

THE MISSISSIPPI MANAGER



Official Publication of the Mississippi Society of Certified Public Managers

Volume V, Issue III

Dedicated to Improving the Quality of Public Management

JUNE 2008



Upcoming CPM Calendar

July—Nomination forms mailed to Society members

August 12—Deadline for receiving nomination forms

September 26—Ballots for 2009 MSCPM Officers are mailed to Society Members

October 27—Deadline to receive votes for 2009 MSCPM Officers

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Glazar's Project "Policy Management Review" Garners George C. Askew Award

East Mississippi State Hospital's Director of Interdisciplinary Programs, Ann Glazar, was recently awarded the George C. Askew Award for her final CPM project.



Ann Glazar, CPM

An adjunct faculty member in the Social Work Program at the Mississippi State University-Meridian Campus, Ann earned her undergraduate English degree from MSCW in 1969 and earned her master's degree in Education at USM in 1974. In 1978, she was awarded a master's degree in Social Work, also from USM.

Glazar, a December 2007 CPM graduate, began her career at EMSH as a social worker and has served in numerous positions during her thirty-four year tenure, including unit director and Director of Social Services. Ann currently holds credentials as a Licensed Certified Social Worker and Licensed Clinical Mental Health Therapist.

"Participating in the Certified Public Manager Program provided useful and pertinent information that helped me make the transition from managing a single department to managing several departments with common goals but different responsibilities. Through the work-related projects, I identified areas for improving agency operations and established a framework for a newly created division and department at EMSH. In retrospect, I realize that both of my projects shared the goals of improving agency communication, strengthening employee training, and improving accountability for service delivery. I am proud to be a state employee and appreciate the opportunity to have participated in the CPM Program," Glazar said.

Bill Greenleaf, CPM

MSCPM
Executive Board

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Juvenile Rehabilitation Facility
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Becky Sanville

CPM Program Dir.
Jennifer Sledge
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President's Message



Rachel Britt, CPM

Well it looks like the hot days of summer are finally upon us and they have come full force. We are now about to begin our second part of the year.... My how time flies when you are having fun!! I told you in our last Newsletter the MSCPM Annual Conference in Natchez, Mississippi was a **must** attend conference and it definitely was. Unfortunately we only had 59 registered for the conference which was way down from last year and much less than expected numbers. However, the people who did attend got their money's worth. As promised, the speakers were outstanding. We had an array of topics ranging from Understanding Stress and Burnout to Surviving the Sandwich Generation to Just Jump to Who's got your Back to The Bucket List. There were numerous great presenters in between. The food was wonderful, the reception Tuesday night, the continental breakfasts each morning jump started our day and then the lunch which was provided on Wednesday, as well as the dinner Thursday at the beautiful Monmouth Plantation - there was something for everyone. If you missed this conference, be looking for information in the future for the conference next year. I want to thank everyone who had a part in putting the program together, getting the speakers, obtaining the door prizes, and making the conference the tremendous success it was.

The success of any agency or organization depends on the involvement and commitment of the member of the organization or agency. If you are not an active member of the MS Society of Certified Public Managers, I encourage you to become active. Get involved. There is always an area where a fresh face and idea can be used. Contact any board member or me to let us know you would like to be more involved. We will be more than happy to find the area where you can be best utilized.

It is such a pleasure to serve as your President for 2008 and I thank you so very much for giving me the opportunity. I have met so many wonderful people while serving as CPM President and look forward to meeting more. Thanks again.

“From Good to Great in 2008” “Unleash Your Inner Greatness!”

2008 Annual Conference Presenters



Kathy Van Cleave
How to Survive the Sandwich Generation



Will Stryker
Creative Conflict Management and Moving from Conflict to Success



Melissa Medley
The Elements of Greatness



Robert E. Hayes
Protecting Your Emotional Health: Understanding Stress and Burnout



Janet Leach & Dianne O'Toole
What's in Your Backyard



Kathleen Fewel
Estate Planning



Johnna Johnson
Raising the Bar and Just Jump



Stacy Ruth
The Bucket List & The Three A's of Past, Present and Future



Belhaven Professor
Public Administration program at Belhaven



Randy Vinzant
Who's Got Your Back: Trust in the Workplace



It's mostly about what and where are we going to eat next.



Special Thanks to
Brittney Taylor for
providing some of the
pictures

MSCPM BY-LAW CHANGES



6.17 Ex-Officio Member(s): The Mississippi CPM Program Director shall be invited to serve as an ex-officio member of the Board of Directors and shall also serve on the Program Committee. The CPM Program Director shall provide any pertinent information concerning the CPM Program to the Board. Only Ex-Officio members who are also Active or Associate members of the society may vote.

6.9 Members at Large: Five Members at Large shall be elected, and shall provide advice on issues coming before the Board of Directors. One Member at Large shall serve as Chair of the Membership Committee, one shall chair the Publications Committee as Editor of the Society newsletter, one shall chair the Marketing Committee, one shall chair the Communications Committee and one shall assist the President-Elect with the Society's educational conferences as Co-Chair of the Program Committee.

New Permanent Committee

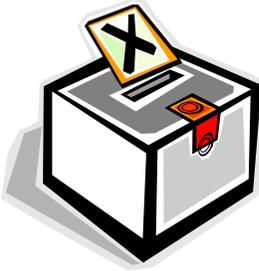
Communications Committee: The Communications Committee shall consist of the Member at Large elected to serve as Chair and at least three members appointed by the President. This committee shall develop retention strategies that will help the Society retain members and get more member involvement. It is the responsibility of the committee to increase the active membership of the Society by developing methods for recruiting members, new and old.

The membership also voted the following change:

The Society shall host one annual conference per year.

Note

The underlined text above reflects changes to the MSCPM By-Laws that we adopted at the Annual Conference in Natchez



It's time again...MSCPM Officers Nominations and Upcoming Election

By Skip King, Nominations/Election Committee

It is once again time for you, the members of the Mississippi Society of Certified Public Managers (MSCPM), to nominate and elect new officers for 2009. This process is very important to continue the success of the society. The slate for 2009 will include President-Elect, Treasurer, and the Members-at-Large for Membership, Publications, Marketing, Training and the new Communications Committee. You can find a list of the current Executive Board members on page two of this newsletter.

The responsibilities of the President-Elect include chair the Program Committee and perform other duties assigned by the President. The President-Elect serves on the Board in that capacity for one year, as President for one year, and as Past President for one year. The Treasurer receives, dispenses and accounts for all funds belonging to the Society. This is a two-year term. The five Members-at-Large are one year terms. Their responsibilities include chairing their respective area Committees, representing the general membership, and providing advice on various issues presented to the Board. The new Communications Committee will be responsible for developing retention strategies that will help the Society retain members and get more member involvement. More information on the duties and responsibilities of these offices can be found on page five of this newsletter.

Any questions concerning and of the nomination/election process should be addressed to Skip King, Election Committee, at 601-359-7350 or emailed to skking@mdot.state.ms.us.

The request for nominations is made to all active members of the Society. The leadership of the Society is important to its on going success. Please think about who you want on your board and if you want to participate as an active member of the Society by serving on the board. Volunteering to serve as an officer on the MSCPM Board is very satisfying and rewarding. You can find a nomination form on page seven of this newsletter. **Nominations are due by August 12, 2008** and should be submitted as instructed on the form.

Ballots with the nominees for each office will be mailed by September 26, 2008 to all voting members of the Society. Remember, all active and associate members of the society are eligible to vote. **Ballots must be returned no later than October 27, 2008.** The results of the election will be announced in the December newsletter. New officers will be installed during December and take office on January 1, 2009.

MSCPM Executive Board Duties

President

Schedules regular and special meetings
 Presides at all meetings
 Enforces the Constitution and By-laws
 Ex-officio of all committees except Nominations
 Appoints committee chairmen
 Issues membership certificates and welcome letters
 Serves on the CPM Advisory Committee
 Represents Society at meetings of the American Academy of Certified Public Managers (AACPM)
 Coordinates activities and responsibilities with other board members
 Coordinates and assists with budgetary processes
 Serves as Society contact for American Academy of Certified Public Manager (AACPM) communications
 Coordinates Society representation in AACPM newsletter

President-Elect

Automatically advances to the office of President
 Presides at meetings in absence of President
 Represents the Society in the absence of President
 Chairs Program Committee and coordinates development of training opportunities with Member-At-Large (Training)
 Coordinates development of budgets for training opportunities

Secretary (two year term)

Attends Executive Board meetings, taking minutes and disseminating to board members prior to next meeting
 Checks mailbox weekly and disseminates mail
 Logs in membership checks and forwards to Treasurer with appropriate documentation
 Maintains updates to the MSCPM Standard Operation Procedures Manual
 Serves as historian for Society preserving a copy of all activity documentation

Treasurer (two year term)

Attends Executive Board meetings
 Receives/deposits all funds belonging to Society
 Collects dues; keeps logs of names then forwards information to Member-At-Large (Membership)
 Dispenses monies for Society expenses
 Provides financial statements at each business meeting of monthly income and expenditures
 Assists in budgetary processes

Member-At-Large (Publications)

Attends Executive Board meetings
 Primary responsibility is creation of *Mississippi Manager*
 Serves as Chair of Publication Committee whose

responsibility is to solicit newsletter articles and aid in the creation and distribution of newsletters
 Coordinates updates to the Society website with webmaster

Member-At-Large (Membership)

Attends Executive Board meetings
 Disseminates membership applications
 Makes presentations about Society at sessions determined by the CPM Program Director
 Creates and issues invoices to members for renewal
 Compiles membership information, creating membership directory
 Provides assistance to President with creation and distribution of Membership Packet
 Maintains membership database
 Creates and maintains e-mail notification program

Member-At-Large (Marketing)

Attends Executive Board meetings
 Serves as Chairman of the Marketing Committee
 Develops marketing plan for the year outlining efforts to market the Society to CPM program participants and promote the program and Society to the general public
 Maintains inventory control and accountability of marketing merchandise with reports to the Board
 Coordinates marketing information published in the *Mississippi Manager*
 Coordinates purchase, storage, and presentation of CPM Graduation gifts with President

Member-At-Large (Training)

Attends Executive Board meetings
 Coordinates all decisions with President-Elect and assists or coordinates in all stages of program organization, budget and presenter communication
 Develops publicity documents, coordinating duplication and distribution
 Serves as Society's primary contact with conference/training site representatives
 Recommends committee responsibilities and assists committee with volunteer recruitment

Member-At-Large (Communications)

Develop retention strategies that will help the Society retain members and get more member involvement
 To increase the active membership of the Society by developing methods for recruiting members, new and old.

Sixty-eight Participants Graduate in June 13 Ceremony

CERTIFICATES IN SUPERVISORY MANAGEMENT (CSM) & CERTIFIED PUBLIC MANAGERS (CPM)

**Received Model Project*

Dept. of Agriculture and Commerce

Joette Pickle, CSM
John Tillson, CSM*

Dept. of Corrections

Ronald W. King, CPM*
Annette Townsend, CPM
Lester Williams, CPM

Dept. of Employment Security

Barbara N. Hicks, CSM
Tammie R. Johnson, CSM

Dept. of Environmental Quality

Richard W. Harrell, CSM
Margaret Hassin, CSM
James Keith Head, CSM
Thomas Kelly, CSM*
Ronald Killebrew, CSM
Geraldine G. Montgomery, CSM
Donna Phillips, CSM
Lewis Mack Todd, CSM
Barbara Viskup, CSM
Jerry Beasley, CPM
Laura Beiser, CPM
Kathleen Farris, CPM

Dept. of Finance & Administration

Michael L. Litchliter, CSM
Michael S. Lucius, CSM
Kymberly Wiggins, CSM
Evelyn Adams, CPM*

Medical Licensure Board

Leslie Snodgrass, CSM*

Mental Health – Boswell Regional Center

Debbie McLendon, CSM
Charles R. Britt, CPM

Mental Health – Central Office

Evelyn Catherine Cliburn, CSM
Charles Oliphant, CSM

Dept. of Health

Veronica J. Lockett, CSM

Dept. of Public Safety - Division of Crime Laboratories

J. C. Smiley, CSM*

Dept. of Rehabilitation Services

LaVonda Hart, CSM
Jim Johnson, CSM

Dept. of Transportation

Ken Wallace, CSM
Jeff Wheeler, CSM
Imad Aleithawe, CPM
Mark C. McConnell, CPM
John Michael Simpson, CPM
Gregory Williams, CPM*

Information Technology Services

Roger L. Graves, CSM*
Donna Hamilton, CSM
Rhonda Allen, CPM

Insurance Department

Donna Cromeans, CSM*

Medicaid Division

Robert E. Hays, CSM
Nancy Cornelia Jones, CSM*
Vanessa E. Wilson, CSM*

Public Employees' Retirement System

Jan C. Cragon, CPM
Joseph Guillory, CPM
Angie Ewing Rivers, CPM
Shirley Sessoms, CPM

Senate

Kevin Upchurch, CSM

State Aid Road Construction Division

Katie M. McKinzie, CSM

Mental Health – East MS State Hospital

Jerry Hooks, CSM
Wayne Litton, CSM
Betty Moffett, CSM*

Mental Health – Ellisville State School

Betty Livingston, CPM
Connie Williams, CPM

Mental Health – Hudspeth Regional Center

Antoine Barlow, CSM

Mental Health – MS State Hospital

Ronnie Harris, CPM

MS Development Authority

Bill Mobley, CSM
Florence L. Provenza, CSM
Sandra Perkins, CPM

State Fire Academy

Donald R. Koss, CSM

State Personnel Board

Martha Hartzog, CSM
Iris Griffin, CPM

State Tax Commission

Aaron Robinson, CSM
Irene Harris, CPM*
Tony Lawler, CPM
Melinda Lott, CPM



Additional Professional Development Options

After MCPM graduation, many Society members look for continuing educational outlets. I want to pass on information about [Belhaven College's](#) new Master's of Public Administration Program. The program states that it is an accelerated program designed for the adult working student. The first class started this March. There are currently seats available in the program. The program will "wave" three hours for completion of CSM and another three hours for completion of the CPM Program. Also, there is a 10% tuition discount for current participants as well as graduates of the MCPM Program.

For more information about the Master's of Public Administration please contact Meredith White at (601) 965-7043 or mwhite@belhaven.edu.

[Mississippi State University](#) also "waves" at up to nine credit hours in their Master's of Public Policy and Administration Program for the completion of CPM. For more information about the program please contact Dr. Jerry Emison at 662-325-7865 or emison@ps.msstate.edu.

There are several other colleges and universities that will "wave" hours for completion of our CPM program. Please contact the school you are interested in for more information and documentation requirements to receive credit.

Keep learning and growing,
Jennifer Sledge, CPM
MCPM Program Director

News You Can Use, If You Choose

HEALTH SAVINGS ACCOUNTS POPULARITY INCREASING

According to a new AHIP (America's Health Insurance Plans) report there has been a significant increase in the number of Americans who are covered by private, high-deductible health insurance plans that make them eligible for health savings accounts (HSAs). HSAs are defined as tax-free financial accounts designed to help individuals save for future health care expenses.

There are now more than 6.1 million Americans covered by such plans, a 1.6 million increase since January 2007. In 2005, just a little over two years ago, there were only about one million Americans enrolled in such plans.

National Center for Policy Analysis President John Goodman commented, "The best way to control health care costs is to put patients in control of more of their health care dollars. The increasing popularity of HSAs is a result of managed care's failure."

Source: W. Scott Bailey, "Use of health savings accounts is stirring political debate," American Business Daily, May 19, 2008.

taken from the MS Center for Public Policy Snapshots

MISSISSIPPI'S TORT REFORM TRIUMPH

In a recent *Wall Street Journal* article, senior economics writer Stephen Moore (who visited Mississippi in April at MCPP's invitation) recounted how tort reform has been positive for Mississippi. Below are excerpts from the article.

"For most of the past 30 years, Mississippi has ranked as one of the poorest as well as one of the most litigious states. The two statistics are related. But four years ago, Mississippi transformed itself from judicial hell hole to job magnet, a story that is instructive for other states trying to attract jobs in turbulent economic times. Almost overnight, the flow of lawsuits began to dry up and businesses started to trickle in. Federal Express invested \$1 billion in a new facility in the state. Toyota chose Mississippi over about a dozen other states for a new \$1.2 billion, 2,000-worker auto plant."

"About 60,000 new jobs have arrived in four years - not a small number in a workforce of about 1.3 million - and a sharp improvement from the 30,000 jobs lost in the four years before Mr. Barbour took office. Since the law took effect, the number of medical malpractice lawsuits has fallen by nearly 90%, which in turn has cut malpractice insurance costs by 30% to 45%, depending on the county."

"Mississippi tort reform is making the poor richer, and the rich lawyers less fabulously rich. Now that's a good way to close the income gap."

Source: Stephen Moore, "Mississippi's Tort Reform Triumph," *Wall Street Journal*, May 10, 2008.

taken from the MS Center for Public Policy Snapshots

Check out the changes we've made to our web site!

Go to www.msccpm.state.ms.us and tell us what you think!

We would like to hear from you!





MSCPM
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Submission Information

The Mississippi Manager is the official publication of the Mississippi Society of Certified Public Managers. *The Manager* will publish articles and photographs of general interest to Society members. Direct submissions should be sent to P.O. Box 3366, Jackson, MS 39207-3366 or emailed to the Member-at-Large for Publications (bgreenleaf@mdoc.state.ms.us).

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We're on the Web!
www.mscpm.state.ms.us

Special thanks to the website committee and MSCPM web host, Larry Cox, for their effort in designing and implementing this new site.

"I, however, place economy among the first and most important republican virtues, and public debt as the greatest of the dangers to be feared."

- Thomas Jefferson (1743-1826)

OUR OBJECTIVES

Promote a standard of behavior which demonstrates a high level of ethical responsibility in the performance of official duties as set forth in the Society Canons of Professional Responsibility.

Promote efficiency and productivity in government and **lead by example and innovation.**

Improve communication, cooperation, and coordination among government organizations.

Pioneer professional works and facilitate positive changes which enhance the delivery of services.



"People are beginning to realize that the apparatus of government is costly. But what they do not know is that the burden falls inevitably on them."

- Frederic Bastiat (1801-1850)