

Brighter Tennessee



A Publication of the UT Institute for Public Service

UT CIS Receives Funding to Assist Rural Communities

Inside:

TBI Academy Participants
Develop Leadership Capacity
through NCEL Training



Cover Story | Rural Community Assistance

Brighter Tennessee is a publication of
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LEIC Develops Interactive Virtual Class	7
IPS Academy Picks Up Leadership Lessons at UT Martin.....	8
Rural Communities to See Benefits	10
TBI Academy Builds Leadership Skills	12
MTAS Receives USDA Grants.....	14
CIS Teaches OSHA Course Online.....	16
President Boyd Visits LEIC.....	19
NCEL Continues Training Partnership with TDCI.....	20
SCHRA Leadership Receives Executive Coaching	22
APA Expands to Include State, Local Government Employees.....	23
President Boyd Visits City of Dunlap.....	24
LEIC Developing Training to Minimize Biased-Based Policing.....	26
Startup Produces Eco-Friendly Battery Operated Back Power Boost.....	27



INSTITUTE for PUBLIC SERVICE



Vice President's Message

A Word from Dr. Byrd

Barry Posner noted in a 2009 *Journal of Leadership in Education* article, "Developing leaders is the result of determined doing, from the inside out." It's not surprising then that many of the first training courses with the Institute for Public Service (IPS) to return to face-to-face delivery include a number of our leadership and executive coaching services.

You'll read some articles in this edition about our Naifeh Center for Effective Leadership (NCEL) offering leadership training and executive coaching to the Tennessee Bureau of Investigation, the Tennessee Department of Commerce and Insurance and the South Central Human Resources Agency. That's quite an impressive lineup of organizations!

If you are looking to develop the skills of the leaders in your organization, I encourage you to take advantage of many of our training programs. The NCEL offers leadership training to state and local government officials as well as other organizations that request it. All NCEL staff members are also certified through the Association

for Talent Development (ATD) Coaching Certificate program, giving them the skills to offer executive coaching training. In another article in this issue, you'll read that the Municipal Technical Advisory Service (MTAS) received a grant that will allow it to partner with NCEL to develop a leadership training program for low-income, rural communities in the Appalachian region of the state.

In addition to the NCEL, the Law Enforcement Innovation Center (LEIC) offers leadership development to law enforcement personnel. Completing all four levels of the agency's leadership training results in the Certification of Law Enforcement Leadership. LEIC's leadership programs are the Southeastern Leadership Academy, First Line Leadership and Supervision, Advanced Leadership and Supervision and Command-Level Leadership. Our Center for Industrial Services (CIS) also offers a Leadership and Supervision course to manufacturers, and they've seen increased enrollment in the course since it launched.

We not only offer leadership classes to our customers, but we also believe in developing and sharpening the leadership skills of our employees. The IPS Leadership Academy launched 10 years ago as a program that offers leadership training for employees at the same time they get to travel to each of the UT campuses to learn more about the UT System. The fifth cohort of the academy will soon graduate from their 18-month experience. Participants immediately are able to put the skills learned or more fully developed to work improving the Institute.

Another internal leadership program, the Administrative Professional's Academy (APA), wraps up its first cohort at the end of this year. The second class launched recently. Administrative professionals from within IPS, the UT System and from state agencies are nominated to participate in APA. APA is an 18-month program for administrative and non-exempt staff that offers leadership development training in relevant competency areas and increases professional networking opportunities.

The Leadership Academy and the APA are both internal development programs facilitated by NCEL.

Leaders are needed and found at every level of an organization, and it can only better our businesses if we invest in their development. Ron Carucci reminds us of this in his observation that "Leaders need many

others leading with them. Not under them. Not for them. Not following them. But leading with them."

The more leaders we have serving, the better our organizations can be.

If you haven't participated in any of the leadership programs offered by our agencies, I encourage you do so, they are well worth the time and effort. After reading about some of them in this issue of Brighter Tennessee, I bet you'll agree.





LEIC, Learning Ninjas – Creating Interactive Virtual Learning

The Office of Community Oriented Policing Services (<https://cops.usdoj.gov/>) awarded a grant to the Law Enforcement Innovation Center (LEIC) to design and develop a training focused on improving law enforcement de-escalation tactics for veterans in crisis.

LEIC identified Learning Ninjas, an online learning organization, to help develop an innovative, performance-based training. A cornerstone of the Learning Ninjas business model is capacity building. While working with their team, LEIC was able to learn innovative processes and evidence-based practices and apply them to additional online course development.

The goal of this project is to create an immersive, self-paced online learning experience for police officers to learn methods of de-escalation, specifically when interacting with veterans. Using the collaborative, capacity-building model, LEIC and the Learning Ninjas worked through initial strategy and

designs in an on-site workshop with LEIC Training Specialist Greg Coker and Curriculum Specialist Emily Miller.

The sessions with Learning Ninjas focused on design and ideation and experiencing different elements of LEIC's live training environments.

“We absolutely love these kinds of engagements because we learn so much about other industries, meet trainers with different backgrounds and explore different teaching methods,” said Learning Ninjas CEO Sarah Mercier.

This collaborative design and development model can be used to convert any instructor-led course to an interactive, measurable online experience. The model components are discovery, design, develop, deployment and effectiveness evaluation.

IPS Academy Picks Up Leadership Lessons at UT Martin



The Institute for Public Service (IPS) Leadership Academy visited UT Martin as part of the seven-session leadership development program. Participants visit all the campuses of the University of Tennessee System and identify the leadership principles demonstrated by various leaders in the system. For this session, representatives from each IPS agency joined together to discover the great things that are happening in West Tennessee at UT Martin.

During the trip to West Tennessee, the class had the opportunity to visit the Discovery Park of America in Union City, a museum made possible for West Tennessee by the Kirkland. The park includes a wide variety of exhibits from fossils, automobiles, tractors, military vehicles, historical documents, NASA articles

and much more. The 50-acre complex has a walkway and waterway meandering through the facility. One of the highlights of the museum is the 120-foot high observatory that allows one to see the entire park and the footprint of the proposed Interstate 69.

“The Discovery Center of America is packed full of items and activities that you want to see, and a bunch of things that you never realized that you need to see. I can’t wait to go back and take the family,” said Tim Schade of the Law Enforcement Innovation Center.

During the trip, Leadership Academy participants also heard from Dr. David Rausch and Dr. Charley Deal, who teach a class called Leadership: Process, Practice and Application. Rausch is the program

director of the doctorate in Learning and Leadership from the University of Tennessee Chattanooga and Deal is the Vice Chancellor of University Advancement for UT Martin.

The next morning, all participants joined together on the UT Martin campus to hear Dr. David Rausch and Dr. Charley Deal teach a class called, “Leadership: Process, Practice & Application.” The presenters started the session off with a quick leadership assessment to start a conversation about leadership and how to practice that in one’s own environment.

“Several of us have been taught the approach of ‘choose your battles.’ Dr. Rausch made me rethink this strategy when he said, ‘When someone has a ‘I’m not for it but I won’t fight it’ mentality, it results in mediocrity for all.’ I hadn’t imagined this as a potential result,” said class participant Melisa Kelton of the County Technical Assistance Service.

The academy cohort worked on their class project – a mentoring program for IPS – during their trip and had a conversation with UT Martin Chancellor Dr. Keith Carver.

One of the interesting points of discussion with Carver was how to lead a campus in a rural area through this ongoing pandemic. The UT Martin campus has experienced continual growth during Carver’s time in leadership, and several questions were presented about specific leadership traits needed to accomplish the awesome growth.

“I learned so much from Dr. Carver, but my biggest take away was how his aunt Betty was a servant leader to her core and how that made those around her feel. Handwriting cards, visits, telephone calls, food, etc. to those around her. It is evident that this Betty leadership style was instilled in Dr. Carver by the way he leads UT Martin and its students,” said Steve Cross with the Municipal Technical Advisory Service. “By making those around us feel special and cared for, they are likely to be loyal followers of our leadership. Everyone needs a Betty in their life; Everyone needs to be a Betty in peoples’ lives.”

Pictured Left: Dr. Keith Carver, UT Martin chancellor, discusses his leadership style with the IPS Leadership Academy.

Rural Communities will Benefit from CIS Cares Act Funding

The Center for Industrial Services (CIS) recently received \$300,000 in CARES Act funding from the U.S. Department of Commerce's Economic Development Administration (EDA) to boost its capacity to help the state's businesses and communities recover from the economic impact of the Coronavirus pandemic. CIS operates the EDA University Center to extend the resources of the University of Tennessee across Tennessee.

CIS Economic Development Program Manager Beth Phillips said the UT EDA University Center (UTUC) will undertake the following activities to prepare for and respond to impacts and economic injury from the coronavirus pandemic:

- Will connect Tennessee's economically distressed and at-risk communities to University of Tennessee system-wide resources to help implement economic development projects aimed at building resiliency and alleviating adverse impacts of the pandemic. Assistance could include conducting research and feasibility studies, integrating resiliency into economic development plans, providing support to business and industry to expand market opportunities and enhance competitiveness, providing design assistance for community enhancement projects and other types of university-based support.
- Will work with local, regional and state economic development organizations (EDOs) across

Tennessee to connect business and industry to university resources to help them alleviate impacts from the pandemic, improve resiliency and strengthen supply chains. As part of CIS, the UTUC is well positioned to leverage resources of the Manufacturing Extension Partnership (MEP), the Procurement Technical Assistance Center (PTAC) and the OSHA Training Institute, all of which are housed within CIS. Recognizing that economic developers, government officials and other community leaders are key points of contact in the event of a crisis, the UTUC will collaborate with local, regional and state EDOs to identify needs related to the pandemic and make connections with business and industry to deliver assistance.

- The UTUC will expand and adapt its economic development training offerings to address topics relevant to the economic impacts of the pandemic and improve accessibility by developing an online platform to deliver courses.

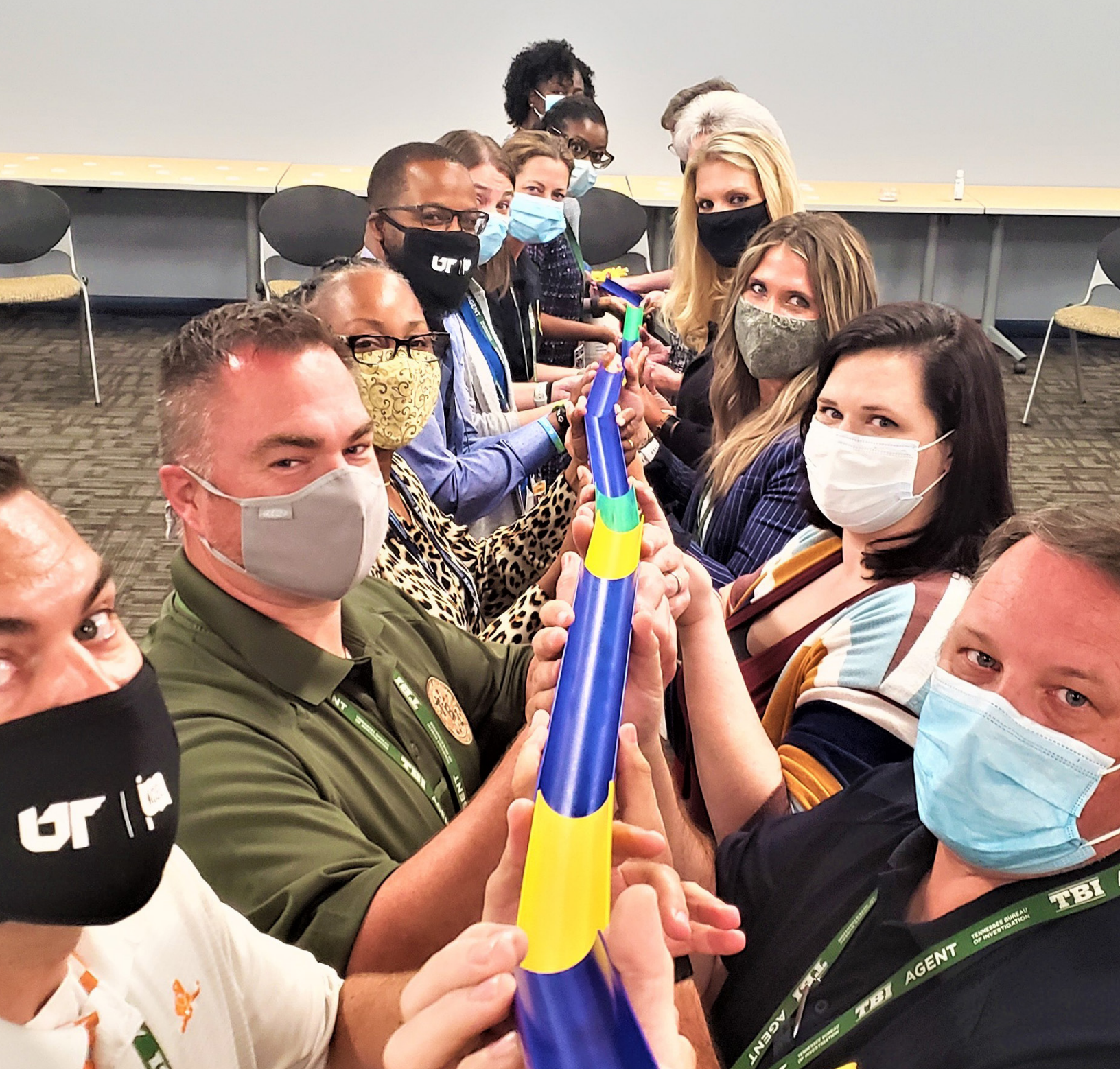
The coronavirus pandemic has emphasized and accelerated the need for a new approach to deliver the economic development training offered through the Tennessee Certified Economic Development (TCED) Program. CARES Act funding will provide needed resources to accelerate the development of new course content and an online platform for delivery of this comprehensive training.

“We are very appreciative of EDA’s long-term support and partnership. This additional investment by EDA is vital to helping us leverage our economic development resources to build community capacity and business resiliency for long-term economic recovery.”

- UT CIS Executive Director Paul Jennings



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Training News

TBI Academy Participants Develop Leadership Capacity through NCEL Training

The Tennessee Bureau of Investigation (TBI) constantly offers its new and future leaders the opportunity to participate in various leadership classes and programs sponsored by the Naifeh Center for Effective Leadership (NCEL). One of TBI's most prestigious programs is the TBI Director's Academy.

All qualifying employees at TBI are given the chance to complete five leadership courses each spring as prerequisites led by NCEL staff. After successful completion of these courses, the employees are then eligible to apply through a competitive application process to further their leadership development at the bureau through the TBI Director's Academy. Out of all the applicants, only sixteen employees a year are selected by TBI Director David Rausch to come to headquarters for the two-week intensive leadership program facilitated by NCEL Executive Director Dr. Macel Ely.

The TBI Director's Academy includes topics on best practices in conflict management, interview techniques, bridging the generational gap in the workplace, risk taking, innovation, change management and transformational leadership. Participants of this program also work together on a group project that is presented to Rausch and other senior level leadership within TBI. The group projects aim to implement positive change internally at the bureau and externally for services provided to the citizens of Tennessee.

"Dr. Ely is the key to the success of the TBI Director's Academy. His insight, guidance, humor and games are the perfect mix to open the minds and hearts of those in attendance," Rausch said. "The graduates of this program become enriched for life and through their experience they improve the culture of the TBI.



The course is transformational for the individual and the organization and Macel is the force behind that synergy."

This year's TBI Director's Academy took on a mental health initiative to support TBI agents who may be or will suffer in the future from PTSD due to work-related incidents.

"I attended the TBI Director's Academy with the expectation that I would be provided training on what a good leader or supervisor looks like. I was under the impression that there was a list of do's and don'ts that I could somehow apply and become a great manager," said Medicaid Fraud Associate Counsel Bridget Braggs-Edwards. "However, Macel Ely is not providing training on what a good leader looks like, he is providing leadership development, and I quickly learned that there is a difference. His teaching inspires you to self-reflect, to examine your own strengths and weaknesses in order to manifest and build upon the natural leadership qualities you already possess. I have learned that your title is not what makes you a leader, your character does."

Pharmaceutical Waste Disposal Assistance and Rural Leadership Program Coming in 2021



The Municipal Technical Advisory Service (MTAS), in collaboration with two fellow IPS agencies, will offer two new training and technical assistance programs in 2021 with help from the U.S. Department of Agriculture.

MTAS received the Solid Waste Management grant and the Rural Community Development Initiative grant, offered through the USDA, to develop new training and technical assistance programs in 2021.

The **USDA Solid Waste Management** grant will allow MTAS, in conjunction with the County Technical Assistance Service (CTAS), to develop a program

aimed at improving pharmaceutical waste disposal systems in low-income rural Tennessee communities. When used properly, controlled substances can improve the quality of life for the intended patient. However, prescription drugs are falling into the wrong hands at alarming rates. Tennessee is near the epicenter in opioid misuse and addiction. Proper pharmaceutical disposal is part of a system that ensures that unused prescription medicines do not inadvertently or intentionally fall into the hands of others. By properly disposing of pharmaceuticals, a community reduces opportunity for theft and opportunity for accidental harm.

The **Rural Community Development Initiative** grant will allow MTAS, in conjunction with the Naifeh Center for Effective Leadership (NCEL), to develop a rural community leadership program that will provide a training academy and technical assistance program to low-income rural communities in the Appalachian region of Tennessee.

The primary goal of the program is to improve community facilities and promote economic and community development. This program will teach the importance of leadership, innovation, growth and resilience, but more importantly, how they are interconnected with community facility improvements, economic development and community development.

If you have any questions about the programs please contact Chris Shults, MTAS Grants and Training Specialist, at chris.shults@tennessee.edu or by phone at 865-974-8964. •



COCTP Participants Complete Capstone

Nineteen county officials from across the state recently became the first class ever to complete their County Officials Certificate Training Program (COCTP) online. Because of COVID-19 restrictions, the officials presented their Capstone projects virtually.

The 19 class members are from Anderson, Bedford, Cannon, Coffee, Cumberland, Decatur, Gibson, Hamilton, Hardeman, Johnson, Morgan, Sullivan, Trousdale, White and Williamson counties. COCTP is a program of the County Technical Assistance Services (CTAS). The program provides specialized, technical and managerial training to elected officials and their employees in order to help them run their offices more effectively.

UT CIS Teaches OSHA Course Online for Safety of the Customers

For the first time since he started teaching Occupational Safety and Health Administration (OSHA) courses, Center for Industrial (CIS) Consultant Bryan Lane led his class from in front of a computer screen.

"I did not know what to expect," Lane said.

"We conducted the training using Zoom from the CIS Nashville training room. The customer, Panolam, joined in from their Morristown and Auburn, Maine facilities."

OSHA 10 is traditionally an in-person training that provides workers and safety supervisors with an opportunity to discuss how the facility's safety culture can help avoid some of OSHA's most cited safety violations in a confidential environment. It's particularly useful for those who are just entering the safety field and would like a better understanding of what is required and where to start.

Certain subjects have been added to the curriculum in the past few months to address the impact of the COVID-19 crisis, including new health and safety COVID-19 implications in a participant's current facility and safe work practices.

The online training provides an option that is flexible and permits facilities to schedule an OSHA 10-hour training program that accommodates their facility production schedules. Lane can also provide a virtual walk-around audit for workers and supervisors in companies with multiple locations nationwide.

This virtual offering will not be the new standard for CIS OSHA courses, though. An online OSHA 10 training is only available to participants when a facility will not allow visitors in - such as the trainer - or the employees are not allowed to travel. Lane explains, "the exception requests are not to be granted solely for convenience - rather because of the COVID-19 travel restrictions."

Lane explains that this virtual OSHA 10-hour training continues to provide the same valuable curriculum as its in-person counterpart and allows participants the opportunity to talk about their concerns with an experienced safety and health consultant.



CIS Director Volunteering as TNCPE Examiner

Serving as an examiner for the Tennessee Center for Performance Excellence (TNCPE), UT Center for Industrial Services (CIS) Executive Director Paul Jennings hopes to also get ideas to make his organization better.

TNCPE uses the framework of the Baldrige Performance Excellence Program to provide in-depth, low-cost assessments of organizations across Tennessee. An organization can apply for a TNCPE award by submitting a self-assessment detailing the processes of their business. Using the Baldrige criteria for excellence, teams of examiners review the applications and provide detailed feedback for organizations to improve their processes.

In the last 10 years, the Institute for Public Service (IPS) and five of its six agencies have all submitted TNCPE applications at various levels. The four levels of awards are Interest Recognition, Commitment Award, Achievement Award and the Excellence Award. In 2017, IPS received the Commitment Award; in 2013, CIS, the Law Enforcement Innovation Center, the Municipal Technical Advisory Service, the Naifeh Center for Effective Leadership and the County Technical Assistance Service received the Commitment Award.



This is Jennings' third time being a TNCPE examiner. He also served in 2011 and 2013. Examiners go through a made-up application on their own before participating in two days of training. Following the training, they are assigned to an examiner team where they will be given a real application to review and provide feedback. After the review, they will conduct a two- or three-day site visit of the applicant's organization.

"It's pretty amazing," Jennings said about being an examiner. "You learn a lot about things other organizations are doing to get better. When I go through the application, I can get ideas of things we can do to get better."

Jennings said he was enthused to through the examiner training a third time.

“I’m starting to see linkages – below the surface connections in the applications,” he said about the review of applications.

TNCPE is a nonprofit, public-private partnership and is available to all businesses, educational institutions, health care organization, government agencies and other nonprofit entities. IPS Vice President Herb Byrd III serves on the board of TNCPE. •

UT PRESIDENT BOYD VISITS LEIC



UT President Randy Boyd recently visited LEIC and met members of the current session of the National Forensic Academy (NFA) as well as participants of the NFA Collegiate Program (NFACP). The NFACP is a joint program with UT Martin. Eight UT Martin students attended NFACP.



Post Pandemic Economic Recovery in Tennessee: TREEDC 2020 Annual Conference

The Tennessee Renewable Energy & Economic Development Council (TREEDC) will hold its seventh annual conference at Tennessee Tech University December 10-11. The theme of the conference will be Post-Pandemic Economic Recovery for our cities, counties, businesses and colleges and universities.

The conference will have panel presentations and discussions relating to economic recovery resources available to members, COVID-19 assistance programs from r business members, and lessons learned from mayors during the pandemic.

The conference will also include annual awards presentations, exhibitors and networking opportunities. Guest will also meet start-up companies that are part of the TREEDC network. Members who are interested in giving a presentation can contact TREEDC President/Dunlap Mayor Dwain Land at 423-718-3435.



NCEL Continues Training Partnership with TDCI

The Tennessee Department of Commerce & Insurance (TDCI) Office of General Counsel partnered with the Naifeh Center for Effective Leadership (NCEL) to implement several new leadership development services in 2020-2021. Last year, the Naifeh Center led a series of mentoring and leadership development training classes within the TDCI Office of General Counsel. This year, NCEL will continue the leadership class series, and add teambuilding, online learning certificates and individual executive coaching services for the TDCI staff.

The executive coaching services will partner members of the TDCI legal team with individual coaches from the NCEL staff to assist with their professional and personal development goals. As part of this program, TDCI staff will also partner with their coach to identify and work on specific focus areas. During the year-long engagement, coaching will occur to support the TDCI staff in setting goals, and discussing challenges, progress and strategies for achieving their goals. TDCI has expanded the audience of its leadership development program from last year to also include some of the TDCI administrative support

staff. In addition to the services for their legal team, an in-person experiential teambuilding session is planned specifically for the TDCI administrative support team.

NCEL recent held a Webex virtual training session for TDCI. This session, entitled “Increasing Emotional Intelligence” was offered to employees in the Office of Legal Counsel, and highlighted techniques to increase self-awareness and better understand how emotional intelligence impacts workplace relationships and productivity. The session emphasized the importance of emotional intelligence, not only as a tool for workplace effectiveness but also for personal health and well-being. Over 25 participants joined this online session and spent several hours learning about IQ v EQ, identifying individual physical reactions to emotions, sharing ‘kill statements’ and practicing empathy.

SCHRA Leadership Team Receives Executive Coaching from Naifeh Center

The Naifeh Center for Effective Leadership is partnering with the South Central Tennessee Human Resource Agency (SCHRA) to provide executive coaching to its leadership team.

The Naifeh Center staff individually work with the SCHRA leadership to help identify areas of strength and also those areas where improvement is possible. The coaches and their partners then meet virtually over the next several months, sharing articles, books, thoughts and following up on the progress of their coaching plan.

Some of the objectives and approaches of the coaching relationship include:

- Establish coaching agreements with clients and identify how goals link to enhanced business performance.

- Promote an open, flexible and confident coaching relationship with clients, and establish mutual respect and trust in a safe, supportive environment
- Apply coaching ethics and standards appropriately in all coaching situations.
- Demonstrate active listening, ask powerful questions, and use effective dialogue and feedback techniques to provide maximum benefit to clients.
- Integrate and evaluate multiple sources of data and make interpretations that help clients achieve agreed-upon results.
- Design actions and opportunities for ongoing learning that will most effectively lead to coaching results.



Administrative Professionals Academy Expands to Include State, Local Government Employees



The Naifeh Center for Effective Leadership (NCEL) recently launched the 2nd cohort of its Administrative Professionals Academy (APA). The initial meeting was conducted virtually due to consideration of the COVID-19 pandemic. However, when the group can safely again meet in person, the cohort will come together quarterly in Knoxville throughout 2020-2021 for instruction and discussion, professional networking, and leadership development activities.

Throughout the APA program, the 2nd cohort will engage in activities, projects and training sessions to increase individual leadership knowledge and competence, in topic areas such as self-awareness, conflict management, customer service, communication and public speaking and problem solving.

APA is a leadership development program created specifically for non-exempt, administrative staff. The program helps participants identify individual leadership strengths and styles; offers leadership training and professional skill enhancement; provides exposure to successful leaders; and creates opportunities to expand professional networks.

The inaugural APA cohort launched in 2019 with nine individuals from various UT Institute for Public Service (IPS) agencies and the UT Office of the President. The 2nd APA cohort has nearly doubled in size from the inaugural class, and has expanded to include participants from IPS, local government and multiple state agencies.

Pictured Above: Training Specialist Will Porter leads a teambuilding exercise for the Administrative Professionals Academy.

UT President Boyd Visits City of Dunlap

University of Tennessee President Randy Boyd recently visited the city of Dunlap to learn about the city government's progressive efforts with renewable energy.

President Boyd was greeted by Dunlap Mayor Dwain Land, and the owner of an electric backup generator company (Bronco Power Boost) Billy Whittaker. Also joining the president were MTAS Executive Director Margaret Norris and MTAS Management Consultant Warren Nevad. Nevad described how involvement with the Tennessee Renewable Energy Economic Development Council (TREEDC) has helped the city achieve accomplishments such as solar powered water and wastewater facilities, significantly reduced electric bills and the recruitment of environmentally conscious businesses to the industrial park.

Nevad has helped lead TREEDC since its inception in 2007. Mayor Land gave the visitors a tour of the city highlighting solar installments at city hall, on park facilities, at the industrial park and on businesses downtown.



If your municipality is interested in an energy audit to identify cost efficiencies, please contact Warren Nevad at warren.nevad@tennessee.edu or 865-974-0411.

Pictured Above: Dunlap Mayor Dwain Land greets UT President Randy Boyd

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HANG GLIDING CAPITAL *of the* EAST

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BAPTIST

VICTORY
BAPTIST

DUNLAP
CHURCH OF GOD

UNITED
METHODIST

SEVENTH DAY
ADVENTIST

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Training News

LEIC Developing Training Program to Minimize Biased-Based Policing in Law Enforcement

The Law Enforcement Innovation Center (LEIC) plans to develop a training program to minimize biased-based policing in the law enforcement community.

“We began discussions with the Museum of Tolerance in Los Angeles to create a national certification program for law enforcement agencies across Tennessee and nationwide,” said Rick Scarbrough, LEIC executive director. “This training will seek to increase diversity in law enforcement and examine perceptions, stereotypes and cultural assumptions.”

The program will roll out with campus law enforcement agencies across the University of Tennessee System this fall. In addition, the training will be offered to local law enforcement agencies across Tennessee and the nation.

The UT Institute for Public Service, through LEIC, provides first class training to local, regional and national-based law enforcement in areas such as homeland security, forensic science, command and leadership, cybercrime and many others.

Tennessee Startup Company Produces Eco-Friendly, Battery Operated Back Up Power Boost



Recently, the Tennessee Renewable Energy & Economic Development Council (TREEDC) partnered with Bronco Power Boost, a new Tennessee Clean Energy Startup Company based in Nashville. One of TREEDC's planning objectives since 2008 is to create more awareness regarding the vast potential of Tennessee startup green companies who are creating jobs and environmental benefits. Bronco Power Boost provides local governmental offices, businesses and private residences with a supplemental electric power source that takes over automatically when power goes out due to storms and other uncontrollable factors.

This eco-friendly back up power source is unique in that it can be installed indoors, is noise free and will power up to six essential circuits automatically

for 20-plus hours. Unlike a traditional gas-powered generator, the Bronco Power Boost does not run on gasoline, does not emit dangerous carbon monoxide emissions and does not require cumbersome and unsightly extension cords.

TREEDC applauds business owner Billy Whittaker for his vision and fortitude to invent a product that is environmentally safe, energy independent, scalable and sustainable. Whittaker's work will revolutionize how backup power is provided during a power outage and will provide protection of valuable data for local governments and businesses worldwide.

For more information please visit
<https://www.broncopowerboost.com/green-energy>



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