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 rebranding 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.

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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

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 adminster 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 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.

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

Captain Penny Phelps in action.
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 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).
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.

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.

2014 Scholarship recipients.

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.
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 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 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 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!**
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

anniversaries

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

Ralph Cross, MTAS, 16 years
Elizabeth Adams, CTAS, 10 years
Ronnie Neill, MTAS, 22 years

Wesley Robertson, CTAS, 4 years
Erin Ketelle, IPS Administration, 7 years
Mike Stooksberry, CTAS, 23 years

Linda Winstead, MTAS, 31 years
(Badly arranged unctly in a previous month)

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
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. This policy is in accordance with 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) 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.

For more information, visit the Office of Equal Opportunity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone (865) 974-2498 (V/TTY available) or 974-2440.

The EXCHANGE is a newsletter of The University of Tennessee Institute for Public Service.

10% Total Recovered Fiber
All Post-Consumer Fiber

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

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