officer (CMFO) training regime in their grad program.

*David H. Folz
Professor & MPPA Director
University of Tennessee, Knoxville*

To: *Dan Anselment, LEIC*

I have been hired on as a paralegal at one of the most prestigious firms in the nation. The reason they chose me: They are in the end stages of preparing for a capital (double) murder trial, they saw I attended the academy and really needed my assistance with the case investigation. Thank you so much for sharing your time and knowledge with a timid old lady such as myself...I hope I make you all proud!!

*Melisa Richardson
National Forensic Academy Collegiate Program
Session III Graduate*

To: *Richard Stokes, MTAS*

Thanks again for an engaging and stimulating presentation for the MPPA students in Public Financial Administration! The students' nearly perfect scores on the clicker quizzes indicated that they were listening and learning a lot from you. Thank you for advancing their professional training in HR! They have learned from the best!

Best wishes for safe travels and productive meetings as you around the world as President of IPMA HR.

*David H. Folz, Professor & MPPA Director
University of Tennessee, Knoxville*

anniversaries

These dates reflect what is referred to in IRIS as the Current Hire Date.



Elizabeth Adams, CTAS, 10 years



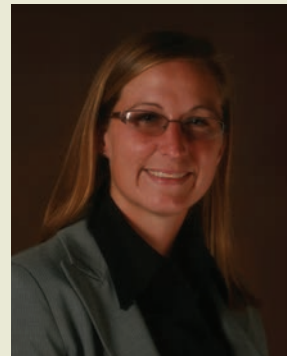
Ronnie Neill, MTAS, 22 years



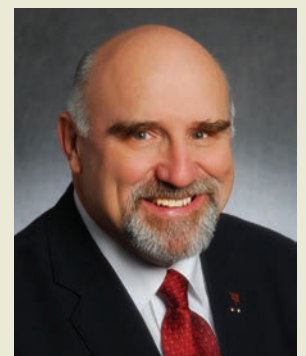
Ralph Cross, MTAS, 16 years



Wesley Robertson, CTAS, 4 years



Erin Ketelle, IPS Administration, 7 years



Mike Stooksberry, CTAS, 23 years



Brent Lackey, LEIC, 10 years



Linda Winstead, MTAS, 31 years
(inadvertently omitted in a previous month)

calendar



CIS

- May 4-7 Tennessee Basic Economic Development Course, Nashville
- May 5 OSHA 10-Hour General Industry, Knoxville
- May 18 OSHA 30-Hour General Industry, Nashville
- May 20 Form R Report, Chattanooga
- May 26 Form R Report, Jackson
- May 27 Form R Report, Nashville
- May 28 Form R Report, Knoxville

CTAS

- May 5-6 Drug Fund, Jackson

LEIC

- May 12-15 Crime Prevention through Environmental Design, Knoxville
- May 15 National Forensic Academy Graduation, Knoxville
- May 19-20 First Line Leadership and Supervision, Jackson

MTAS

- May 4 Advanced Budgeting, Kingsport

- May 5 Advanced Budgeting, Knoxville
- May 5 Advanced Budgeting, Jackson
- May 5-6 Drug Fund Workshop, Jackson
- May 6 Advanced Budgeting, Collegedale
- May 7 Advanced Budgeting, Nashville
- May 14 General Sessions Municipal Court Clerks Conference, Franklin
- May 20 Governmental Accounting II, Memphis
- May 21 Governmental Accounting II, Collegedale
- May 21 Administrative Hearing Officer, Nashville
- May 21 Affordable Care Act, Jackson
- May 21 Municipal Court Clerk Conference, Franklin
- May 26 Governmental Accounting II, Nashville
- May 28 Administrative Hearing Officer Continuing Education, Nashville

NAIFEH CENTER

- May 3 – 8 Tennessee Government Management Institute, Knoxville

announcements

RECRUITMENTS

- CTAS Administrative Support Assistant III, Nashville

NEW HIRES

- CIS George Aslinger, Consultant III

RETIREMENTS

- CIS John Erdmann

new online



- The County Technical Assistance Service publishes a Salary Schedule for county officials each year, setting out the minimum salaries for each county official. The full Salary Schedule for FY 2015-2016 can be found on the CTAS website.
- Annual Benchmarks, Public Works & Utilities, FY 2014. Lyndy Wibking of the Municipal Technical Advisory Service surveyed eight cities about solid waste collection, streets and drainage maintenance, fleet maintenance, water treatment, wastewater treatment, water distribution, and wastewater collection. The information can be found in the Knowledgebase on the MTAS website.
- Check out the new Law Enforcement Innovation Center Facebook page at www.facebook/pages/law-enforcement-innovation-center

The *EXCHANGE* is a newsletter of
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10% Total Recovered Fiber
All Post-Consumer Fiber



