



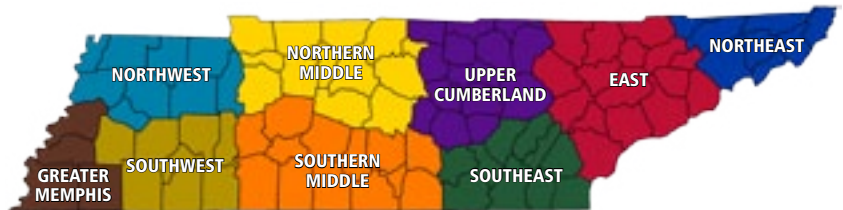
SECLA Graduates 21 in Session 11 Class

College professors and law enforcement executives from across the state have completed the 11th session of the **Southeastern Command and Leadership Academy (SECLA)**. A graduation ceremony for the academy was held in March at the University of Tennessee at Chattanooga (UTC) University Center.

Chief David Rausch of the Knoxville Police Department was the keynote speaker. Other scheduled speakers included Dr. Tammy Garland, UTC Department of Criminal Justice; Dr. Herbert Burhenn, dean of UTC's arts and sciences; Skip Elrod, assistant special agent in charge for the Tennessee Bureau of Investigation and SECLA class president; and LEIC Executive Director Don Green.

Mike Hill, SECLA program manager at LEIC, described the 11th session graduation ceremony as an important occasion not only for the participants, but also for the successful partnerships created among universities, communities and law enforcement throughout the country.

"This academy, often referred to as LEIC's Command College, began 11 years ago
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UT Center for Industrial Services Re-Aligns Service Regions

In a move to provide greater outreach to Tennessee manufacturers, the **UT Center for Industrial Services (CIS)** has re-structured its service regions to align with the Tennessee Department of Economic and Community Development's (ECD) nine regions across the state.

The move by CIS comes following ECD's decision last year to re-structure its field staff to establish a "jobs base camp" in each of the nine regions. That move was part of Governor Bill Haslam's Jobs4TN plan, an economic development strategy to create jobs and spur economic growth in Tennessee. The ECD regions are Northwest, Greater Memphis, Southwest, Northern Middle, Southern Middle, Upper Cumberland, East, Northeast and Southeast.

"The purpose of the new CIS regions is to gain closer alignment with partners such as the Tennessee Department of Economic and Community Development," said CIS Executive Director Dr. Paul Jennings. "Working more closely with ECD and other partners will help us increase the overall effectiveness of our outreach operations, serve a greater number of manufacturers and contribute to an increasing number of successful businesses and high quality jobs throughout the state."

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SECLA Graduates 21 in Session 11 Class

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and has progressed each year to what is now considered a top priority for officers pursuing advancement in their organization. SECLA prepares these officers for increased responsibilities in senior administrative positions," Hill said.

"The University of Tennessee appreciates the willingness of our law enforcement, community leaders and funding agents in making this solid investment in public safety. This program, funded by the state of Tennessee, Office of Criminal Justice Programs, focuses on preparing law enforcement supervisors for the future of their community's quality of life, as well as the future of their profession."

Chief Rausch, in his keynote address, said SECLA is a major stepping stone for officers in his department who want to be promoted. "Our department will not consider officers for promotion until they have successfully completed the program; we put that much value to it," Rausch said.

Hill said the course was divided into five one-week sessions in the classroom, and two additional sessions are presented online. The students included top law enforcement officials from Arnold Air Force Base, Chattanooga, Knoxville, Maryville, Memphis, Murfreesboro, Nashville, Oak Ridge and Rutledge.

The program offers up to 12 undergraduate credit hours or up to six graduate level credit hours through UTC. Training sessions were held on the UTC campus.

Areas of study included leadership and management, emerging trends in law enforcement, ethics and integrity, risk management and liability, planning and budgeting, managing diversity and media relations.

With this graduation, the academy now has 295 alumni representing law enforcement agencies in seven states. Preparations are being made for the next session that will begin in July 2012. Applications are now being accepted, and registration is open to all law enforcement agencies. Funding for the next class is being provided by the state of Tennessee, Office of Criminal Justice Programs, and the University of Tennessee.

The academy is a partnership among **UT's Law Enforcement Innovation Center**, UTC Continuing Education Division, UTC School of Criminal Justice, the Tennessee Association of Chiefs of Police and the Tennessee Sheriffs Association. ■



Session 11 graduates included: Sgt. Brad Anders, Knoxville Police Dept.; Lt. Douglas Bell, Metro Nashville Police Dept.; Lt. Pam Breeden, Oak Ridge Police Dept.; Sgt. Jonathan Bryant, Chattanooga Police Dept.; Asst. Chief Deputy Mark Dunbar, Shelby County Sheriff's Office; Lt. Lee Dupie, Metro Nashville Police Dept.; ASAIC Skip Elrod, TBI; Sgt. Ponda Foster, Chattanooga Police Dept.; Sgt. Austin Garrett, Chattanooga Police Dept.; Lt. Carlos Hess, Maryville Police Dept.; Sgt. Jeff Holmes, Knoxville Police Dept.; Sgt. Max Johnson, Hamilton County Sheriff's Office; Sgt. Ricky Jones, Hamilton County Sheriff's Office; Sgt. John Kiely, Knoxville Police Dept.; Sgt. Bryan Malone, Knoxville Police Dept.; Chief Richard McGinnis, Rutledge Police Dept.; Sgt. Tommy Meeks, Chattanooga Police Dept.; Sgt. Jeff Parton, Hamilton County Sheriff's Office; Lt. Thomas Sissom, Murfreesboro Police Dept.; Sgt. Mark Yeargan, Hamilton County Sheriff's Office; and Lt. Michael Young, Arnold Air Force Base.

UT Center for Industrial Services Re-Aligns Service Regions

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Jennings said the agency has been considering its re-structuring since ECD announced its new plan last year. The CIS Advisory Council, made up of manufacturers and economic development partners from across the state, encouraged this change as a way to access and serve a greater number of manufacturing customers. ■

LEIC Holds Bi-annual Board of Advisors Meeting

The **UT Law Enforcement Innovation Center (LEIC)** recently held its bi-annual board of advisors meeting in Nashville.

The meeting was hosted by Mark Gwyn, director of the Tennessee Bureau of Investigation (TBI), and was held March 6-7 at headquarters. LEIC Executive Director Don Green facilitated the meeting. Board members were updated on current programmatic and fiscal details of LEIC and were then given the opportunity to provide insight and direction on current trends in public safety. There were also discussions regarding initiatives for growth and sustainability as well as diversifying funding sources and marketing. The board members were treated to a tour of TBI. The next meeting is being planned for fall 2012. ■



SEATED LEFT TO RIGHT: Avice Reid, executive director of Knoxville's Police Advisory and Review Committee (PARC); David Rausch, chief, Knoxville Police Department; Carol Scott, executive director (retired) of PARC; Larry Godwin, deputy commissioner, Tennessee Department of Safety; and Donna Kelley, program manager, LEIC.

STANDING LEFT TO RIGHT: Dr. Brain Donavant, UT Martin; Joe Garner, president, Tennessee Association of Chiefs of Police; Gregg McAlister, business manager, LEIC; Sterling Owen IV, chief (retired), Knoxville Police Department; Jim Hammond, sheriff, Hamilton County Sheriff's Office; Chuck Shoopman, assistant vice president, UT Institute for Public Service; Don Green, executive director, LEIC; and Mike Hill, program manager, LEIC.

NOT PICTURED: Dr. William Bass, Sheriff Mike Brown, Jeff Gurvis, Sheriff Jeff Holt, Clay Newman and Dr. Helen Eigenberg.

CTAS Completes Successful Round of County Budget Workshops

Throughout February and March, the **UT County Technical Assistance Service (CTAS)** offered a statewide course series entitled "County Operating Budget Workshop." The four-hour budgeting class discussed the items included in an operating budget; described the different laws under which counties adopt and operate budgets; explained different components of a county budget; and discussed and identified acceptable budget practices.

The classes were taught by CTAS county government consultants and were held in Athens, Jackson, Franklin, Knoxville, Cookeville and Johnson City. More than 170 county employees attended the training. ■

LEIC Wins Award for Virtual Reality Investigator Training

The **UT Law Enforcement Innovation Center (LEIC)** and the National Forensic Science Technology center recently won the BizTech Best Collaboration award presented by the *Tampa Bay Business Journal*.

The project team was recognized for its cutting-edge virtual reality crime scene training program, Investigator-Virtual Reality (I-VR). Led by LEIC's Donna Kelly, Emily Miller and Andi Damewood, the long distance team included the National Forensic Science Technology Center and Advanced Interactive Systems, a leading gaming software company in California. ■

TREEDC Holds Community Forum

The mayors of the Tennessee Renewable Energy and Economic Development Council (TREEDC) held their first 2012 Community Energy forum recently at Hiwassee College.

TREEDC 2012 founding members Hiwassee College, the UT Institute for Public Service (IPS), Municipal Technical Advisory Service (MTAS), USDA Rural Development, Tennessee Valley Authority (TVA) and the Tennessee Gas Association sponsored this free community outreach forum for Hiwassee College students, staff and Monroe County area clean energy stakeholders. A diverse crowd of 74 attendees heard various presentations ranging from bio-energy to bio-fuels development along with the positive developments from the TVA Green Power Switch and Genera Energy

Initiatives. This was the 12th statewide forum since 2009 organized by TREEDC, a statewide organization of 70 city and county mayors and businesses dedicated to creating a path to fast track renewables in Tennessee. ■



FRONT ROW, LEFT TO RIGHT: TREEDC President/Ducktown Mayor James Talley; UT MTAS Executive Director Steve Thompson; TREEDC Chairman/UT President Emeritus Dr. Joe Johnson; Hiwassee College President Dr. Robin Tricoli; TVA Green Power Switch Product Manager Jenny Wright; TREEDC East Tennessee Coordinator/Kingston Mayor/Troy Beets; UT MTAS Consultant/TREEDC Director Warren Nevad; and Wayne County Economic Development Director Tom Cauley.

Agencies Accept Interest Awards at TNCPE Conference



Mandy Johnson and Don Green accept the Interest Award on behalf of LEIC.

Dr. Macel Ely and Dr. Tom Kohntopp accept the Interest Award on behalf of the Naifeh Center.



Dr. Mary H. Jinks, Margaret Norris of MTAS, Terri Kinloch of CTAS and Dr. Macel Ely attended the conference held in Franklin.

The **UT Center for Industrial Services (CIS)**, **County Technical Assistance Service (CTAS)**, **Law Enforcement Innovation Center (LEIC)**, **Municipal Technical Advisory Service (MTAS)** and **Naifeh Center for Effective Leadership** were honored at the 19th Annual Excellence in Tennessee Awards Banquet held Feb. 22.

Representatives from the agencies accepted the organization's Interest Award, which is the beginning level for organizations interested in adopting and applying performance improvement principles.


The Interest Award was presented by Tennessee Department of Health Commissioner Dr. John J. Dreyzehner and TNCPE President and CEO Katie Rawls. More than 500 business and community leaders from across Tennessee packed the ballroom of the Franklin Marriott Cool Springs to salute the winners. Thirty-five organizations representing high performing businesses, government agencies, nonprofit and education organizations were recognized for their commitment to excellence and continuous improvement. For more information, visit www.tncpe.org. ■


Nominations Due for 2012 IPS Annual Conference Awards

It is time to open the nominations for **UT Institute for Public Service (IPS)** employees to be recognized at the 2012 annual conference in Chattanooga. To nominate an employee, review the awards and their description. Some of the awards are for non-exempt employees, some for exempt employees and some are for either. A faculty member and a project of the year are also to be recognized. The Five Franklin Awards and the Vice Presidential Citation are chosen from those nominated for awards listed as well.


To nominate an employee, faculty member or project of the year, go to <http://intranet.ips.tennessee.edu/> and click on the "awards" category. A description of the awards, as well as the past winners of the award, are listed. To nominate, click on the tab to nominate, and provide the name, award being nominated for and a narrative on why this person or project is deserving of this award. Then click submit. The closing date for the nominations is May 25 at the close of business. Nominations will not be accepted after that date.

AWARD DESCRIPTIONS NON-EXEMPT EMPLOYEES


 **The Horizon Award** is presented to a regular full-time or part-time non-exempt employee with less than three years of service with an IPS agency. The recipient must demonstrate a positive attitude, show initiative, be a team player and exemplify excellence in performance.

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


EXEMPT EMPLOYEES


 **Public Service Achievement Award** is presented to a full-time or permanent part-time public service staff member with less than three years of service with IPS. Selection is based on exceptional

performance and productivity, scope of duties, degree of responsibility and extraordinary impact of work for a customer group.


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

EXEMPT OR NON-EXEMPT EMPLOYEES

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

 **Pinnacle Award** recognizes an employee, either exempt or non-exempt, who has demonstrated an ability to provide services which goes above the normal high-quality services we all seek to provide. They may have extended an extraordinary effort on one significant project, they may have performed at an extraordinary level over a period of time, or they may have successfully utilized a new method or technology for providing services to our customers. In either case, the employee has modeled "top of the line" performance for their agency, at any level in their organization. This award provides a \$500 check and is for an employee that works with external customers to IPS.

OTHER AWARDS

 **Faculty Excellence Award** recognizes a faculty member who has demonstrated commitment to public service, the mission of IPS and its agencies, and

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IN MEMORIAM: REUBEN HARRIS, CIS

Reuben Harris, the first executive director of the **UT Center for Industrial Services (CIS)**, passed away March 19 in Franklin. He was 91.

Harris began his career at CIS in 1963 and served as executive director for 21 years. In July 1963 he reported to the office of Robert Hutchison, Institute for Public Service vice president at the time, who took him to Nashville the next day, and showed him his office. Hutchison told him, "This is your office. I have assigned an automobile to you. Now, build the program."



Reuben Harris

Harris was instrumental in the development of the organization and was respected for his vast knowledge of industry. He was known as a great leader and an icon in the history of CIS.

Following his retirement in 1984, he and his wife created and operated a nationally recognized daylily garden in Brentwood. Harris was a World War II veteran who served in the 20th Air Force. He was a Master Mason and served on the Brentwood Board of Commissioners after the city was incorporated in 1969.

He is survived by his wife Betty Ann Baker Harris, two daughters and two step-daughters, a son and two step-sons, 13 grandchildren and step-grandchildren, numerous nieces and nephews and eight great grandchildren and step-great grandchildren. ■



IPS ANNUAL CONFERENCE
AUGUST 8-10
CHATTANOOGA

Nominations Due for 2012 IPS Annual Conference Awards

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excellence in teaching or consulting. Additionally, the faculty member should be currently working with or have worked with IPS or its agencies within the last year.

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

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

Staff Applause

To: Steve Thompson and Warren Nevad, MTAS

I am most pleased that Hiwassee College is now part of TREEDC, such an important initiative for the future of our state. Thank you for the vision and tenacity in it takes to put together a project of this magnitude and to continually have the energy and passion to generate new partners. Perhaps we can put East Tennessee on the map for our assertive efforts in renewable energy.



Warren Nevad

Thank you for supporting the student segment in the forum. While there were only three who participated, I have already heard plans to get more students involved and greater participation at the next forum. If we can continue the support, they are the ones who will carry our vision into the future.

Dr. Robin Tricoli, Hiwassee College President

To: Steve Thompson, MTAS

I want to thank Richard Stokes for the terrific presentation in the public financial administration class. Multiple students have e-mailed me to indicate that they really enjoyed Richard's HR take on payroll and benefit issues. I sincerely appreciate Richard's willingness to squeeze in another presentation in an already full and hectic training schedule. His knowledge and experience in HR is truly impressive, and his dynamic presentation may have single-handedly persuaded several students to choose HR as their specialization!



Richard Stokes

Dr. David Folz, University of Tennessee, Professor of Public Administration and Faculty Associate



Frances Adams-O'Brien

Frances Adams-O'Brien, MTAS

Frances and her team have been working extremely hard on MTAS' annual benchmarking project. The city of Chattanooga wrote in to express their appreciation for Frances' work and noted, "I think last Friday's meeting with MTAS reps with respective subject specific expert groups worked well. I've had several positive comments from the Chattanooga attendees."



John Chlarson

John Chlarson, MTAS

John recently did an informative workshop on storm water management. It boasted attendance as far as Union City, and several municipalities wrote with their high regards of John. One attendee, Amy Murray from Goodlettsville, said, "John provided a lot of pertinent and timely information, and we received a lot of wonderful feedback. He did a fantastic job."

IPS April Calendar of Events

◆ CIS

- April 10 OSHA 10-Hour General Industry, Jackson
- April 11 Applied Ergonomics, Memphis
- April 16 Lean Certificate Series, Gatlinburg
- April 16 Solar Photovoltaic Technology Training Course, Spring Hill
- April 17 OSHA 10-Hour General Industry, Knoxville
- April 19 Hazardous & Special Waste, Knoxville
- April 24 OTI 500 Trainer Course in OSHA Standards for Construction, Nashville
- April 24 OTI 501 Trainer Course in OSHA Standards for General Industry, Nashville
- April 30 Tennessee Basic Economic Development Course, Nashville

◆ CTAS

- April 3 Positive Confrontation Workshop, Johnson City
- April 4 Positive Confrontation Workshop, Knoxville
- April 5 Positive Confrontation Workshop, Athens
- April 10-11 County Government Day, Nashville
- April 24 Positive Confrontation Workshop, Jackson
- April 25 Positive Confrontation Workshop, Franklin
- April 25-27 COCTP Capstone, Burns

◆ LEIC

- April 10-12 Survival Spanish, West Jordan, Utah
- April 10-11 DNA Evidence, Identification, Collection, and Preservation for Law Enforcement (Rural), Idaho Falls, Idaho
- April 16-20 Crime Scene Mapping, Greenwood, Ind.
- April 16 Start of NFA Session 30, Oak Ridge
- April 23-27 Fundamentals of Cybercrime, Westminster, Colo.
- April 25-27 Survival Spanish, Salem, Ore.
- April 30-May 1 Safe Schools Institute, Murfreesboro

◆ MTAS

- April 3 Municipal Manager Overview, Bartlett
- April 10 Communication Skills and Behavioral Styles, Bartlett
- April 11 Developing Teamwork, Germantown
- April 11 Planning and Organizing, Chattanooga
- April 12 Motivating Your Workforce, Germantown
- April 17 Planning and Organizing, Bartlett
- April 20 Municipal Budgeting, Memphis
- April 24 Performance Management: Positive Discipline, Bartlett
- April 25 Performance Management: Positive Discipline, Chattanooga
- April 26 Improving your ISO Rating, Knoxville

STATE SERVICE LONGEVITY

- Rex Barton, MTAS 17 years
- Debra Blanchard, CTAS 25 years
- Misty DePriest, CIS 8 years
- Don Green, LEIC 4 years
- Sid Hemsley, MTAS 30 years
- Bonnie Jones, MTAS 5 years
- Armintha Loveday, MTAS 34 years
- Warren Nevad, MTAS 13 years
- Gary Petree, MTAS 5 years
- Lynn Reed, CIS 16 years
- Don Stone, CIS 16 years
- Brett Ward, MTAS 16 years

RECRUITMENTS

- ◆ **CIS**
Health/Environmental Consultant
- ◆ **IPS CO**
Assistant Vice President
- ◆ **MTAS**
Finance/Accounting Consultant

DEPARTURES

- ◆ **CTAS**
Claire Marsalis, Nashville
- ◆ **LEIC**
Matthew Coleman, Oak Ridge
Suzanne Griffin, Oak Ridge

NEW HIRE

- ◆ **MTAS**
Sarah Young, Coordinator



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