

THE MISSISSIPPI MANAGER



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Dedicated to Improving the Quality of Public Management

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Upcoming CPM Calendar

Dec 16—MSCPM Board Christmas luncheon

Dec 19—CPM and CSM Graduation Ceremony, Dept. of Education

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Congratulations Jennifer and SPB



Pictured from left to right are: Re-Accreditation Committee Chair – Howard Balanoff, MCPM Program Director – Jennifer Sledge, and National CPM Consortium Chair – Ann Cobb.

During the 2008 Annual National Certified Public Manager Consortium meeting, the MS Certified Public Manager Program was granted its third consecutive reaccreditation. During his site review, Reaccreditation Committee Chair, Howard Balanoff, noted the degree of enthusiasm shown for our program by the students, alumni, instructors and program administrators.

In his report to the Consortium, Mr. Balanoff commented that the policy and procedures of our program as well as the annual Profile of Excellence in Public Service (which highlights model projects for the year) provide a model for other CPM programs nationwide. Mr. Balanoff concluded his report with the following statement: "the Mississippi CPM Program meets and exceeds all standards required for re-accreditation by the National CPM Consortium and strongly recommends the Mississippi CPM Program be re-accredited for the next five years!"

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President's Message

My how time flies as we get older. It seems like only a couple of months ago I was sworn in as the new President of the Mississippi Society of CPM and now my year is coming to an end. This whirlwind year has been full of exciting and challenging opportunities. I have very much enjoyed serving as your President. All the new people I have had the chance to meet and talk to has been a wonderful way to network and get ideas from other agencies. I am so glad I had the opportunity to meet each and every one I have met. I serve with a great group of hard-working people on the CPM Board. I appreciate each of them and what they bring to the Program.



Rachel Britt, CPM

On September 6 - 10, I had the distinct honor of attending the AACPM Conference in Columbus, Ohio. We have some outstanding CPM presidents and members throughout the United States. The conference was a huge success. The planners for the conference had some top notch speakers lined up for us. Each speaker presented information which made you think and challenged you to be a better, more caring and dedicated worker and individual. I was able to bring back some very useful information to help me in my career and my walk in life. I want to thank you for giving me the opportunity to attend the conference and to serve as Mississippi's delegate.

In closing I want to encourage each of you to get active in the MSCPM Program. There are many areas where we can use you, so volunteer your time and your talents. Also encourage your co-workers to become active members of the program. We always need fresh new faces and ideas. The MSCPM Program is one of the best programs in the State of Mississippi. It helps to set standards of excellence for supervisors and managers of state government. As I have stated in the past, the success of any agency or organization depends on the involvement and commitment of the members of the organization or agency. So get involved. Lastly, the holidays are quickly approaching us... I wish each of you a very safe and happy rest of the year. Thank you again for allowing me to serve as your president.

"Live well..... Love much.... and Laugh often!"



American Academy of Certified Public

—Important Election Information—

The results of the 2009 AACPM Candidate Election are in...

To the Members of the American Academy of Certified Public Managers® – a notification letter:

This year we had a fantastic turn out in our call for candidates for your 2009 AACPM Officers. I believe we had a record number of candidates on the ballot. For Member at Large for Conferences and Communications Glenn Thomas (KY), Gail Gibson (LA), and Barbara Pepper (MS) were the candidates. Reva Tisdale (ID) and Carmen Bishop (KY) were your candidates for Treasurer and Dr. Ada Burnett (FL), Joyce Doakes Smith (OK), and Becky Bryant (AR) were running for the President Elect position.

I'd like to take a moment to thank each and every one of our candidates for stepping forward and offering your service to lead the Academy into the future.

When the ballots were counted the following AACPM members were elected to the Board. President Elect—Joyce Doakes Smith, Treasurer—Reva Tisdale, and Member at Large for Conferences and Communications—Barbara Pepper.

On January 1st your AACPM Board will be:

- Steve Mastro, President
- Joyce Doakes Smith, President Elect
- Debra Bourbeau, Secretary
- Reva Tisdale, Treasurer
- Debbie Smith, Member at Large for Member Services
- Barbara Pepper, Member at Large for Conferences and Communications
- Greg Hyland, Past President

I'd also like to thank retiring Board members whose terms end on December 31st:

- Ron Buchholz, Past President (2 terms)
- Larry Gordon, Treasurer (2 terms)
- Becky Bryant, Member at Large for Conferences and Communications

It is because of Becky's Ron's and Larry's unending dedication to the Academy that we were able to have the successes we had this year.

If you get a moment, congratulate your new officers, thank the other candidates for running, and express your gratitude to our retiring Board members.

If you have any questions regarding the election, your new officers, or would like information on how you can be involved in the Academy, please let me know.

Greg Hyland, CPM

President

American Academy of Certified Public Managers®

Director of Communications and Public Affairs

City of Yuma, Arizona

"The time is always right to do what is right."

- Martin Luther King Jr.

MSCPM Members Recognized at the National Conference



Barbara C. Pepper, Operations Division Director for the Mississippi Development Authority, was hired in 1989 to create a centralized, systemized approach to the management and delivery of select support functions to the agency's executive and professional staff. Barbara is one of the first professionals to earn Mississippi's Certified Public Manager designation and is a charter member/past president of the state CPM society. She has attended AACPM conferences from 1994-2007; served as state delegate; co-chaired the successful 1998 AACPM conference in Biloxi, Mississippi; and been AACPM board secretary, newsletter co-chair, conference committee member, and Henning award recipient.



Mrs. Ann Glazar, East MS State Hospital, was recognized as the 2007 Askew Award Winner for the State of Mississippi at the American Academy of Certified Public Manager annual conference and award banquet. Mrs. Glazar's project was selected as the "best" from a pool of 46 model projects for 2007.



The Mississippi Delegation at the AACPM Conference from left to right: Ann Glazar, Betty Jo Buford, Rachel Britt, Liz Jackson, Barbara Pepper, Jennifer Sledge and Rona Owens.

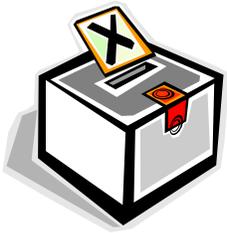
Hem your blessings with thankfulness so they don't unravel. ~Author Unknown

Gratitude is the sign of noble souls. ~Aesop

For each new morning with its light,
For rest and shelter of the night,
For health and food, for love and friends,
For everything Thy goodness sends.
- Ralph Waldo Emerson

He is a wise man who does not grieve for the things which he has not,
but rejoices for those which he has.
- Epictetus

I hope you and yours have a wonderful Thanksgiving.



MSCPM 2009 Election Results

The Executive Board of MSCPM is happy to announce the election results for 2009.

President-Elect:

Treasurer:

Member-At-Large Membership:

Member-At-Large Publications:

Member-At-Large Training:

Member-At-Large Marketing:

Member-At-Large Communications:

Carolyn Bell

Helen Barnes

Becky McNelis

Bill Greenleaf

Lisa Green

Skip King

Ruth Davis

We are very excited to assemble such a great team to work together in our efforts to bring new ideas to the MSCPM organization. We appreciate the support from the members and encourage all to work together in harmony as we commence on the 2009 journey into public management.

The officers and I wish to thank everyone who supports or has supported MSCPM and we also want everyone to join us in issuing a special thanks to the outgoing officers for a magnificent job well done!

Again, congratulations to our newly elected officers. May the Lord grant you the right spirit and wisdom in all your undertakings and selfless commitments to the MSCPM organization.

I look forward to working with you.

Melissa McGee-Collier
President, MSCPM

Newly Elected MSCPM Board Members to Begin Serving in January



President-Elect Carolyn Bell, currently serves as Civil Rights director for MDOT. Carolyn has held various positions for the last 21 years at the Department of Education, State Personnel Board and MDOT for the past 15. She has a Bachelor's Degree in Business Management from the University of Phoenix, is married and is the mother of two children, Michael and Melia.



Treasurer Helen Barnes works with the Mississippi Department of Human Services as the Director of General Accounting, Purchasing and Property since 1997. She is in her thirtieth year of state service at DHS where she has held various non-supervisory and supervisory positions. Helen received a Bachelor of Science in Basic Business Education and a minor in Accounting from Jackson State and her CPM designation in 2000. She is married and is a mother and grandmother.



Becky McNelis, **Member-at-Large (Membership)**, currently serves and Personnel Director with the Office of the State Auditor. Becky began her career with the Mississippi Employment Security Commission and has also worked at the State Personnel Board. A graduate with a degree in Business Administration from the USM, Becky has served the MSCPM as Member-at-Large (Membership) and has served as Pres., VP, Sec., and Treas. of the Mississippi Association of Personnel Administrators and is a charter member.



Member-at-Large (Publications), Bill Greenleaf, works in the Policy, Planning, Research and Evaluation Division with the Mississippi Department of Corrections. Bill has been with MDOC for 13 1/2 years and has near 20 years of state service. He earned a Bachelor of Science and a Master's of Science Degree from Delta State where he has recently served on the DSU Alumni Board as President and Past President. Bill has also served as Member-at-Large (Publications) for MSCPM for the past 2 terms.



Lisa Green, **Member-at-Large (Training)**, is a 2005 graduate of CPM. Lisa serves as a Division Director II and is responsible for the Member Account Support Division with the Public Employees Retirement System. She has over 14 years of state government experience, 9 1/2 with the state of Mississippi and 4 1/2 with Louisiana. Lisa earned a BA degree in Accounting from Dillard University and an MBA from the University of Phoenix.



Skip King, Recruitment and Selection Director with the Mississippi Department of Transportation, will serve as **Member-at-Large (Marketing)**. King won the Askew Award and was a delegate for the Mississippi Society at the AACPM national conference in 2007. He has served MSCPM on the Nominations Committee and currently serves on the Curriculum Committee. Skip earned a degree in Business Administration from the University of Mississippi.



Member-at-Large (Communications), Ruth Davis, is a Certified Public Manager who is the Director of Food Service at the Mississippi State Fire Academy. Ruth has seventeen years of state service and worked for twenty-five years at Doctors' Hospital. She is a graduate of Hinds Community College and received her certification as a Dietetic Manager from Florida State University.



President, Melissa McGee-Collier, grew up in Jones County and lives in Byran, MS with her husband and three children. She attended the University of Southern Mississippi and Mississippi State University and earned a BS in Chemical Engineering and a Masters in Public Policy and Administration and is employed by the MS Dept. of Environmental Quality. Her career as a public servant began in 1994. She completed the CPM program in 2004 and has been actively involved on various levels.



Diane Mattox, **Secretary**, has a Bachelor's Degree in Business Management from Ole Miss and a Master of Business Administration degree from Mississippi College. Her career in public service began 16 years ago and she has served as the Human Resources Director of PERS since 1999. Diane completed the CPM program in 2002 and has been an active member of MSCPM from that time. She lives in Madison, MS with her husband and their two children.



Past-President, Rachel Britt, works as a Comprehensive Training Director with the Juvenile Rehabilitation Facility in Brookhaven, Miss. Rachel has been employed with JRF for 10 years and has worked for the Department of Mental Health for 17 years. During that time she graduated from the CPM Program and the John C. Stennis Program. She earned a Bachelor of Business Administration Degree from University of Southern Mississippi and a Master's of Education in Educational Leadership from William Carey College.



Jennifer Sledge has served as **CPM Program Director** for the State Personnel Board since 2004. Ms. Sledge has worked in various capacities in federal government, state government and in corporate recruiting since 1994. She also served on active duty in the U.S. Navy where she received a Navy Achievement Medal for her work in personnel while stationed in Keflavik, Iceland. A native Mississippian, Ms. Sledge holds a degree in Interdisciplinary Studies from Old Dominion University and is currently pursuing a Master in Public Policy and Administration with Mississippi State University.

Terms of Office—The term of office for the President, President-Elect, Members-at-Large, and standing committee chairs begins on January 1 and ends on December 31 of the same year. Secretary and Treasurer are elected in alternate years and serve two consecutive calendar years beginning January 1 of the current year and ending December 31 two years hence.

Elections—The President-Elect will become President on January 1 of the year following election. The President will become the Immediate Past President on January 1 of the year following tenure as President. No elections are required for these offices.



**You are cordially invited to attend
the Certified Public Manager and
Certificate in Supervisory Management
graduation ceremony
on December 19, 2008
10:00 a.m.
at the
Department of Education Auditorium.**

**The ceremony begins at 10:00 a.m.
with a short reception to follow.**

**Please join us in celebrating this
special event in the lives
of these public managers.**

News You Can Use, If You Choose

RETURN TO THE VISION OF AMERICA'S FOUNDERS

If there is one thing we learned from this year's campaign, it's that we have a desperate need in our country to return to the vision America's Founders had of rights and of the proper role of government. Few candidates from either major party espoused the ideals our Founders would have recognized as the reasons they pledged their lives, fortunes, and sacred honor.

According to the Declaration of Independence, our Founders believed that governments are instituted not to create rights but to protect rights that are endowed to us by our Creator. They called those "inalienable" rights - rights that cannot be made "alien" or "foreign" to us. One writer has said inalienable rights are "those rights which would exist if there were no government." Some people today might refer to them as "human rights."

In the Declaration, the Founders specified life, liberty, and the pursuit of happiness as examples of these rights, but later, in the Bill of Rights, they specified more. But notice that the Bill of Rights did not grant rights; it acknowledged existing rights and said the government should not interfere with the exercise of those rights.

They didn't require anyone to pay for anyone else's expenses, which is the modern-day idea of rights. In fact, inalienable rights require nothing from anyone else - nothing, that is, except respect.

Our organization has published a booklet titled *Governing by Principle* to help you articulate this and other principles of government. To get your complimentary copy call us at 601-969-1300.

By Forest Thigpen

Mississippi Center for Public Policy

WHAT WORKS AND WHAT DOESN'T IN STATE HEALTH CARE REFORM

Since the early 1990's, a number of states have made attempts at health care reform. Each of these has been based on some form of government-managed system, generally including an open-ended taxpayer funding commitment combined with a generous set of mandated benefits. In each case, these programs have failed to achieve their policy goals and have often proved unsustainable as originally enacted.

A new study by the Washington Policy Center reviews the efforts of six states, Washington, Oregon, Tennessee, Hawaii, Massachusetts, and Maine, that enacted government-managed health care reform plans. It also examines two states, Wisconsin and California, where such plans were proposed but failed to pass, and three states that have recently taken a different approach.

These three states, Florida, Georgia, and Indiana, have enacted reforms that move decision-making about health care to the individual, work with market forces, and create voluntary incentives that increase choice and expand access to health care coverage.

Four important lessons can be drawn from the efforts of these states:

1. The health care problem cannot be solved with more government control.
2. Top-down mandatory approaches do not work.
3. Price controls do not lower costs, but they do lead to rationing and an increase in the number of uninsured.
4. Policymakers should not promise the public universal coverage.

Source: Washington Policy Center, Policy Brief, August 2008.



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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.

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.

