

Winter 2017

*A Publication of The University of Tennessee Institute for Public Service*

# IPS CONNECT



**PTAC TEAMS UP WITH  
SPIRIT OF FARMING**



# INSTITUTE FOR PUBLIC SERVICE ON SOCIAL MEDIA



**UT County Technical Assistance Service**

October 12 · 🌐

Great turnout at the Muscatello-Rodgers Charitable Golf tournament yesterday! More photos to come!



👍 Like    💬 Comment    ➦ Share



**Naifeh Center for Effective Leadership**

November 17 at 9:08am · Nashville, TN · 🌐

Congratulations to the TGEI Class of 2017! Graduates enjoyed hearing from many great leaders and a memorable keynote by Dr. Kay Coles James. What a great day!



👍 Like    💬 Comment    ➦ Share



**Law Enforcement Innovation Center** added 2 new photos.

September 19 · 🌐

The Institute for Public Service Leadership Team meeting with Dr. Joe Dipietro (UT President) to discuss IPS outreach as a part of the University of TN System.



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@UTCIS

@UTCTAS

@UT\_IPS

@UT\_MTAS



**UT IPS** @UT\_IPS · Nov 17

Congratulations to graduates of the National Forensics Academy Session XLIV (44)! Great to celebrate with you today.

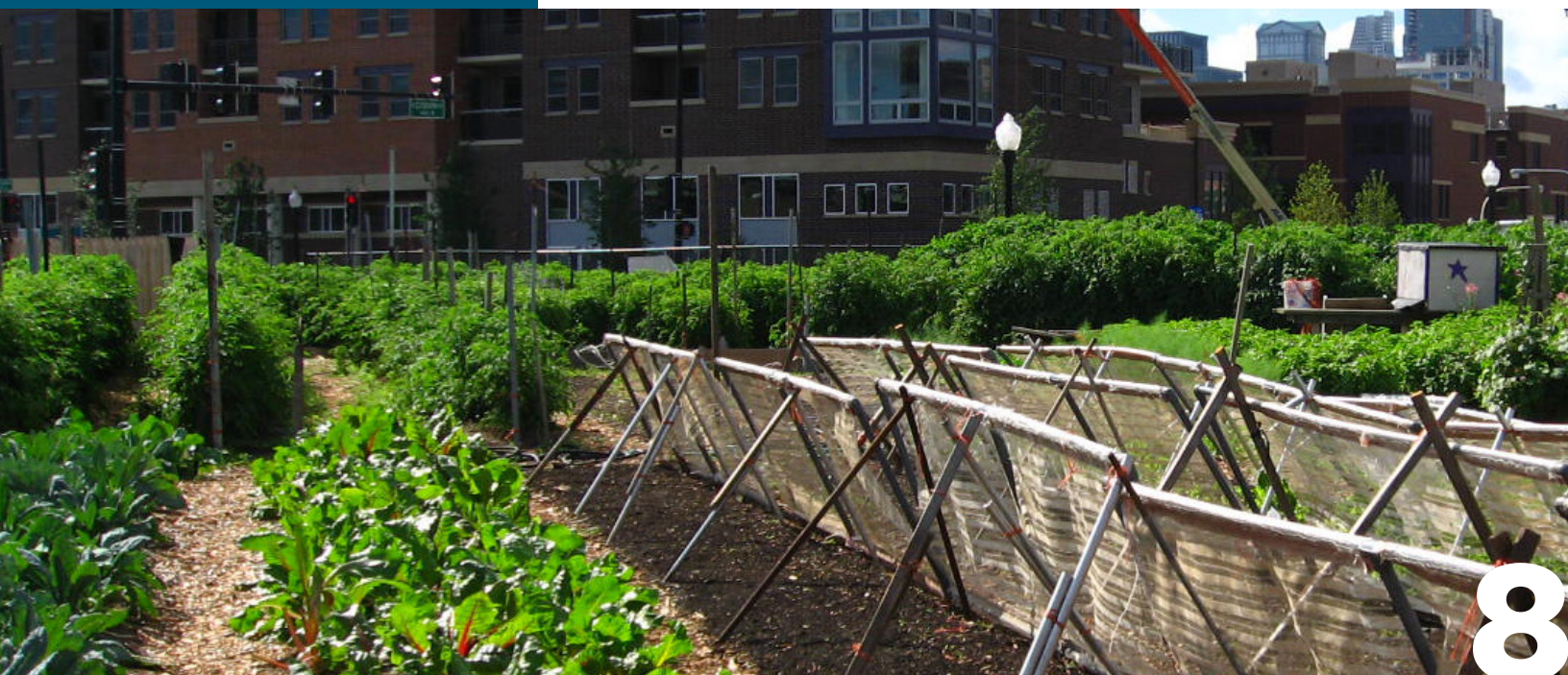


**UT CIS** @UTCIS · Nov 8

Our Marketing and Attraction Course for #EconomicDevelopment is wrapping up today. Thank you to all the speakers and participants!







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1610 University Avenue  
Knoxville, TN 37921  
Phone: (865) 974-6621  
Fax: (865) 974-1528

Dr. Joseph DiPietro  
President

Dr. Herb Byrd, III  
Vice President of Public Service

Charles E. Shoopman  
Assistant Vice President

Steven T. Thompson  
Assistant Vice President

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TN Stormwater Association Award



NFA Blood Pattern Analysis Houses



# A WORD FROM DR. BYRD

As we're preparing this issue of AIPS Connect, it's the week of our Thanksgiving holiday. As you read, you'll find a bountiful mix of program updates and successes, a look at new facilities in use, and some celebrations of individual and program accomplishments. Thanks for sitting down with us and letting us share our organization's "fare" with you!

Since it is a time of focused reflection and thanksgiving, in IPS we have much to be thankful for.

We're blessed to live in the great state of Tennessee and to have a meaningful call to public service as our vocation and avocation. I'm thankful to be a part of the Land Grant University System and the University of Tennessee with a mission of education, discovery and connection. Thank you for trusting us to deliver research and knowledge-based instruction, technical assistance and consulting services as we fulfill this mission.

Our statewide presence and focus is a reason to be thankful as we have opportunities for deep relationships and impacts. I'm thankful for the opportunity to serve some wonderful folks in municipal,

county and state government; law enforcement professionals; and owners and employees of businesses and industries from Memphis to Mountain City, from Benton to Tiptonville and all points between. Thank you for being our customers, stakeholders, partners, advisors and friends.

I'm grateful for the dedicated employees of the Center for Industrial Services, County Technical Assistance Service, Law Enforcement Innovation Center, Municipal Technical Advisory Service, the Naifeh Center for Effective Leadership, and the Institute for Public Service Administrative team. We have a group of folks dedicated to service. Thank you to our support staff for everything, from the friendly greeting at the front door or on the telephone to the work you do keeping us all equipped, supplied, scheduled, and accommodated for travel. Thank you to our specialists who train; those who review laws, statutes and private acts, and keep us up-to-date and advise in the legality of decisions; who teach safety, leadership, technology, human resources, fire or law enforcement excellence and more. Thank you to our management, resource,

procurement, and technical consultants. Our office and field staff are top shelf individuals, are experts in their assigned areas, and make a positive difference for all we serve.





I'm grateful for our agency directors and the leadership contributions to the agency and across all of IPS. Thank you to the rest of our leadership team – a group of folks dedicated to facilitating the great work in our agencies. We are all thankful to serve business and government to improve the lives of Tennesseans.

**Herb**





## EMPLOYEE SPOTLIGHT | PAIGE EDWARDS



Paige Edwards,  
Municipal Court  
Specialist, MTAS

Paige Edwards is a recent addition to the MTAS staff this year.

Since July, she has worked as a municipal court specialist at the Municipal Technical Advisory Service office in Nashville. Edwards has lived in the Nashville area for the past 17 years. Before coming to MTAS, Edwards worked for the state of Tennessee in all three branches of state government. Edwards also practices law and was licensed in 1999.

One of the demands of her job is to travel. As an instructor for training courses offered by MTAS, Edwards teaches foundational classes for municipal clerks around Tennessee. Edwards said the favorite part of her job “is being able to interact with other municipal clerks one-on-one.”

In her spare time, Edwards likes to travel and watch movies. She also likes to bake and notes that she is known for her chocolate oatmeal cookies.



# CIS RECOGNIZES NEWLY CERTIFIED ECONOMIC DEVELOPMENT PROFESSIONALS

Six graduates presented their Capstone Projects and earned the designation of Tennessee Certified Economic Developer (TCEcD) recently in Nashville.

The recent graduates are: Sally Avery, director of the center for economic research for the Tennessee Department of Economic and Community Development; Rebecca Baker, executive administrative coordinator for the Hawkins County Industrial Development Board; Sarah Haston, economic development director for the city of Lebanon, Crystal Justice, chairman of Vision 2020, Inc. in Red Boiling Springs; Tish Oldham, director of community outreach and economic development for the Center for Community Outreach and Applied Research at East Tennessee State University; and Mason Worthington, business advisory services with Pathway Lending in Nashville.

TCED, a program of The University of Tennessee Institute for Public Service Center for Industrial Services, provides high quality training, continuing education and professional development opportunities to Tennessee's economic and community development practitioners and community leaders. The program offers participants a broad-based knowledge of economic opportunities and trends, core components, and tools required to compete in today's global economy, with a focus on economic development in Tennessee.

Upon completion of the TCED course curricula and certification requirements, participants receive the Tennessee Certified Economic Developer designation, indicating that they have developed core competency in the principles and practices of economic development in Tennessee.

“All of our Tennessee certified economic developers made a serious commitment to achieve this designation,” said Kim Denton, director of the TCED program. “They now will be able to use this in-depth knowledge to benefit their communities and regions.”



This cohort made up the seventh graduating class for the TCED Program, bringing the total to 43 program graduates.

Contact: Kim Denton, [kim.denton@tennessee.edu](mailto:kim.denton@tennessee.edu), (865) 974-8464







# THE SPIRIT OF FARMING

*By Veronica Clark, Center for Industrial Services*

One man. One goal. One mission. During his 34-plus years at the U.S. Department of Agriculture (USDA), James Bunch traveled the world helping other countries maximize their crop production. He saw firsthand how these programs provided the individuals with a sense of hope and how it helped them regain their authentic voices.

This led Bunch in 2016 to bring the concept home to the United States. He set out on his journey to train socially disadvantaged youth and veterans on how to start a business in specialty crops.

Through his leadership and hard work, the Spirit of Farming was established in Memphis. The Spirit of Farming is a one-day workshop that educates veterans, faith-based organizations and disadvantaged youth on the USDA's programs and services. Their mission is to inspire and motivate faith-based organizations to take a proactive role in assisting USDA with its outreach initiatives to historically underserved groups and individuals to increase their successful participation in USDA programs.

The Spirit of Farming strives to affect a paradigm shift in the way that Memphis and communities alike approach farming. This initiative establishes relationships among those in the non-profit, private, and public entities with community residents. These partnerships promote innovation, good health, and productivity for those who are socially and economically disadvantaged.

The Tennessee Procurement Technical Assistance Center (PTAC) is operated by the University of Tennessee Center for Industrial Services, an agency of the UT Institute for Public Service. PTAC Consultant Russell Toone helped Spirit of Farming with tapping into federal procurement opportunities. Through the assistance of Tennessee PTAC, Bunch has received assistance on registrations, certifications, and government marketing strategies. Recently, PTAC assisted the Spirit of Farming in applying and successfully securing a \$10,000 grant with USDA's National Resource Conservation. The Spirit of Farming provides individuals seeking a way to uplift themselves through accountability, responsibility, and opportunity.

“Urban agriculture will never match the production capacity of its rural counterparts by bringing into production suitable vacant lots,” Bunch said. “We can dramatically increase the number of individuals as farmers. We can give those who are socially and economically disadvantaged a chance at the American Dream.”





## MTAS CONDUCTS ASSESSMENT CENTER TO HIRE ATHENS PUBLIC WORKS DIRECTOR

Athens began their search for a new public works director in the spring of 2017 with the help of MTAS. City Manager C. Seth Sumner and Human Resource Director Nina Edmonds asked MTAS consultants John Chlarson (public works) and Sharon Rollins (public works/technical consulting program manager), and John Grubbs (human resources) to assist in developing an assessment center for the selection of the new public works director.

An assessment center is a comprehensive evaluation approach that allows candidates an opportunity to demonstrate their skills in a number of different situations. Using the structured interview model integrated with exercises it allows candidates to demonstrate capabilities, simulating the conditions of a managerial level job.

MTAS consultants led stakeholder interviews in June and July to collect information, and to make sure that the process was targeted at serving Athens' specific needs. Six candidates went through the assessment center in August. Assessors for the center included subject matter experts from the public works and human resources arena. At the conclusion of the center, the panel of assessors recommended a list of candidates to the city of Athens for further consideration for its next public works director.





Assessment panel pictured left to right (front row):

George DeCroes (HR Director – Kingsport)

Chad Austin (Water-Wastewater Manager – Kingsport)

Loretta Hopper (Public Works Director – Signal Mountain)

Bud McKelvey (Public Works Director – Farragut)

Pictured left to right (back row):

Nina Edmonds (HR Director – Athens)

John Grubbs (HR Consultant – MTAS)

Dawn McMillan (Sr. Library Associate – MTAS)

Sharon Rollins (Public Works Consultant/Tech. Consulting  
Program Manager – MTAS)

John Chlarson (Public Works Consultant – MTAS)







THE UNIVERSITY OF  
TENNESSEE  
INSTITUTE FOR PUBLIC SERVICE

# CUSTOMER APPRECIATION TAILGATE

UT VS. SOUTHERN MISSISSIPPI









# UT HONORED AT TENNESSEE STORMWATER ASSOCIATION'S AWARDS DINNER

The Tennessee Stormwater Association (TNSA) recognized Municipal Technical Advisory Service's Public Works Consultant John Chlarson as well as The University of Tennessee Stormwater Department with awards at its recent conference at Fall Creek Falls State Park. TNSA gives Exceptional Quality Awards to individuals and stormwater professionals who have devoted time and energy into making the organization a success.

Chlarson was honored as the Person of the Year. Chlarson was instrumental to the inception and continued success of the TNSA. Chlarson's nomination read: "He has been an integral component of the stormwater world in Tennessee since 2003 when he helped TDEC draft the very first Phase II permit and the annual report. He also co-authored a statewide Model Stormwater Ordinance and a statewide Model Stormwater Utility Ordinance for municipalities in Tennessee. He helped compile all the necessary paperwork and documents to formally incorporate the TNSA in 2008. He has helped countless communities across the state with municipal operations, traffic, and public works needs. He has assisted many stormwater programs and presented before a multitude of city councils on the importance for responsible stormwater management and has served as TNSA Ad-Hoc Secretary since TNSA's inception. He is always willing to schedule an array of training classes including municipal housekeeping, administrative hearings, SWPPP development etc. John plays a significant role in the continual growth of TNSA and we are ever grateful for his generous time and commitment to the association."

The TNSA Organization of the Year was awarded to The University of Tennessee Stormwater Department. Words from the nominator: "We recently took a trip to Knoxville to see the installation of 60 Urban Bioretention along Volunteer Blvd. While there, Garrett Ferry proceeded to take us on a tour of all the other LID and BMP installation UT has done over the last couple years. I was astounded at all the other practices they have implemented on campus. Garrett also went through a lot of effort to get the new 1 capture regulations implemented on campus."

Nominations were accepted by TNSA members and voted on by their peers for two specific awards.







Exceptional Quality Award

Person Of The Year

Presented To

**John Chlarson**

2017



## NAIFEH STAFF ATTENDS NATIONAL CPM CONSORTIUM MEETING

Staff from the Naifeh Center for Effective Leadership joined colleagues with the National Certified Public Manager Consortium during the group's annual business meeting in Denver.

The consortium consists of 38 states involved in the Certified Public Manager program (CPM). The purpose of the consortium is to approve and accredit CPM programs, promote high standards, facilitate program development, encourage innovation and develop links with programs and organizations with similar interests. The consortium does this by setting competency-based standards that govern the entire process of program development, accreditation, implementation, and continuous improvement toward mutual goals.

The consortium voted on two program extension requests, two initial accreditation requests and five reaccreditation requests. The voting body heard reports from eight accredited bodies and were presented with

best practices for achieving accreditation. The national consortium voted to begin the process of merging resources from the American Association of Certified Public Managers (AACPM) and the National Certified Public Manager Consortium. The two bodies will work together to strengthen the CPM programs across the nation by supporting the CPM granting institutions and uniting the alumni.

The CPM program is launching in Tennessee in January 2018 with a combination of federal, state, and local government candidates. The Naifeh Center staff met with the newly elected president and assigned mentor to discuss the promising future of the Tennessee CPM program. The president was encouraging about the curriculum and potential of the Tennessee program.



# MTAS TENNESSEE MUNICIPAL BENCHMARKING PROJECT UPDATE

The Tennessee Municipal Benchmarking Project (TMBP) staff had a busy summer getting ready for the FY17/18 data cycle, which includes 14 members. The software used for the project, Covalent, has undergone some changes and rebranding. MTAS completed several training webinars, as well as on-site training, which is still underway and ongoing.

TMBP is continuing efforts established in its five-year strategic plan.

The project is in the process of forming task forces for a marketing plan to increase membership, as well as a task force for streamlining the data-entry process.

In efforts to enhance performance-management services offered, the staff has implemented a GIS for the TMBP data. The system is currently in the test/pilot stage for using the TMBP data to create maps that can be used to conduct spatial analysis on, using multiple layers of data, both performance data and spatial data. TMBP hopes to have online maps for members in the coming months.



*... An Investment in the Future of Tennessee Cities*

**TENNESSEE MUNICIPAL  
BENCHMARKING PROJECT**









# NATIONAL FORENSIC ACADEMY INTRODUCES NEW BLOODSTAIN PATTERN ANALYSIS HOUSES

*By Jeff Lindsey and Dan Anselment,  
Law Enforcement Innovation Center*



The National Forensic Academy (NFA), a program of The University of Tennessee (UT) Law Enforcement Innovation Center (LEIC), reached another milestone with the introduction of two customized Bloodstain Pattern Analysis (BPA) houses. Through a partnership with UT's Institute of Agriculture, these modular structures are located at the Outdoor Forensic Training Center in Oak Ridge (OFTC). The OFTC is located on a seven-acre site within UT's Arboretum and is the scene of several NFA training events.

LEIC Training Consultant and NFA Project Lead Dan Anselment, with the assistance of Training Specialist Tim Schade, designed the two customized structures that provide NFA participants the ability to train in a controlled environment without the hazards related to the use of a condemned house. Prior to the introduction of the new structures, NFA participants had to conduct their BPA practical exercises in a house that was condemned or scheduled for demolition. As a result, NFA participants frequently had to train in less than desirable conditions. After facing the necessity to train in the condemned houses over the course of many years, the leadership team of the NFA realized it was time to design and procure their own structures that could be dedicated to BPA practicals, and for staging crime scenes used in other NFA lessons.

Two 12-foot by 40-foot pre-fabricated buildings were purchased and delivered to the Oak Ridge site. They were then framed into four rooms in each building. Each room was then designed and

outfitted to represent the different rooms found in a typical house or apartment, such as bathrooms, a kitchen, a living room, a bedroom, a utility room and a laundry room. Deliberate planning ensured that the BPA houses were configured and equipped so that the NFA could get many years of use out of the structures. Every surface is cleanable so that the blood can be thoroughly removed, and each room is reset for the next NFA session as quickly as possible. Additionally, the purchase and placement of the BPA houses at the OFTC ensured that LEIC and NFA will have unhindered access to a safe and secure venue for training whenever needed.

The inaugural use of the new BPA houses happened when the most recent NFA session conducted their BPA practicals. Prior to the exercises, blood was strategically placed on the walls, floors, and cabinets, by NFA instructors. NFA participants were put through their paces as they had to identify the type of bloodstains present and subsequently determine which stains could be used to forensically tell the story of what had unfolded at the mock crime scene. Because of the intentional design and placement of the BPA houses, participants worked in their respective scenes while the BPA instructors were centrally located and readily accessible for consultations and exercise oversight. In their very first use, LEIC has already been able to demonstrate the positive impact of the new houses on NFA training.







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**I**PS agencies welcomed five new employees this fall. They are:

(1) **Kelsey Schweitzer (CTAS):** Kelsey Schweitzer joins CTAS as the new county government consultant for the southern West Tennessee region. He previously worked for the Tennessee Comptroller of the Treasury as a legislative auditor. He earned his bachelor's and master's degrees in business administration from UT Martin.

(2) **Kathy Barber (CIS):** Kathy Barber joins CIS as an economic development specialist in October. Her primary focus is to manage the Asset-Based Planning initiative, working with rural communities across the state to leverage community assets for economic development. She gained her economic development experience while serving six years at the Oak Ridge Economic Partnership as the existing industry manager and economic development project manager for the Oak Ridge community. She was also actively involved in workforce development, tech-led economic development, and entrepreneurship, as part of the regional initiative – Knoxville-Oak Ridge Innovation Valley. She earned her bachelor of science degree in business administration/marketing from the University of Northern Colorado.

(3) **Emily Godwin (MTAS):** Emily Godwin is a finance and accounting consultant with MTAS. Prior to joining UT, she was a legislative auditor for five years with the Tennessee Comptroller of the Treasury. She has also worked at CPA firms in audit and tax. Godwin graduated with a bachelor of business administration (accounting) from the University of North Alabama and received an academic fellowship to the University of Mississippi where she earned a master of accountancy, taxation.

(4) **John Rose (CTAS):** John Rose comes to CTAS from a company he started - Holston International Training and Consulting. His long career in law enforcement includes serving as an instructor and associate professor of criminal justice at East Tennessee State University, and 18 years with the Sullivan County Sheriff's Office. He holds both a bachelor's and master's degree in criminal justice from ETSU. He attended the FBI National Academy in 1999.

(5) **Kaley Walker (CTAS):** Kaley Walker joins CTAS as a county government consultant. She is the former director of accounts and budgets for Roane County. She is a Certified Government Financial Manager. She received her bachelor's degree from Michigan State University and her MBA in finance from Walsh College in Troy, Mich.

(6) **James Gallup (MTAS):** James Gallup joins MTAS as the public management fellow. Currently, Gallup is pursuing his master's in public policy and administration from UT Knoxville. He is scheduled to graduate in December. He interned with the Metro Finance Department in Nashville and served as an Officer/Air Battle Manager with the U.S. Air Force in Warner Robins, Ga.



CIS conducts Confined Space Rescue training with East Tennessee Homeland Security

