



President's Message

To the Members and Societies:



Soon my time as your President will come to an end. This has been a very productive year for the Academy. As your President, I have been very fortunate and thankful that you have provided me with such extremely dedicated Board members to act as fellow stewards of the

Academy's business processes. I emphasize the term "fellow" stewards because this Board is made up of more than followers. Your Board is a collection of visionaries, process experts, detailers, planners and numbers crunchers, all of whom make a fine team to represent you.

My intentions for my year as your President were to provide stability and accountability to this office and to the Board. I have worked constantly with President-elect Kay Rogers and all the members of the Board of Directors to focus on the Academy members more than the process. The focus of any successful service effort must be external and we certainly hope that we have accomplished that goal.

In looking back on my original goals as President, I sincerely feel that the Academy is far more stable and accountable than I had hoped. But this stability and accountability is because of the outstanding effort of your Board, and certainly not any one individual.

The work to provide accountability for our financial processes is complete. Your financial processes are in compliance with FASB 117. Our successes and the lessons that we have learned along the way are directly transferable to the Societies. The Finance Committee members Ed Burt and Teresa Woods, under the capable leadership of Kay Rogers, have provided this for you.

During 2001, through the efforts of President-elect Kay Rogers, the Academy systematically set in motion a plan to build strong partnerships with at least six societies dedicated to hosting impressive annual management development conferences, building stronger member relations and facilitating leadership development.

During this year, leaders from six societies have worked with the Academy and each other to ensure clear understandings about each other's expectations and capacities to execute premiere conferences and education symposia. Our mutual commitment has focused all efforts and communications on the quality dimensions of the annual event and ways in which society and Academy efforts can meet or exceed the needs and interests of Academy members. For this we can all thank Kay Rogers for her strategic efforts in this area.

Your Standard Operating Procedures are clearer, stronger, and more comprehensive than at any time in the past, thanks to the hard work of Larry Totten. This was a difficult and time-consuming task and I don't intend for this short statement to diminish my thanks to Larry for accomplishing this daunting task.

This year's Annual Conference was due to the efforts of Jeff Kramer and the Arizona Society of CPM. Everyone who attended this conference will certainly attest to the hard work that Jeff and the ASCPM crew put in to this outstanding conference event. Until you work to plan a national conference, it is difficult to appreciate all the hard work that had to be put into the conference to make it such a successful event. I offer my sincere thanks to Jeff Kramer for his outstanding work.

The Secretary-elect Julie Felice of the Utah Society of CPM, will certainly have an easier time assuming the office of Secretary because of the outstanding efforts of Secretary Barbara Pepper. I certainly presented Barbara with challenges this year. It's fine to move with conviction, speed, and organization, but only if you can do it with sufficient clarity for the Secretary to capture it for the Academy records. Barbara has never been reluctant to stop the presses to clarify a motion or response. Barbara has been an

outstanding Secretary and protector of the Academy's records. Her work is visible in all the official minutes and records. I offer my sincere thanks to Barbara for providing a solid foundation for the Academy's future.

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2001**

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Past-President Dennis Magee did a fine job on the Elections Committee, the Mentoring Committee and the Member Benefits Committee. These few words don't do justice to the amount of work required in each of these areas. Dennis has always been a staunch advocate of the Academy and tireless searcher for benefits to provide to you. I offer my sincere thanks to Dennis for his outstanding efforts.

The Board has successfully restructured the responsibilities of each member to provide better services to the Academy members. The duties of each Board member are clear, and each member acts as a sponsor for a committee to provide constant Board access to all committees.

The AACPM Leadership Academy will rollout in Atlantic City in 2002. Four topics from the list of member issues will be addressed in this inaugural presentation.

The AACPM Orientation Program was inaugurated in Scottsdale and will repeat in Atlantic City. As Committee Chair, Nancy DeWitt did a fine job and the opening in Scottsdale was evidence of that.

Academy, the Societies, and the professional image of the CPM. We will soon engage a contractor to begin the preparation of the template promotional documents and letters. As Committee Chair Bill Herman, New Hampshire Association CPM, has coordinated an outstanding effort and for that I thank him.

The initial work on the Ken Henning Project has expanded considerably from a feature on Ken Henning to a complete history of the CPM concept and the Academy. More than 250 pages of historical documents, photographs, and text have been collected to preserve our history. Past-Presidents Nancy DeWitt, Bobby Ann Clark and Paulette Laubsch are providing the initial work on organizing the collection of information from Harold Holtz, Ken Henning, and George Askew to provide a comprehensive history of the Academy and the CPM concept. Some of this work will be presented in Atlantic City.

The work on improving your website is underway. Like the Scottsdale Conference, the Atlantic City Conference will feature on-line registration and information. This year's Henning Winner Craig Odekirk is coordinating this effort.

The words offered above are far more than I intended to write but undoubtedly not enough to portray to you the breadth and depth of the successes that each Member of your Board and each Committee Chair and member have accomplished on your behalf.

There are still a few days left in 2001 and your Board is still working hard. I hope the Board and all of you take time during the Holiday Season to look around you and be thankful for all of the family, friendship, blessings, and opportunities that we all have. Our task for 2002 is to work that much harder to make sure that we are truly worthy of everything that surrounds us.

For the diligence and support that each Committee Chair and each member of each committee has displayed I am both impressed and thankful to you. For the outstanding Board that you have provided to me to work with, I am extremely thankful and fortunate. For the opportunity to be of service to you I am deeply appreciative, honored, and humbled.

God Bless you all.

Thomas H. Patterson CPM
President

The AACPM Integrated Marketing and Research Catalog Committee proposed a schedule of expenditures over three years to promote the

TREASURERS REPORT

In September, the last of the membership data for calendar year 2001 was turned in. For 2001, the AACPM has 1554 members distributed among 19 societies as follows: AL 37, AR 45, AZ 73, DC 47, FL 170, GA 33, KS 69, KY 39, LA 106, MS 164, NC 102, NH 50, NJ 204, OH 30, OK 104, SC 53, TX 43, UT 140, and WI 45.

Adopted Budget Compared to Actual Income and Expenses Through Third Quarter

	Budget 01/01/01 to 12/31/01	Actual 01/01/01 to 09/30/01
INCOME		
Membership		
Dues	13,500.00	15,180.00
Dues from restricted Georgia CD on behalf of Georgia	0.00	330.00
Administration		
State Assessments	1,600.00	1,600.00
Transfer Investment Principle	15,620.00	0.00
Transfer from restricted CD to cover Georgia expenses	0.00	744.90
Education		
Conference Proceeds	5,000.00 ²	14,502.85 ³
Marketing		
Sale of Merchandise	3,500.00	1,702.00
Investments		
Interest	2,000.00	1,872.06 ⁴
Interest Restricted Account ¹	restricted	restricted
Other Income		
Return of Grants to State Societies	<u>0.00</u>	<u>58.20</u>
TOTAL INCOME	41,220.00	35,990.01
EXPENSES		
Membership		
Postage Newsletter	1,650.00	2,044.75 ³
Printing Newsletter	3,500.00	3,454.79 ³
Postage Directory	1,200.00	0.00
Printing Directory	2,500.00	0.00
Administration		
Awards	1,570.00	2,326.86
Insurance	2,350.00	1,950.29
Management Services	5,000.00	112.90
Miscellaneous (printing)	3,650.00	217.17
General Postage	800.00	392.94
Supplies	1,000.00	100.23
Telephone	500.00	793.08
Board Travel	6,500.00	5,577.32
Henning Recipient Travel	1,000.00	1,027.69
Travel Paid on behalf of Georgia	0.00	744.90
Education		
Scholarship	1,000.00	1,000.00
Marketing		
Purchase of Merchandise	2,500.00	2,197.06
Grants to State Societies	3,000.00	0.00
Henning Tape Production	1,500.00	0.00
Printing Brochures, Stationery	1,500.00	0.00
Web Page Services	<u>500.00</u>	<u>464.54</u>
TOTAL EXPENSES	41,220.00	22,404.52

Footnotes

¹Restricted funds of the Georgia Society held by AACPM.

²Conference proceeds budgeted includes the return of \$3,000.00 advanced for the Scottsdale meeting. It is anticipated that the final report for the Scottsdale conference will show that expenses exceeded revenue. We do not expect to realize the return of the \$3,000.00 advance.

³Conference proceeds from the St. Petersburg Annual Conference

⁴CD's and checking through 9/30, savings through 9/30.

President Elect's Message

Delivering on Promise and Purpose

During 2001, this Academy has greatly improved the services it is providing to its members. We have invested our leadership resources in improving organizational effectiveness and in numerous new initiatives, each designed to increase our organization's capacity for delivering services and equipping public sector leaders.



Three major program initiatives in marketing, leadership development and conference orientation began and have been moved forward by member committees and board officers. Our revamped newsletter is fulfilling its mandate and delivered four times per year to your e-mail or snail-mailbox. Your society's leadership has frequently been asked for their members' input on issues about program initiatives, member services and/or information.

The 2001 Annual Conference and Education Symposium scored a big program hit in June and offered a variety of Arizona recreational distractions for participants, including a Razorbacks baseball game!

Your Academy's finance committee and I systematically set in motion plans to build stronger financial reporting systems and increase the safety of the Academy's net assets. We needed our accounting and financial reports to comply with regulatory guidance issued to all nonprofit organizations. We have completed this extensive series of changes.

The new reporting formats permit the Academy's officers and members to review how the organization is allocating resources in fulfilling its mission. They also readily show whether the Academy is bringing in more resources than it is paying out, which over the long haul every enterprise has to do. Before the end of the year, we also will have automated our accounting and financial systems.

During the same period of time, your Academy's national conference committee and I set in motion a commitment to build stronger partnerships and member relations with societies dedicated to hosting impressive annual AACPM conferences.

I am pleased to report that we have worked extensively with five societies that will partner with us in hosting annual AACPM conferences in 2002, 2003, 2004, 2005 and 2007. This year, they have dedicated themselves to planning their own event and to supporting each other,

even as they all worked with your national board members and officers.

In various planning groups and board meetings, these fine host societies have focused their planning efforts on the quality dimensions of our annual event and ways in which we together can meet or exceed the needs and interests of Academy members.

New Jersey 2002, South Carolina 2003, Kansas 2004, New Hampshire 2005, and Wisconsin 2007 have certainly impressed everyone with their commitment to delivering world-class opportunities for professional management development conferences! I am also pleased that the Kentucky Society has just joined this stellar group and will host AACPM's annual conference in 2006!

In addition to the activities I have highlighted here, I have been energized by visits to five societies this year. Thanks to South Carolina's remarkable level of support for our Academy and my responsibilities, I participated in a wonderful variety of CPM program graduations, educational and training seminars, leadership development sessions for elected leaders and board members, and strategy-development activities. All were well executed!

I have learned much from my colleagues and benefited from atmospheres of free and open dialogue about important issues. I am indebted to each of you for demonstrating exemplary commitment to our shared mission.

All told, 2001 has been an amazing year for America. Since September 11, I have been reacquainting myself with three distinct periods of US history that had somewhat comparable trials of leadership, uncertainty and fear. The ragtag revolutionaries of 1776 had more probability of failure than victory in their uprising against the greatest empire on earth. Abraham Lincoln certainly could not count on inevitable success when he called Americans to wage war to preserve the Union! Neither could Franklin Roosevelt envision sure victory over America's many enemies after Pearl Harbor was bombed.

Just as these leaders could not peer into their futures, we too may be discouraged or apprehensive and lack clarity about the outcomes of our war against terrorism. Yet, we are an amazingly resourceful, resilient and creative people and as historian David Kennedy has pointed out, "it's been dark before."

As we approach our traditional season of holidays with families and friends, let's join together with grateful hearts and strong spirits in remembering all Americans who have lead us through dark periods of

uncertainty and disquiet. From their leadership efforts, we draw lessons and greater surety about America's eventual victory in this war!

Thank you for your own public service and for serving with us in the Academy. Together we are delivering on promise and purpose, and we are making our Academy a great place to keep on developing as leaders and managers! Please let me know how I can help you,

Kay
Kay Nidiffer Rogers, CPM at 803/790- 1519
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Secretary Message

*FROM YOUR "SOON-TO-BE-NOT" SECRETARY
Barbara C, Pepper, CPM*

As 2001 spins toward its inevitable end, so does my official standing as your Academy Secretary. These past two years have been challenging and invigorating, at times testing my mental archives, frequently tasking my professional know-how, but always yielding gems to my treasure trove of experiential growth. As a charter state graduate, I served as delegate in 1993 for our society's first-time appearance and official induction into the Academy. I remember being terribly confused by the House of Delegates proceedings and a bit taken aback by the passionate exchanges about certain issues. If you had asked me then about becoming an officer, I would have answered with a resounding "no way." But change is inevitable. After many return appearances as a Mississippi delegate and a plunge into the adventures of hosting the annual conference, I found it was time to take the next step. Thank you for welcoming me into this incredible family of professionals and friends and for giving me the courage and support to serve as an officer. I may be retiring my official secretarial shoes and shelving my nag hat for now, but I'll still be waving my pom-poms, helping on this or that committee, and urging our Academy ever forward. God bless you all.

Oklahoma Society of Certified Public Managers



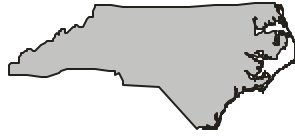
By Stella Church, CPM

I am proud to announce Oklahoma's Annual Leadership Conference on September 7th was a great success. The highest attendance ever with 320 registered. Our Keynote Speaker Tim Gard was late

when his plane was delayed, but we were able to rearrange things where he spoke after lunch. Sometimes wonderful things happen by mistakes of circumstance. We will always have our keynote after lunch from now on. His presentation was great. Like one respondent said she was rolling on the floor laughing and couldn't stop. Amy Whitten was very well received. Her workshops are filled with good points. She should be back to Oklahoma often. I have received many a request on how to contact her. Angie Whitaker from Florida was our luncheon speaker. Her presentation was uplifting to the soul. Gloria Auth trained us on etiquette in the workplace. Her points will help us socialize and use correct manners in the business environment. Frank Gesh's workshop was "Communicating the Right Message in an Emergency." I guess none of us knew at the time how important that would be. Howard Hendrick the director of our largest state agency presented a strong workshop on "Keys to Leadership." Howard is an avid supporter of CPM and we always appreciate his involvement. Kay Rogers our AACPM President-Elect was an added plus to our conference. State society members were happy to see a representative from AACPM support our local conference. Kay presented a workshop on "Herding Cats." Her handouts were praised for the good material included. We raised \$1300 on our silent auction during the conference. The auction items get better each year. One of our members is an artist and she donates a sculptor to our auction each year. Members also donated train rides, weekend trips, paintings, dinners, collectibles and flower arrangements. Kay Rogers said she was so impressed with how many state agencies that were represented at the conference. She said we had more support than any other state she has visited. The Oklahoma Society Of Certified Public Managers has worked long and hard to get that support and we appreciated her comments. Last but not least our mentor and advisor Oscar B. Jackson Jr. Administrator and Cabinet Secretary of Human Resources could not be with us this year but did that stop Oscar. He pulled together a wonderful video to open our conference. He was with us in spirit. Thank You Oscar once again for making CPM a priority in your schedule. Most of all to my Officers, Board, Committee Chairs and Volunteers who helped with the conference thank you. One evaluation comment was "the best conference yet, you set the bar higher each year then you jump over it." Our annual business meeting and Christmas Party is September 7th. An ending for a wonderful year.

**North Carolina
Society of Certified
Public Managers**

*By Stephen J. Mastro,
CPM*



RECENT TRAINING EVENTS

In October 2000, The North Carolina Society of Certified Public Managers held a joint educational conference in Montreat, NC with the South Carolina Society of Certified Public Managers. The following description of the conference has been slightly abridged from an article by Ramona Tuck, CPM, which appeared in our Winter 2001 newsletter.

**JOINT EDUCATIONAL CONFERENCE,
MONTREAT, NC
October 25-27, 2000**

I just experienced a historical event for the AACPM and the NCSCPM. Our fall educational conference turned into a regional event. It was the first time two states had worked together to offer a training conference. The societies from North and South Carolina pooled resources to offer this event. We sent invitations to other societies from other states. Our final tally had representation from Florida, Louisiana, and Kentucky, as well as the host societies of North and South Carolina.

On Wednesday, October 25th, after our annual meeting and dinner, I had been asked to facilitate icebreaker and teambuilding activities so we could get to know our guests who were visiting North Carolina. I'm not sure how much the participants enjoyed the activities, but I enjoyed watching the creativity during the scavenger hunt. After all the activity, the ice cream social that followed was a welcome end to the day.

On Thursday, Liz Stewart helped us understand *This Younger Generation*. We accomplished this through group activities and discussions. We looked at the differences exhibited by generations and how those differences can be used to our organization's benefit. We also discussed ways to recruit and retain this pool of applicants.

Thursday evening was a time of entertainment. I loved *Bo's Bluegrass Band*. They were excellent musicians and their humorous stories and antics to get everyone up and dancing made a light-hearted atmosphere.

Friday started with Allan Goldberg discussing *Weathering the Political Storm*. This was a timely topic for North Carolina (which was facing a change

in administration).

We were honored to have such good representation from the AACPM at our conference. We had time for Dennis Magee, our current president, and Tom Patterson, our president-elect to update us on activities of the AACPM and the direction the AACPM will be taking.

After yet another wonderful meal at Montreat, the NCSCPM's new officers and board members were installed by our AACPM president, Dennis Magee. Then we honored Greg Cain as our recipient of the Margaret Bailey award.

The conference committee should feel proud of their joint venture.

**METRICS FOR GOVERNMENT
ORGANIZATIONS IS THE FOCUS OF
NCSCPM SUMMER TRAINING EVENT
July 24, 2001**

Mr. Jerald B. Gartman was the featured speaker at the NCSCPM Summer Training Event, which was held at the State Personnel Development Center in Raleigh. Although metrics would seem to be a dry subject, Mr. Gartman gave an interesting and enlightening presentation, which engaged the audience. According to Mr. Gartman, attributes of a good metric are that it is meaningful to the customer, measures goal attainment, is simple, understandable, logical, and repeatable, it shows a trend, is unambiguously defined, economical, timely and drives action.

The steps to metric development included in Mr. Gartman's presentation were: identify your purpose; develop your operational definition starting with the customer; identify and examine existing measurement systems; generate new metrics if existing metrics are inadequate; rate your metric against the eight attributes of a good metric; select the appropriate measurement tool; baseline your process; collect and analyze metrics data over time; finalize the metric presentation; and initiate process improvement activity. Mr. Gartman used many interesting illustrations from his military and civilian experience to enliven the presentation.

**Wisconsin Society of Certified Public
Managers**

By: Ronald L. Buchholz, CPM, President

The Wisconsin Society achieved several milestones during the fall of 2001. Two



major commitments were made by the Society's Board of Directors, which will have a significant impact upon the Society and its membership for the next six years, and beyond.

At its September 18, 2001 meeting, the Board unanimously agreed with a recommendation from its Planning Committee to submit a bid to host the 2007 AACPM Annual Training Symposium/Conference in our capitol city, Madison, Wisconsin. That bid was forwarded to AACPM President Tom Patterson on September 26, 2001. The Society was very pleased and honored to learn that the AACPM Board of Directors accepted the bid on October 4, 2001.

Over the last several years, Wisconsin Society representatives at the AACPM Conference received many requests from and were strongly encouraged by both Academy Officers and members to consider hosting the national Conference. There appears to be a very strong interest by Academy members in traveling to Wisconsin and attending the Conference. We look forward to hosting the Conference and providing the opportunity for many of you to travel to Wisconsin, see Madison, our magnificent capitol city located on four lakes, and participate in the Conference.

We were very fortunate to have AACPM President-Elect Kay Nidiffer Rogers attend our Planning Committee meeting held on August 13, 2001 in Madison, Wisconsin. Kay's trip to Wisconsin afforded the opportunity for her to visit the potential Conference sites with Planning Committee Members before the meeting. At the meeting, we discussed and considered the bid submittal. Kay shared her enthusiasm, knowledge, experience and suggestions with the Planning Committee Members. Her participation was a key element in the Planning Committee's recommendation to the Board to submit the bid. Our thanks and appreciation go out to Kay!

The second milestone was confirmation of the Society's hosting the first annual Wisconsin Public Managers and Leaders Conference to be held in Green Bay, Wisconsin on May 7-9, 2002. The goal is to establish this Conference as the premier Public Manager/Leader Conference in the State and have it become the keystone training event for the Society. The Society is also using this Conference to gain experience, which will be invaluable for our hosting the 2007 AACPM Conference.

Pet-Yuen (Lynda) Chen was recently selected as the second recipient of the Carol A. Smith Memorial Scholarship, joining Susan Tarver-Harris. Ms. Chen works for the Department of Human Resources, Madison Metropolitan School District and is the

mother of three. The Society, in conjunction with the Wisconsin CPM Program, jointly established the Carol Smith Memorial Scholarship in 2000 conferring the first scholarship in 2001. The scholarship recognizes the contributions of Carol Smith, Wisconsin CPM graduate and Society Member. Carol passed away in 2000 after a lengthy battle with cancer. One four-year scholarship is awarded annually to a minority woman and allows the person to complete Phase II and III of the CPM Program at no cost. Ultimately, there will be four concurrent scholarships in effect.

Shortly after the Scottsdale Conference, the Society achieved a membership milestone first by having 50 registered members. We are proud to announce that we have gained additional members since that time. We also set a Society attendance record at our September 18, 2001 Board Meeting.

The Society Annual Meeting will be held on November 13, 2001 in Fond du Lac, Wisconsin. Elections of Officers will be conducted at the meeting. The Society's annual "Manager of the Year" Award as well as the second Honorary Society Membership will be awarded at the meeting. The Society will also be recognizing its first retiree, Reed Woodward, former Society President and Chief of Police for the City of Pulaski, Wisconsin. The Annual Meeting will include the election and seating of new Society Officers and presentation of the President's Award.



**Texas Society of Certified
Public Managers**

*By Dr Howard R. Balanoff, Director
Texas Certified Public Manager
Program*

**TEXAS CPM SOCIETY CONFERENCE ON
LEADERSHIP IN A DIVERSE SOCIETY
HELD IN AUSTIN, TEXAS**

**DR. HENRY CISNEROS DELIVERS WILLIAM P.
HOBBY DISTINGUISHED LECTURE
AT THE LBJ SCHOOL OF PUBLIC AFFAIRS, UT
AUSTIN**

On October 19, 2001, the 3rd Annual Texas Society for Certified Public Manager (CPM) Conference and Texas American Society for Public Administration (ASPA) Conference was held at the LBJ School of Public Affairs on the campus of the University of Texas at Austin. The Conference was sponsored by Southwest Texas State University's (SWT) William P. Hobby Center for Public Service and UT's LBJ School of Public Affairs.

The Texas CPM Program at Southwest Texas State University and the Centex Chapter of ASPA coordinated the events for the Conference. The Centex Chapter's President is Amy Miller, of the City of Elgin, Texas. Conference Coordinators were Roberta Byram of the City of Austin, Texas and Dr. Ken Matwiczak, of the LBJ School of Public Affairs of the University of Texas at Austin.

The Texas Conference featured two cabinet members of the Clinton Administration as speakers. Delivering the William P. Hobby Distinguished Lecture was Dr. Henry Cisneros, former Mayor of San Antonio and former Secretary of the US Department of Housing and Urban Development. Dr. Cisneros gave his Lecture on Leadership in a Diverse Society. In his talk, he illustrated to the audience how changing demographics and technologies will influence the nature of the leader-follower relationship for the future.

The Luncheon Speaker was Ken Apfel, former Commissioner of the US Social Security Administration and current holder of the Sid Richardson Chair for Public Policy at the LBJ School. Mr. Apfel's talk focused on the changing nature of Leadership in today's modern organizations..

The Texas Conference also featured additional speakers such as Dr. Ken Ashworth, former Commissioner of the Texas Higher Education Coordinating Board. Dr. Ashworth is currently an adjunct professor at both the Bush School of Government & Public Service at Texas A&M and the LBJ School of Public Affairs at the University of Texas at Austin. Dr. Ashworth spoke on the topic of *Subordinate Leadership*.

The Annual Texas CPM/ASPA Conference is a result of close collaboration between the Texas CPM Program and the various ASPA Chapters throughout the State. It is also a result of the close coordination of the LBJ School of Public Affairs of UT Austin, the Bush School of Government and Public Service at Texas A&M and the William P. Hobby Center for Public Service at Southwest Texas State University.

For additional information about the Texas CPM Program, please go to the web site which is www.swt.edu/cpm and/or contact Dr. Howard Balanoff, SWT's William P. Hobby Center for Public Service 512/245-3453 hb02@swt.edu

For additional information about the Texas Society for Certified Public Managers, contact the Society's President, Linda Spacek. Her number is

512/393-8072. Her email address is Spacek_Linda@ci.san-marcos.tx.us

Howard Balanoff is the William P. Hobby Professor for Public Service at Southwest Texas State University. He is also the Director of the University's William P. Hobby Center for Public Service and Director of the Texas Certified Public Manager (CPM) Program.



Dr. Henry Cisneros (right) with National Public Service Award Winner, Alex Briseno. Mr. Briseno, recently retired as the City Manger of San Antonio, Texas.



The Honorable William P. Hobby, Former Texas Lt. Governor (center) with UT & A&M Professor Ken Ashworth (right) and Sam Brandon, City of Houston manager, ASPA member and CPM alumnus.



Ohio Society of Certified Public Managers

By Nancy Suhadolnik, CPM

Ohio Certified Public Manager Program

Autumn 2001

Written by Skip Downard, Industrial Commission – Member of Cohort #5

After only three years the Ohio program explodes with enthusiasm and participation.

On October 12, 2000, Chapter President Nancy Suhadolnik proudly accepted Ohio's accreditation charter certificate from Larry Totten, Treasurer, American Academy of Certified Public Managers. The accreditation was accepted in the Statehouse before a crowd that included the first graduating class, their friends and family, Cabinet officers, and university officials. Ohio becomes the 20th state to become a part of the National CPM Consortium.

On October 19, 2001, Governor Bob Taft praised the second graduating class completing the CPM program. Taft said, "Today's graduates deserve our thanks and praise for investing their time and energy to becoming outstanding public servants. Each has demonstrated the skills we'll need to manage our state in the years ahead."

Ohio has 39 graduates from its first two classes. The graduates represent almost every level of public service from state, city, and county government. Today more than 150 public managers are participating in CPM training. The training is being conducted at four regional sites around the state.

The Department of Administrative Services, Human Resources Division, leads Ohio's program. They are collaborating with the 12 state universities associated with the Board of Regents' Urban and Rural University Program.

The chapter held its first conference October 31, 2001. More than 140 public managers gathered for various workshops and presentations. The highlight of the conference was the chapter's sponsored speaker, Albert Mensah, the "Prince of Possibilities". His presentation titled "Fostering Leadership and Professionalism in Public Service" proved both inspirational as well as informative.

The development and expansion of Ohio's program is meeting critical needs for not only public managers but also the citizens within the state. Some

state agencies expect 90% of their managers to retire from public service within the next 10 years. The need for enhanced training for public service managers may be more critical today than at any other time in our state's history. The maturing public manager work force, exploding technological advances, and privatization pressures together make the highly trained and skilled manager a necessity at every level of government.

Chapter President Suhadolnik, when asked how she sees the future of Ohio's program, said, "We believe that we are well on our way to creating a cadre of managers who will set the tone for not just professionalism, but represent the best and brightest that Ohio has to offer. I'm proud to have been a part of the first class and am committed to our growth and



increased participation as part of the National Consortium."



**Suhadolnik accepting accreditation certificate from Larry Totten, AACPM
First graduating class with Governor**



Kansas Society of Certified Public

Managers

By Kent Olson

The American Academy of Certified Public Managers has announced that the State of Kansas has been selected to host the 2004 National AACPM Conference in Topeka, Kansas. The Kansas Board has eagerly and aggressively accepted this challenge. Partnerships have already been formed with the City of Topeka, The Convention & Visitors' Bureau, the Kansas Legislature, State Universities, and State Agencies. Committees are being formed to accomplish the monumental tasks that are associated with this opportunity. Pat Witt and Kent Olson, 2004 Conference Co-Chairs, attended the 2001 mid-year AACPM conference in Charleston, South Carolina. Stay tuned for updates on our progress!

The Kansas CPM Society was proud to have its society members represent Kansas at the 2001 National AACPM Conference in Scottsdale, Arizona. Delegates were able to participate in educational sessions and network with delegates from other states. Kansas was pleased to nominate Mr. Ardie Davis as a Henning Award candidate. A Kansas Ethics project was selected for the Askew Award. This project involved efforts from current year CPM students and the Kansas Society. A delegate convention was held to prepare the document as an oath to be accomplished through Exceptional Public Service, Organizational Integrity, and Professional and Personal Integrity. The Oath:


As a public manager, I commit to uphold and promote the principles embodied in the constitution and laws of the State of Kansas, to support and respect the lawful decisions of all branches of government, and to be a responsible steward of the public trust. I commit myself to the Kansas Public Managers' Code of Ethics by promoting organizational integrity, professional and personal integrity, and exceptional public service.

The Kansas Society is excited to welcome AACPM President Kay Nidiffer Rogers during the first week of December, 2001. The Society is planning a one-day seminar, a meeting with state consortium representatives, a meeting with Agency heads, and meetings with state and local elected officials. Legislative authorities have even agreed to allow the Society to hold the seminar in the Chamber of the House of Representatives! A media frenzy will be coordinated to spread the word.

Kansas CPM shirts are selling like hotcakes. Several styles are available in fashions for guys and gals. The garments feature the KSCPM logo, a Kansas Sunflower with the Society's name. The Board is also selling lapel pins that feature the same logo.

The Society is planning for graduation ceremonies, to be held on Friday, December 14, 2001. Each year the group plans a reunion for all past graduates. The Board will be recognized for its efforts during the year. The graduation and reunion will be held at the location where the 2004 AACPM conference will be hosted.

Membership continues to be strong, with nearly 100 members representing the most up-and-coming governmental society in Kansas. 2002 elections will feature the longest list of candidates ever assembled in KSCPM history! The Society will also be forming 2004 Conference Committees, so member enthusiasm and talent will prove to be a huge asset to the Society.



Louisiana Society of Certified Public Managers

By Beth Roberts, CPM

The Louisiana Society of Certified Public Managers held its Annual Conference at the end of October. It was attended by approximately 100 people who enjoyed the chance to network with other state managers. The program was "From Surviving to Thriving in the Workplace." We had a number of very dynamic speakers who grabbed everyone's attention and kept things lively throughout the day.

We will be holding our annual meeting and awards luncheon towards the end of the year. Tom Patterson will give us an update on Academy business. Election of officers for 2002 is currently underway. We are exploring using e-mail as our means of transmitting meeting notices and our quarterly newsletter.

The state's Public Management Program has been revised this year. There will no longer be a Certificate in Supervisory Techniques offered. There will now be certificates in four different areas of management. The Society is revising its By-laws to reflect this change and to open membership to anyone with any one of the four available certificates. This will give us a broader membership base.

DC Society of Certified Public Managers

By Regina Owens

DC Society Hosts First Continuing Education Symposium

Billed as a “nexus for information, networking and continuing professional development,” the DC Society of Certified Public Managers (DCSCPM), George Washington University Center for Excellence in Municipal Management (CEMM), and the Metropolitan Washington Council of Governments (MWCOC) Institute for Regional Excellence co-sponsored the first annual CPM Symposium. The event was held Tuesday, November 6 at the William F. Bolger Center for Leadership, Potomac, Maryland.

Attended by 175 Certified Public Managers and those currently enrolled in Cohorts 10 thru 12 of CEMM certification program, the symposium represented the first gathering of program participants dedicated solely to the discussion of “life after the CPM program”. The speakers emphasized how events such as those surrounding September 11, and the need for greater regional cooperation in areas of transportation and the environment will place even greater demands on public managers. These demands require continuous education, training and skills development thus enabling CPMs to better respond to ever changing citizen demands for quality service delivery.

The Symposium began with an opening address by Herbert R. Tillery, Executive Director of the CEMM Program, who also served as a moderator throughout the one-day program. There were featured presentations by Regina Owens, President of DCSCPM; Michael Rogers CEMM Program founder and current Executive Director of the Metropolitan Washington Council of Governments; noted expert on “middle leadership”, Dr. Gil Fairholm; and nationally known career counselor Gerri Garvin, President of Careermovers, Inc. They offered information on how to better foster communication among CPMs, and spur discussions about how the DC Society can assist current CPMs to keep their skills current and cutting-edge.

Alice Rivlin, Senior Economic Fellow at the Brookings Institution, a Washington, DC-based think tank and former Vice Chair of the Federal Reserve Board was the keynote speaker for the event. Described as one of the most powerful women in Washington, DC, Ms. Rivlin has held a number of high profile positions in government; including,

Director of the White House Office of Management and Budget, Directorship of the Congressional Budget Office and a term as Assistant Secretary for Planning and Evaluation of the Department of Health and Human Services. Most recently she served as the Chair of the District of Columbia Financial Management Assistance Authority, a presidential-appointed body charged with leading the District of Columbia government back from the brink of insolvency. Rivlin used her vast knowledge of government, and intimate knowledge of the District of Columbia and its often tenuous relationship with Congress to describe her view of the important roles public managers have played in the District’s revitalization, and what challenges they will face as the District of Columbia, like so many other large cities, confronts a likely economic downturn.

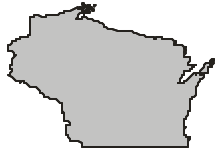
One of the most popular events of the afternoon was a networking reception and a book signing by Dr. Fairholm. His latest book, *Mastering Inner Leadership* (Quorum Books, 2001), is Fairholm’s seventh covering such topics as leadership, strategic visioning, executive and leadership development and team building. Fairholm’s unique style, represents not only 25 years in higher education, but more than 20 years of experience as a public manager in both state and local government.

A first of many more activities of this nature, it was a very successful effort. Aside from the sharing of



knowledge, the networking among certified and future public managers was a real bonus.

(Left to Right) Michael Rogers, Executive Director Metropolitan Washington Council of Governments, Regina Owens, President, DC Society, Herbert Tillery, Executive Director, George Washington University Center for Excellence in Municipal Management.



**Wisconsin Society of Certified
Public Managers**
By Ron Buchholz, CPM

Officers for 2002-2003

President: Richard F. Holden
Community Development Manager

Village of Plover, Wisconsin
E-Mail: rholden@village.plover.wi.us
P.O. Box 37
2400 Post Road
Plover, Wisconsin 54467
Voice: 715/345-5250 FAX: 715/345-5253

President Elect: Dianne Hughes

Administrative Assistant
Eau Claire County Sheriffs Office
728 Second Avenue
Eau Claire, Wisconsin 54703

Secretary: Donald J. Phillips
Captain/Director of Fire Training
Green Bay Fire Department
1321 Oasis Drive
Green Bay, Wisconsin 54313-1364

Treasurer: Debra Keckeisen
Deputy Director, Human Resources Dept.
City of Appleton
100 North Appleton Street
Appleton, Wisconsin 54911-4799

Board of Directors (All Above and)

Director-at-Large # 1: Michael J. Casey
Zoning Administrator
Oneida Nation in Wisconsin
P.O. Box 365
N7332 Water Circle Place
Oneida, Wisconsin 54155

Director-at-Large # 2: Major Sandra Huxtable
Wisconsin State Patrol, DOT
P.O. Box 7912
Madison, Wisconsin 53707-7912

Past President: Ronald L. Buchholz, Architect

Deputy Administrator
Safety and Buildings Division
Wisconsin Department of Commerce
P.O. Box 2599
Madison, Wisconsin 53701-2599

Committees

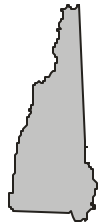
- COMMUNICATIONS** Sandra Huxtable, Chair
FINANCE Mike Casey, Chair
ELECTION Richard Holden, Chair
MEMBERSHIP Don Phillips, Chair
PROGRAM Dianne Hughes, Chair

SPECIAL POSITIONS/ASSIGNMENTS

Society Historian: Cathy Williquette
Brown County Register of Deeds
305 East Walnut Street
P.O. Box 23600
Green Bay, Wisconsin 54306-3600

Wisconsin Public Manager Conference
Coordinator: Jeffrey Roemer
President
RW Management Group, Incorporated
Suite 2
1295 Appleton Road
Menasha, Wisconsin 54952

**New Hampshire Society of Certified
Public Managers**
By C. Farmer, CPM



Bridge to Excellence

The New Hampshire Association of Certified Public Managers (NHACPM) held its 2nd Annual Conference on September 20, 2001, at the NH National Guard Training Center in Center Strafford. Charlene Farmer, Association President stated, "We were very pleased with the turnout, especially after the recent tragedies." She went on to say that, "Our conference committee co-chairs, Eileen Grimmer and Sylvia Grandfield, did an excellent job planning and organizing this event for the 190 attendees."

The theme of the conference was "Bridge to Excellence". Highlights of the day included the delivery of a videoconference message from American Academy of Certified Public Managers (AACPM) President; Tom Patterson from Baton Rouge, Louisiana. . . A first for both the American Academy and the NH Association. Former NH Attorney General, Tom Rath, a leader in both the public and private sectors of the Granite State was the Keynote speaker. Workshops provided were:

- What We Can Learn from Kid's Sports
- Bringing About Organizational Change
- Mediation: An Alternative Dispute Resolution Format for Government Employees
- Whole Systems Design
- Best Retention Practices
- Coaching from the Inside Out – provided by the Hospital's own Dr. Michael Gaylor
- Performance Based Budgeting
- Basic Negotiation Skills
- Change, What it Does to People and a Model to Help Usher it in
- Documentation, Documentation, Documentation: When is Enough, Enough?

The closing session of "Birth Order: What's it Got to Do With Business, Anyway?" was presented by Jack Agati. Everyone enjoyed the presentation and was able to see him or herself.

"Our evaluations were outstanding." Farmer reported. "We are looking forward to next year. Conference co-chairs for 2003, Bill Herman and Debby Bourbeau, are starting the planning now." Charlene added.

The quarterly meeting of the NHACPM was held on October 18th with Tom Raffio, CEO Northeast Delta Dental, of one of New Hampshire's top 10 organizations where people want to work, speaking. His topic was "Leadership as a Retention Tool." Tom was able to share his experiences at Delta Dental with NHACPM.

NHACPM has a new honorary member! Virginia Lamberton who, in her role as the Director of the NH Division of Personnel, was a supporter of the development of the New Hampshire Certified Public Manager and Supervisor programs. Even now, as she has moved into the municipal government side as the Human Resources Director for the City of Manchester, continues to support the program.

The NHACPM is in the process of developing a special one-day training "reunion" for CPM program graduates in June 2002. The theme of the day will be "Evaluating Success" featuring two highly sought-after presenters in interactive sessions for a limited audience of 150. The NHACPM, as a benefit to its members, is offering this one-day program free of charge to NHACPM members, while charging a modest fee for CPM graduates who are not Association members.

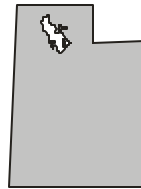
survey of its members (which reached a record 51 earlier this year) to determine the needs and wants from the Association. Included in the survey is a series of new logo designs, one of which will become the new logo for the NHACPM.

The NHACPM Board is finishing out the year with a major effort in revising and updating the Association's by-laws, which will be placed before the membership for adoption in early 2002.

And, like many of our counterparts in New Jersey, South Carolina, Kansas, Kentucky and Wisconsin, members of the New Hampshire Association have begun work on the planning of the 2005 AACPM national conference to be held in our state. We were thrilled the AACPM Board accepted our proposal to host the 2005 conference, and NHACPM Treasurer Bill Herman and Franklin Mayor Tony Guinta (a CPM graduate) have agreed to co-chair this important effort. We look forward to hosting you in New Hampshire!

Utah Society of Certified Public Managers

By Marian Capito, CPM Coordinator



CPM Graduation

The graduation for the Certified Public Management (CPM) program was held on July 19, 2001. Forty-six graduates, representing 13 state, one federal and three local government agencies, were awarded full Certified Public Manager certification. Graduates receiving this certification have successfully completed 300 class hours and three course levels which include "Managing Employee Performance," "Managing Work Processes," and "Managing Organizational Function." As students completed each course level they became eligible for certification in the following areas: the Supervisory Certificate, Course 1; the Managerial Certificate, Course 2; and the Consultant Certificate, Course 3. Full certification as a Certified Public Manager is granted upon completion of all three certifications.

Rich McKeown, Chief of Staff for the Governor; Pam Harvey, CPM graduate from the Department of Administrative Services, Division of Construction Facilities and Management; Karen Suzuki-Okabe, Executive Director, Department of Human Resource Management and Julie Felice, President, Utah Society of Certified Public Managers addressed the graduates.

Mr. McKeown reaffirmed the Governor's support of the CPM program and emphasized the importance of shared decision-making and employee empowerment in state government. Dr. Phyllis

Safman, Assistant Commissioner of Academic Affairs, Utah Higher Education and Karen Suzuki-Okabe, Executive Director, Department of Human Resource Management awarded the certificates, leadership from several agencies also participated in the awards ceremony by congratulating graduates as they came forward to receive their certificates.

Jennifer Hanson, CPM Co-Coordinator recognized the 2000 George C. Askew Award winners. This national award given by the American Academy of Certified Public Managers recognizes CPM program team participants who have completed curriculum projects that best utilize management practices exemplifying the American Academy philosophy. The 2000 winners of Utah's team curriculum project were Dianne Brown, State Office of Rehabilitation; Marian Capito, Department of Human Resource Management; Jeff Rasmussen, Department of Natural Resources; Kelli Triplett, U.S. Bureau of Reclamation; Shon Tripp, Department of Natural Resources; John B. White, Department of Natural Resources. The team project was chartered by the Utah State Tax Commission Appeals Unit and was presented in March 2000.

At the conclusion of the formal ceremony, refreshments were provided courtesy of the Utah Society of Certified Public Managers. Graduates were provided the opportunity to network with their fellow graduates, their agency management and society members. Congratulations to this year's CPM Graduates!

Florida Society of Certified Public Managers

By Sean Ashley Fisher, CPM

2002 Officers

Florida is continuing to move forward and have approved an excellent slate of officers who have volunteered their time towards the coming year. These individuals are a good mix who are either new to the Board or have served in previous years. Their experiences will provide the FSCPM with consistency and fresh ideas as the Florida Society continues to grow.

The slate of new officers will take their official oath of office during an awards banquet on January 24th as part of the Florida Society's annual Management Seminar and Awards Banquet. An eight-hour management seminar, titled "Providing Quality Customer Service as We Cope With Change", will take place on Thursday afternoon, Jan. 24th, and Friday morning, Jan. 25th. Two speakers are

featured for this seminar, Howard Rasmussen, Director, Florida Center for Public Management and Dr. Dale Lick, Professor, Florida State University.

On Thursday afternoon, Rasmussen will present the FISH philosophy on customer service, addressing today's most pressing work issues (including employee retention and burnout with an engaging metaphor and an appealing message that applies to anyone in any sector of any organization. *Fish!* offers wisdom that is easy to grasp, instantly applicable, and profound.

Thursday's session will be followed by a reception for the seminar attendees and an awards banquet to feature the induction of the FSCPM's 2002 officers and board members.

On Friday morning, Dr. Dale Lick will conduct a workshop on change that will include an activity on the feelings of change, a discussion and the application of concepts and principles of change, leadership, management, and the powerful, proactive approach to change—change creation. Who Moved My Cheese will be one example of how change can be a blessing or a curse, depending on your perspective.

Our Society's new slate of officers include:

Ted Barber - President

Ted completed the Certified Public Managers Program in June 1988 from the Florida Center for Public Management at Florida State University. He earned a Bachelor of Science Degree from the University of Tennessee and a Master of Arts from Central Michigan University. Ted currently works as Personnel Manager of the Northeast Florida State Hospital for the Department of Children and Families in Macclenny, FL.

His Florida Society of Certified Public Managers' (FSCPM) experience includes serving the Northeast Chapter as Vice President in 1995; President in 1996; Board Member in 1997, '98, '99, and Education Chairman in 1998. At the state level, he chaired the Membership Committee in 1997 and served as a Board member in 1996, '98, '99, '00 and '01. He earned the CPM President's Award in 1997 for sustained and dedicated contributions to the Florida Society of Certified Public Managers. He was awarded an Exceptional Leadership Award in 2001 for his continuing contributions to the Society.

Ted also participated in and contributed to his agency's accomplishment as a Florida Sterling Award Recipient.

His leadership qualifications include service with the Army National Guard and U.S. Army, the Department of Corrections, Baker Correctional Institution, Lake Butler Lodge Number 52 Free and Accepted Masons, as an instructor for Lake City Community College and a Sunday school teacher at Sardis Baptist Church in Worthington Springs.

Clark Turberville - Vice President

Clark completed the Certified Public Managers Program in 1991, in which he leveraged credit from the CPM program into a Masters Degree in Public Administration from Florida Atlantic University, graduating in 1993.

Clark is a Charter Member of the South Florida Chapter, serving as Secretary in 1996 and as President in 1998, the same year the South Florida Chapter hosted the FSCPM Annual Symposium in Fort Lauderdale.

Following four years of service in the U.S. Air Force, Clark joined the Florida Department of Transportation (DOT) in 1970. He began his tenure with the DOT in Traffic Operations, designing highway guide signs for the interstate highways in South Florida. Since then, he has worked in the office of Production Management, helping to schedule highway design and construction; he has worked in the Maintenance Division for the upkeep of the highway system; and, is currently the Permits Engineer responsible for facilitating the use of the highways by private interests.

“In every assignment I have been involved in, I have worked closely with the public,” said Clark. “I am always aware that in doing my work I have an opportunity to improve the public’s perception of government, and carry a commitment in helping the Society reach its goal to provide higher standards in the government.”

Michael Rathmann – Secretary

Michael Rathmann will remain as FSCPM Secretary to complete his two-year term. Michael has been with the Florida Department of Corrections for approximately 26 years, starting as a correctional officer and progressing through the ranks to various managerial positions, including Assistant Superintendent, Assistant Warden, Warden and Statewide Security Administrator.

Michael has also been a Certified Criminal Justice Instructor for 18 years and taught both basic and advanced courses at training centers throughout the

state. He received his CPM certification in June, 1991.

Teresa Wood – Treasurer

Teresa Wood has been appointed to fulfill the remaining year of a two-year term as FSCPM Treasurer.

Teresa has served as both the North Florida Chapter and the FSCPM’s Board of Directors each year since receiving her designation in 1990. In 2000, Teresa was elected FSCPM’s highest honor of Florida’s CPM of the Year.

Teresa is also a CPA and has volunteered to assist the AACPM with some accounting functions.

Teresa is a role model in her professional work with the Department of Banking and Finance. As a professional manager, her actions exemplify the values, ethics and practices promoted by the Society.

Dennis Magee - Member-at-Large

Dennis Magee earned his CPM designation in 1993 and has been very involved in both the Florida Society and American Academy of Certified Public Managers (AACPM). Dennis originally founded the Tampa Bay Chapter and served as FSCPM President in 1995, 1996 and in 1998. He served as President of the AACPM in 2000, has participated in several AACPM committees and is currently the Past President of the AACPM.

Joining the Florida Department of Corrections (DOC) in 1971, Dennis currently works in probation services as a Correctional Probation Specialist. He credits the CPM program for refining his skills and affording him the opportunity to provide leadership to a variety of task-related teams resolving work-related problems and enhancing work processes at DOC, i.e., developed an electronic reporting system for his local circuit, developed a computerized system to map and track offenders under supervision, and introduced quality improvement concepts to his local DOC circuit in advance of DOC’s quality efforts.

Dennis remains a very active participant in his community. Among his many current and past memberships and offices, he is currently serving as the Chairman and Past Vice-Chairman of the Code Enforcement Board for the city of Safety Harbor; Chairman of the Stat-Team at Region V, DOC; member of the Knights of Columbus; and a member of the Occupation Equity Committee for the city of Safety Harbor.

Dennis has also served as a Past Vice-Chairman and member of the Zoning Board in Safety Harbor; Past Chairman of the Human Rights Advocacy Committee, Human Resource Services, District V; and, a Past Vice-President of the Florida Council on Crime and Delinquency for the Pinellas Chapter XXII.

In 1993, Dennis opened his own computer business, MagAoidh Computers to meet the demand by friends and associates seeking his assistance with their computer needs.

Sandra Veal - Member-at-Large

Sandra (Sandy) Veal is a graduate of Florida State University. She received her CPM designation in June of 2000 in St. Petersburg, and immediately joined the FSCPM. This past year, Sandy served the FSCPM as Treasurer.

Sandy has been employed by the state of Florida for almost 10 years. She spent more than two years as an accountant and an administrator for the statewide co-located main frame computer for HRS. She also spent five years as a leasing agent for the Department of Juvenile Justice. And, since February of 2000, she has been employed with the Department of Management Services (DMS), Bureau of Real Property Management.

“My education through the CPM program has been very helpful in my position,” says Sandy. “I think I am more organized and moving at a faster pace than I might otherwise have done.”

Jim Wolfe - Member-at-Large

James Wolfe, PE, CPM, has 23 years of service with the Florida Department of Transportation. He currently serves as the District 4 Director of Operations. James Wolfe, PE, CPM, has 23 years of service with the Florida Department of Transportation. He currently serves as the District 4 Director of Operations.

Jim is a strong supporter of CPM and of applying progressive management practices in government. He earned his CPM designation in 1991. Jim was the founding President of the South Florida Chapter and served as State President in 1999. He has been continually active in the Society, serving on the Board for the past eight years.

“Attending the Level VIII graduation each year, attending the FSCPM Symposiums and working with the ‘true believers’ in our Society has continually reinvigorated my desire to be the best public manager

I can be.”

Mid-Year Board Meeting Highlights

By Tom Patterson, CPM, President

It's time for a bit of news. We've now completed the Mid-Year Board Meeting held from Oct 27th-31st in Charleston. It was a very busy meeting with a completely full agenda. For those of you who were "Top Gun" movie fans, you heard the term "Negative, Ghost rider, the pattern is full." Well the pattern was full. Here are a few of the highlights:

Member-at-Large Duties:

The duties of the two new board Seats have been put in place.

Board Member Liaison to Committees:

Discussions are taking place now on providing a liaison from the Board to each committee to make it easier to communicate and to gain Board access for the committee chairs.

Leadership Academy Roll-out:

Leadership Academy will roll out in Atlantic City with four of the requests for topics that were received in St. Pete. Further discussions with the committee may prompt additional issues to be addressed.

Joint Issues AACPM/Consortium Meeting:

The Board met with the Consortium twice during the Charleston schedule. The first was a dinner meeting where we discussed personal and organizational goals and aspirations. The second meeting was the formal Joint/Issues meeting.

Continuing Education:

The topic of continuing education was addressed in the Joint Issues Meeting (AACPM and Consortium). Herb Tillery forwarded his report posing numerous questions to the Academy and Consortium. The Board received his questions and will comment as an organization.

Future Conference Host States:

This year Kay Rogers asked the Conference Hosts from New Jersey, South Carolina, Kansas, and New Hampshire to attend the Mid-Year Meeting for the purposes of coordinating information and requirements for each conference. Kay has done a fine job recruiting and coordinating with the Host States to make sure that the conferences meet the members needs.

My personal musings on our conferences:

We are in for a wonderful time at each of our locations as we have had at each of our past locations. I encourage each of you to research the history, cuisine, culture and economy of each of our

upcoming conference locations. Review the past locations, if you have not already, to form a better appreciation of the environment that you have and will visit. This is a beautiful country that we live in. One that is wonderfully rich in history, economy, and culture. Each location has a unique history that formed its style of government, food preferences, architecture and more.

I will follow with much more information when the minutes are completed and will post them on the Web Site.



Joint Meeting: AACPM and Consortium

CERTIFIED PUBLIC MANAGER PROGRAM FLORIDA CENTER FOR PUBLIC MANAGEMENT THE FLORIDA STATE UNIVERSITY MANAGEMENT/LEADERSHIP DEVELOPMENT

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Howard M. Rasmussen
Revised 12/11/01

Interesting Internet Site **www.3m.com/meetingnetwork/index.html**

The 3M Meeting Network is chock full of useful information designed to make you more effective and successful. We update the Meeting Network periodically and always highlight the newest info in the right column of this page.

At the 3M Meeting Network you'll learn about...

Better meetings: Dozens of articles & tips on how to run effective meetings - from the basics to advanced facilitation skills.

Great presentations: Articles on creating & delivering presentations, and creative downloadable presentation templates & art!

Experts & pros: From our guest columnists to our databases of meeting facilitators, planners & trainers, we connect you with people who can - and do - help!

Fun: Your success & nightmare stories, and our cartoons are always sure to bring a smile. Thanks for contributing!

Product info: From low- to high-tech, we have advice, info, and links to take the guesswork out of buying the right meeting room products.

And more. Sign up for our e-mail newsletter. Take our surveys. Read our research papers. Use our web conferencing. Browse our bookstore.

The 3M Meeting Network is a treasure chest of info. Enjoy!

From the AACPM

SECTION: 11.40

POLICIES AND PROCEDURES MANUAL

Intent of award. The Henning Trophy is presented annually to an active Academy Fellow who through his/her efforts has made the greatest contribution to the Academy, his/her State Society, or the prestige of the CPM public image.

Applicant eligibility. Applicant must be an Academy Fellow.

Criteria for nomination.

(a)	State Society and American Academy Activities	50 points
(b)		Career Accomplishments
		35 points
(c)	Community service	<u>15 points</u>

Total 100 points

Submitting nominations (*nomination form follows*).

- (a) No previous Henning Award recipient will be eligible for nomination.
- (b) Nominations must be made by the Board of Directors of a State Society or at least six (6) members of the House of Delegates (excluding members of the AACPM Board). All least six (6) nominators must sign the form as verification of the qualifying information provided in support of the nomination. Only one nomination will be accepted from each State Society.
- (c) The nomination form must be completed by the group sponsoring the nomination and submitted to the committee chair by the date as determined by the committee. Nominations postmarked after this date will not be considered.
- (d) Neither the name of the nominee nor his/her state shall appear on the nomination form. They may only appear on the cover sheet containing the names of the nominators.
- (e) The nomination must be made using the nomination form provided or a reasonable facsimile. The nomination cannot exceed four (4) pages. Each item cannot exceed the space allocated on the form. The nomination may not be typed in less than a font size 11. Computer generated nominations are acceptable, however, the nomination should follow the format of the AACPM award nomination form.
- (f) The nomination should be written clearly and concisely. Short "bullet" statements of accomplishments are preferred, supported by brief descriptive comments where necessary for clarification. There should be specific details to support the accomplishment. Long flowery descriptions should be avoided.

Travel for award recipient . The Henning Award recipient is encouraged to seek travel assistance from his/her respective employer. If the award winner is a board member, the claim may not be duplicated. The Academy will pay reasonable travel and subsistence for the recipient to attend and receive the award at the annual educational conference. At maximum, reasonable travel and subsistence are defined as meals at state rate; mileage at state rate or cost of airline ticket at preferably a super saver rate; a maximum of three nights lodging; and the conference registration fee. The Board of Directors shall approve expenses on a case-by-case basis for expenses not paid by the recipient's agency and reserves the right to approve expenses which are in the best interest of the AACPM.

The AACPM conference registration fee shall be paid in advance of the conference by the Treasurer of the AACPM.

The recipient should file for travel and subsistence expenses, as authorized above, with the AACPM President within 20 days after the conference. Within 15 days of receipt of the travel and subsistence request, the AACPM President is responsible for obtaining Board of Director approval for expenditures and ensuring issuance of a check to the recipient.

AMERICAN ACADEMY OF CERTIFIED PUBLIC MANAGERS

HENNING AWARD NOMINATION

NAME OF NOMINEE: _____

Mailing Address for Nominee: _____

Phone numbers for Nominee: (W) _____ (H) _____

STATE SOCIETY AFFILIATION OF NOMINEE:

SIGNATURES OF NOMINATORS:

PHONE:

PHONE:

TO BE CONSIDERED, NOMINATIONS MUST BE POSTMARKED/TRANSMITTED NO LATER THAN:

Wednesday, JANUARY 16, 2002

Please return to:

Craig D. Odekirk, CPM, Chair
Henning Award Nominating Committee
4620 South 1075 East
Ogden, UT 84403-3023

Phone: W: (801) 584-8468 H: (801) 479-5743 Fax: (801) 584-8501

Committee members:

William Herman (NH) W: (603) 859-0203

Fax: (603) 859-6644

Lesly Lloyd (MS) W: (601) 957-8722

Fax: (601) 957-7760

PLEASE NOTE: BECAUSE SIGNATURES ARE REQUIRED ON THE NOMINATION FORM,
NOMINATIONS WILL NOT BE ACCEPTED BY E-MAIL. ONLY POSTAL
SERVICES SUCH AS USPS, UPS, FED EX, ECT. OR FAX TRANSMISSIONS WILL BE ACCEPTED. **FAXES
REQUIRE CONFIRMATION OF RECEIPT AND IMMEDIATE HARD COPY SENT BY POSTAL
SERVICE FOR THE OFFICIAL RECORD.**

Henning Award

NOMINATION CRITERIA

**1. STATE SOCIETY AND AMERICAN ACADEMY ACTIVITIES (50 Points)
(2 pages maximum)**

Offices held, involvement and leadership in Academy and Society activities including committee assignments and year of service.

Offices Held at State or National Level and Year of Service:

Committee and Program Involvement--Names of Committees, Designate State or National Level, and Year of Service:

II. CAREER ACCOMPLISHMENTS (35 Points)--List activities that can be considered to be career, job-related accomplishments. Highlight areas, which illustrate specific and/or unique leadership qualities, innovations and contributions to management. Do not include a job description or a listing of tasks.

III. COMMUNITY SERVICE (15 Points)--List activities that illustrate community involvement. List areas, which highlight leadership qualities within community service and year of service.

Note: Nominations are not to exceed 4 pages

**AMERICAN ACADEMY OF CERTIFIED PUBLIC MANAGERS
2002 OFFICER NOMINATION FORM**

INSTRUCTIONS:

1. Any member of the Academy may nominate a Fellow in good standing in both a Society and the Academy. Self-nominations are also acceptable.
2. The nominator is responsible for ensuring that all six sections of the form are fully and accurately completed.
3. Fully completed nomination forms must be received by the Committee Chair at the address below no later than **February 4, 2002** to be considered. They may be mailed or faxed to:

Thomas H. Patterson, CPM
Past President
Chair, Board of Elections
7352 Proxie Dr. Baton Rouge, La. 70817-5343
FAX NUMBER: 225-765-0746

SECTION I: NOMINEE DATA

Name of Nominee: _____
Address: _____
City/St/Zip: _____
Contact Phone: _____
Fax: _____
Email: _____

SECTION II: NOMINATED OFFICE

Check the specific office for which the person listed in Section I is nominated:

____ President-Elect ____ Treasurer (two year term—begins 1-1-2003) ____ Member-at-Large (two year term—begins 1-1-2003)

As a reminder, the terms for Treasurer and Member-at-Large are two-years.

SECTION III: NOMINATOR DATA

Name of Nominator: _____
Address: _____
City/St/Zip: _____
Contact Phone: _____
Fax: _____
Email: _____

SECTION IV: NOMINEE'S BIOGRAPHICAL DATA

A biographical sheet (including Society and AACPM activities, civic and community activities, job responsibilities and accomplishments, etc.) must be included with this form. Bio may not exceed ½-page, single-space, font size 10.

SECTION V: NOMINEE CERTIFICATION

The Nominee must read and sign the certification below:

This is to certify that I am aware of the duties and responsibilities of the office for which I am nominated, that I am willing to serve, and that the biographical information attached to this nomination is true and correct.

Signature of Nominee

Date

SECTION VI: SOCIETY CERTIFICATION OF NOMINEE

The Society President or designated Society Officer must read and sign the certification below:

This is to certify that the nominee listed on this nomination form is a Fellow in good standing in our Society and in the American Academy of Certified Public Managers.

Signature of Society Officer

Title of Officer

Date

AMERICAN ACADEMY OF CERTIFIED PUBLIC MANAGERS

WILKINSON SCHOLARSHIP APPLICATION

NAME OF APPLICANT: _____

SOCIETY AFFILIATION OF APPLICANT: _____

ADDRESS: _____

COLLEGE/UNIVERSITY ATTENDING: _____

CURRENT GPA: _____ FOR _____ SEMESTERS/QUARTERS

POSITION (if currently a public employee): _____
for (agency name) _____

INFORMATION REQUESTED TO ACCOMPANY APPLICATION

Please submit information in response to the following questions:

1. What are your career plans?
2. Describe why you feel you are the best applicant for this scholarship.
3. What is the current source of your tuition for this year?
4. How will you use this scholarship?
5. Describe your participation/contribution in community, civic, and professional organizations.
6. Highlight your leadership activities in these organizations.

PLEASE NOTE: Two letters of reference must accompany application. Submittal of the above information must not exceed four (4) pages, no less than single-spaced, no smaller than font size 11.

APPLICATIONS MUST BE POSTMARKED NO LATER THAN (**March 1, 2002**) AND RETURNED TO:

Carrie Rohr, Chair—Scholarship Award Committee
Office of Personal Mgt.
2101 N. Lincoln
Oklahoma City, Oklahoma 73105

Phone: 405-521-6344
Fax: 405-524-6942
Email: crohr@mhs.oklaosf.state.ok.us