

Newsletter

Volume 10, No. 1

Spring 2006

Websites Worth Visiting

- <http://www.ncscpm.org/>
- <http://www.cpmacademy.org>
- http://www.osp.state.nc.us/ExternalHome/HRD/training_menu.htm
- <http://www.careerbuilder.com>
- <http://www.fastcompany.com>
- <http://www.gasb.org/>

Inside this issue:

NCSCPM Officers and Board of Directors—Serving Membership	2
AACPM 18th Annual Conference Announced	2
2006 Askew Winner	2
Fran Wilkinson Scholarship Applications Available	3
NCSCPM Member Profile	3
Feature Articles: NCSCPM Members in the Spotlight A Guide to Ethics Management, Part II	4-8
Members on the Move Recent Announcements	9

Message From the President—Beverly Hall, 2006

I would like to take this opportunity to thank the membership of the North Carolina Society of Certified Public Managers (NCSCPM) for giving me the opportunity to serve as your President during 2006.

I would like to express my appreciation to the very dedicated board, officers and committee members, especially Tami Hinton and Sarah Smith for their time, talent and resources to assist me during the transition period. I want to personally thank them for their support and dedication to the Society.

Thus far this year, the board has held its regular board meetings in January and March and conducted its annual strategic planning meeting in February. Dan Thomas

with the North Carolina Department of Transportation was appointed to fill the remaining board term of Pete Burke as Secretary. Dan is a 2002 graduate of the CPM program.

My vision for the NCSCPM is to build a strong network for managers in state government. So often we are faced with situations where if we could talk problems over with our peers, they could share their experiences and we would not feel alone.

Our agencies supported each of us in our quest to become CPM's, and now it is time for us to utilize these skills in our workplace. My experience in the PMP program gave me a whole new concept of State Government. I



built new relationships with members of my class and through the Society I can call on this network for information, advice and support. The Society also offers excellent training programs to improve my skills and expose me to new management ideas.

Continued on page 3

Spring Workshop set for May 11th

The NCSCPM Spring workshop is scheduled for May 11th at Rollingview Community Center at Fall Lake in Wake Forest.

Mr. Gerry Fisher will present a day of dynamic professional development on the topic of "Why Metrics Count." Participants will leave this work-

shop with an action plan for using metrics in their work and to show they are managing for "get-the-job-done results." Mr. Fisher in the managing partner of the Accountability Group in the Office of State personnel and has over 25 years experience in management and human resource development.

Go to the NCSCPM website under the events button to access the registration form. The deadline for registration is May 9th and space is limited to 70, so don't delay.

Contact Pete Burke at pete_burke@ncsu.edu if you have any questions about the workshop.

Meet the NCSCPM Board for 2006

The 2006 slate of officers and board members were sworn in during the NCSCPM annual meeting in November and at the first board meeting in January. The NCSCPM Board includes:

Beverly Hall, President; Pete Burke, President-elect; Tami Hinton, Past President; Dan Thomas, Secretary; Tina Pickett, Treasurer; David Osbourne, Board Chair; and Board Members Karen Corley, Kathy Harrelson, Kim Lash Gillespie, Rodger Rochelle and Amy Sawyer.

The Board is the leadership of your society. They volunteer their time and effort to serve you, the membership. Members are encouraged to contact any Board

member with questions about upcoming events, becoming involved with one of the committees, or to learn more about opportunities to serve a leadership role within the society.

Officers and Board Members also have opportunities to serve at the national level with the American Academy of Certified Public Managers. Three Board Members attend the AACPM Annual Conference in an official capacity and participate in the Academy House of Delegates.

North Carolina was one of seven charter states in the Academy. The NCSCPM has a long and storied history of representation on the AACPM Board including multiple

presidents, a two-term treasurer and Board Members. We would like to continue this tradition.

Just as the state faces challenges relative to the recruitment and retention of quality staff, so does the society. In particular, energetic and creative folks are needed to provide vision and leadership for the society into the future.

Help out—volunteer, attend workshops and the annual conference. We need you and your fresh ideas!

See the back cover of this newsletter for a complete list of Officers and Board Members and their email addresses.

AACPM Annual Conference—See you in Louisville, KY

The American Academy of Certified Public Managers will hold its 18th annual conference in Louisville, KY. The theme this year is “The New Realities—A Decade Later” emphasizing the changing landscape of public management since the 8th AACPM annual conference was hosted by the Kentucky Society in 1996.

The conference will be September

10-12 in Louisville and will be headquartered at the beautiful Galt House Hotel & Suites. The only hotel on the water front, the Galt House offers magnificent views of the Ohio River and downtown Louisville.

Please see the following link for more information on the AACPM Annual Conference. Registration information will be available soon.

http://www.cpmacademy.org/newsletter/mar_06/realities.html.

As indicated in the article above, NCSCPM has enjoyed good representation at the national level and participation in the AACPM conference. Check out the following URL for pictures from last year's conference: <http://ncradiation.net/ncscpm/2005NewHampshirePics.pdf>

2006 Askew Winner Announced

Mr. Morwan Zabaneh (Department of Insurance) was announced as the Askew Winner at the graduation ceremony for 2006 class of Certified Public Managers. The subject of Morwan's project was the Bail Bonds Program. The review panel commented, “...exemplary project—clear story, very thorough and an excellent demonstration of the key

concepts and tools of the CPM curriculum.

As the Askew Winner, Morwan will be eligible to receive support from NCSCPM for the registration fee for the AACPM conference in Louisville. (see the article above for more on the AACPM Annual conference).

The Askew Award is named for Mr. George Askew, the first Certified Public Manager in the country, via the Georgia Public Manager Program. Mr. Askew went on to play an active role in establishing the American Academy of certified public managers.

Congratulations Morwan!

Wilkinson Scholarship—Academic Support for NCSCPM Members

The AACPM is pleased to announce the availability of two \$750.00 scholarships, which will be awarded at the annual conference in Louisville in September. The scholarship is available to any society member enrolled in a college program that prepares them for a career in public management. The application package includes the application form and two letters of recommendation. The form and instructions can be accessed at the following URL: http://www.cpmacademy.org/Scholarship_Appl_2006.doc.pdf

This is an excellent opportunity for members to support and achieve their continued professional development goals. Steve Mastro, a past NCSCPM Board member, was an awardee in 2004.

The scholarship is named for Fran Wilkinson, an early leader of the American Academy, who was dedicated to professional and adult education. She was president of the Georgia Society in 1983 and Chair of the National CPM Consortium in 1987. She died unexpectedly in June 1990. In 1994, the AACPM House of Delegates unanimously to name the Academy's annual scholarship the "Fran L. Wilkins Memorial Scholarship" as a token of remembrance, affection and esteem.

Barbara Taft, of the Oklahoma Society is chair of the committee and is joined by Pamela Wood and Douglas Holt of Kentucky, Jeffery Kramer from Arizona and Dr. Ada Burnette of Florida. Feel free to contact Barbara at braft@octp.org or (405) 525-2612 if you have any questions about the Fran Wilkinson Scholarship.

The application deadline is August 1, 2006. We hope this early announcement will provide you time to consider and prepare an application in support of your academic pursuits.

Message from the President, continued from Page 1

If you are a member, think of ideas for us to enhance our network. Some opportunities are: (1) attend the board meetings held every other month with the networking lunches immediately following, (2) attend

the two training workshops, and (3) attend the Annual Meeting which is usually held in November. It is not too early to consider running to be a Member of the Board or an Officer. If you are interested in being nomi-

nated or ideas to promote the Society, please email me at Beverly.Hall@nemail.net. If you are not a member of the NCSCPM, please consider joining and making a difference.

NCSCPM Member Profile

Name: James Borawa; **Year Certified:** 2004—**ASKEW Winner**

Agency/Division: N.C. Wildlife Resources Commission, Division of Inland Fisheries, watershed Enhancement Program Supervisor

Benefit of CPM Designation: It has given me credibility with executive administration within my agency. It also gives me an avenue to discuss issues with management that are outside of our typical day-to-day work. Succession planning is one such issue. Because of my CPM designation I was able to attend the recent AACPM annual meeting and came away with valuable information on succession planning that I can convey to top management. I also

believe that the CPM designation will result in other agencies viewing my work as being of high integrity and consistently reliable.

Why he joined NCSCPM: The Society has played an active role in supporting the North Carolina Public Manager Program. The knowledge I gained in that program has strengthened my ability to manage program responsibilities and improve my leadership skills. For these reasons, I felt I should support the society. Furthermore, I did not believe that my CPM training ended at graduation and that the society would provide me additional opportunities for continuing education.

The member profile is a continuing feature of the NCSCPM newsletter and all profiles of active members are posted on the NCSCPM website under the members tab. All members are encouraged to submit their profile information providing your name, agency/division, year of certification and answer these two questions: 1) What is the benefit of the CPM designation to you?; and 2) Why did you join NCSCPM?

Send your profile to Sarah Smith at smsmith@northcarolina.edu.

A Conversation with Greg Cain

Submitted by Linda Jefferson

Four years ago, NCSCPM member Greg Cain heard of an opportunity to lend a helping hand through mission work at his church. Little did he know that this opportunity would have such a profound impact on his life. Come into the spotlight with Greg Cain as he shares his story with us.

In 2002, Greg learned through his local church that a mission trip to Guatemala was being organized. He had some interest in third world countries and thought this would be a good opportunity for him to lend a helping hand. Greg and other members of church went on a 10-day trip to Guatemala. The experience was such a success and had such an impact on the mission team, that a youth trip was organized for the following summer and another adult trip for the Fall 2004. Plans are being made for another youth trip to the area.

When asked what keeps you motivated, Greg's answer was simple. I knew after my first trip to Guatemala that I had found my niche, my calling.

According to Greg, you have to have a sense of adventure to do mission work. Going to a country where in some cases there is no running water and no facilities of comfort, it makes you think. Not to mention the hard work involved. But as Greg put it, it's worthwhile. An important fact Greg mentioned was that communication was not a barrier. The local natives did not speak English and they could not speak Spanish, particularly on the first trip. However, that did not hinder the work that was done and the genuine bonds that were established. Greg said the mission teams were not the heroes, but the local Guatemalans. He further stated that as Americans, we think we are going to teach the natives something, but the local natives are the ones teaching us. "We are the ones changed." He said he admired their spirit and their drive. He mention that on one trip they had just begun building a building and expected that on the return trip to the area, the team would pick up where they left off. He was amazed at the amount of work that had been done in the team's absence by the locals.

When I asked Greg to define mission work, I was surprised by his response. Greg said mission work was about building relationships. It was about meeting new people and together doing the work that needed to be done. It was about sharing a common goal and being willing to learn from those around you. Greg spoke of the pleasure of returning to the area and seeing how much the children had grown and "catching up" with the adults since the last trip. Greg feels the greatest need in mission work is a greater understanding of the needs in the world. He feels this understanding can begin with educating people to the many needs of those individuals around us. The Guatemalans, who do not have much except their faith, spirit, drive and work ethic can begin the education process. According to Greg, they work so hard to better their lives and the kids and are grateful for what they have. They have a strong sense of community and bonding to help one another.

Greg said he saw this strong sense of community bonding in his recent travel to Mississippi. He and a team of others went to lend a helping hand to the victims of Hurricanes Katrina and Rita. According to Greg, the Gulf Coast region is still devastated. His team went there to provide physical and spiritual support. His group partnered with other local groups in this area to provide assistance.

Greg's mission trips not only impacted him, but his family as well. Greg and his son went to Guatemala together in the summer of 2003. Greg's son was so moved by his father's experience, that he worked and paid for the trip himself. Sharing this mission trip only deepened the relationship between father and son. Greg and his daughter are planning a trip to Mississippi as well and he is looking forward to this experience with her too. Greg's family has been very supportive of his involvement in the mission fields. He did say that it is a challenge trying to balance his mission work and his everyday life.

Another facet of Greg is that he and his family have hosted Russian children as part of Project of Chernobyl. This program sends Russian children who are still affected by the radiation from the Chernobyl nuclear accident to America. This gives the children a chance to be free from the contaminated environment and to see a better way of life.

Greg is committed and dedicated to improving the lives of others. He adopted the mantra "eyes wide open" after one of his mission trips to Guatemala. He says to soak up everything, there is so much to do. As Greg puts it, being involved in mission work has helped him to get a better perspective on humanity, to gain a better sense of priority. He has learned what is really important. He is more humble because of his experience and more appreciative of what he has. Greg went to make a difference in a third world country, but found that that country and subsequent mission trips made a difference in him.

From my conversation with Greg, I gathered that mission work is more than lending a helping hand, it's about building relationships. Greg, you are an inspiration to the rest of us. Continue to build those relationships.

Greg is the Assistant Director for Transportation at North Carolina State University. He received his CPM designation in 1992 and has been a member of the NCSCPM since 1995. He has held several offices since joining the NCSCPM.



The following article is the second in a series by Wes Seamon. It was inadvertently omitted from the winter 2005 newsletter. In the summer newsletter, Wes will review the continued practical applications for managers for ethics in the workplace. This articles will exam the benefits of managing ethics in the workplace and include a review of tools for the mangers use in promoting and maintaining high levels of ethical functioning in your organization.

A Guide to Ethics Management: Part II Evaluation of the Need for Ethical Behavior in the Workplace

Edited by Wes Seamon

The practice of ethics in the workplace has long needed a highly practical resource that is designed particularly for leaders and managers -- those people charged to ensure ethical practices in their organizations. Unfortunately, far too many resources about business ethics end up being designed primarily for philosophers, academics and social critics. As a result, leaders and managers struggle to really be able to make use of the resources at all. Also, far too many resources about ethics contain sensationalistic stories about businesses and organizations "gone bad" or prolonged preaching to "do the right thing". These resources often explore simplistic ethical questions, such as "Should Jane steal from the company?" The real world of leaders and managers often face much more complex issues than that.

What follows is part two of a series of articles which hopefully will provide highly practical tools designed to help leaders and managers implement comprehensive ethics management systems in their workplaces -- systems to deal with the complex, ethical issues that can occur in the day-to-day realities of leading and managing an organization.

In this edition of the NCSCPM Newsletter we will review organizational ethics. The concept has come to mean various things to various people, but generally it's coming to know what it right or wrong in the workplace and doing what's right -- this is in regard to effects of service delivery and in relationships with stakeholders. Ethicists maintain that attention to ethics is critical during times of fundamental change -- times much like those faced now by a wide variety organizations and businesses, both nonprofit or for-profit. In times of fundamental change, values that were previously taken for granted are now strongly questioned. Many of these values are no longer followed. Consequently, there is no clear moral compass to guide leaders through complex dilemmas about what is right or wrong. Attention to ethics in the workplace sensitizes leaders and staff to how they should act. Perhaps most important, attention to ethics in the workplaces helps ensure that when leaders and managers are struggling in times of crises and confusion, they retain a strong moral compass. However, attention to ethics provides numerous other benefits, as well (these benefits are listed later in this document).

Note that many people react that ethics, with its continuing attention to "doing the right thing," only asserts the obvious ("be good," "don't lie," etc.), and so these people sometimes don't take ethics seriously. For many of us, these principles of the obvious can go right out the door during times of stress. Consequently, ethics can be strong preventative medicine. Anyway, there are many other benefits of managing ethics in the workplace. These benefits are explained later in this article.

What is Ethics?

Simply put, ethics involves learning what is right or wrong, and then doing the right thing -- but "the right thing" is not nearly as straightforward as conveyed in a great deal of ethics literature. Most ethical dilemmas in the workplace are not simple.

Two Broad Areas of Ethics

1. Managerial mischief. Madsen and Shafritz, in their book "Essentials of Business Ethics" (Penguin Books, 1990) further explain that "managerial mischief" includes "illegal, unethical, or questionable practices of individual managers or organizations, as well as the causes of such behaviors and remedies to eradicate them." There has been a great deal written about managerial mischief, leading many to believe that ethics is merely a matter of preaching the basics of what is right and wrong. More often, though, ethics is a matter of dealing with dilemmas that have no clear indication of what is right or wrong.
2. Moral mazes. The other broad area of ethics is "moral mazes of management" and includes the numerous ethical problems that managers must deal with on a daily basis, such as potential conflicts of interest, wrongful use of resources, mismanagement of contracts and agreements, etc.

Ethics has come to be considered a management discipline, especially since the birth of the social responsibility movement in the 1960s. In that decade, social awareness movements raised expectations of public and private organizations and businesses to use their massive financial and social influence to address social problems such as poverty, crime, environmental protection, equal rights, public health and improving education. An increasing number of people asserted that because governmental organizations and businesses were either making a profit from using our country's resources or spending ever larger numbers of tax dollars, these organizations owed it to our country to work to improve society. Many researchers, business schools and public managers have recognized this broader constituency, and in their planning and operations have replaced the word "stockholder" with "stakeholder," meaning to include employees, customers, and the wider community.

The emergence of ethics is similar to other management disciplines. For example, organizations realized that they needed to manage a more positive image to the public and so the recent discipline of public relations was born. Organizations realized they needed to better manage their human resources and so the recent discipline of human resources was born. As day-to-day activities became more complicated and dynamic, organizations realized they needed more guidance to ensure their dealings supported the common good and did not harm others -- and so the discipline of ethics was born.

10 Myths About Ethics

Ethics in the workplace is about prioritizing moral values for the workplace and ensuring behaviors are aligned with those values -- it's values management. Yet, myths abound about business ethics. Some of these myths arise from general confusion about the notion of ethics. Other myths arise from narrow or simplistic views of ethical dilemmas.

1. Myth: Business ethics is more a matter of religion than management. Diane Kirrane, in "Managing Values: A Systematic Approach to Business Ethics," (Training and Development Journal, November 1990), asserts that "altering people's values or souls isn't the aim of an organizational ethics program -- managing values and conflict among them is ..."

2. Myth: Our employees are ethical so we don't need attention to business ethics. Most of the ethical dilemmas faced by managers in the workplace are highly complex. One knows when they have a significant ethical conflict when there is presence of a) significant value conflicts among differing interests, b) real alternatives that are equality justifiable, and c) significant consequences on "stakeholders" in the situation. When the topic of business ethics comes up, people are quick to speak of the Golden Rule, honesty and courtesy. But when presented with complex ethical dilemmas, most people realize there's a wide "gray area" when trying to apply ethical principles.

3. Myth: Ethics is a discipline best led by philosophers, academics and theologians. Lack of involvement of leaders and managers in business ethics literature and discussions has led many to believe that business ethics is a fad or movement, having little to do with the day-to-day realities of running an organization. They believe business ethics is primarily a complex philosophical debate or a religion. However, business ethics is a management discipline with a programmatic approach that includes several practical tools. Ethics management programs have practical applications in other areas of management areas, as well. (These applications are listed later on in this document.)

4. Myth: Ethics is superfluous -- it only asserts the obvious: "do good!" Many people react those codes of ethics, or lists of ethical values to which the organization aspires, are rather superfluous because they represent values to which everyone should naturally aspire. However, the value of codes of ethics to an organization is its priority and focus regarding certain ethical values in that workplace. For example, it's obvious that all people should be honest. However, if an organization is struggling around continuing occasions of deceit in the workplace, a priority on honesty is very timely -- and honesty should be listed in that organization's code of ethics. Note that a code of ethics is an organic instrument that changes with the needs of society and the organization.

5. Myth: Ethics is a matter of the good guys preaching to the bad guys. Some writers do seem to claim a moral high ground while lamenting the poor condition of business and its leaders. However, those people well versed in managing organizations realize that good people can take bad actions, particularly when stressed or confused. (Stress or confusion are not excuses for unethical actions -- they are reasons.) Managing ethics in the workplace includes all of us working together to help each other remain ethical and to work through confusing and stressful ethical dilemmas.

6. Myth: Ethics in the new policeperson on the block. Many believe business ethics is a recent phenomenon because of increased attention to the topic in popular and management literature. However, business ethics was written about even 2,000 years ago -- at least since Cicero wrote about the topic in his *On Duties*. Business ethics has gotten more attention recently because of the social responsibility movement that started in the 1960s.

7. Myth: Ethics can't be managed. Actually, ethics is always "managed" -- but, too often, indirectly. For example, the behavior of the organization's founder or current leader is a strong moral influence, or directive if you will, on behavior or employees in the workplace. Strategic priorities can be very strong influences on morality. Laws, regulations and rules directly influence behaviors to be more ethical, usually in a manner that improves the general good and/or minimizes harm to the community. Some are still skeptical about ethics, believing you can't manage values in an organization. Donaldson and Davis (*Management Decision*, V28, N6) note that management, after all, is a value system. Skeptics might consider the tremendous influence of several "codes of ethics," such as the "10 Commandments" in Christian religions or the U.S. Constitution. Codes can be very powerful in smaller "organizations" as well.

8. Myth: Ethics and social responsibility are the same thing. The social responsibility movement is one aspect of the overall discipline of ethics. Madsen and Shafritz refine the definition of ethics to be: 1) an application of ethics to the corporate community, 2) a way to determine responsibility in business dealings, 3) the identification of important business and social issues, and 4) a critique of business. Items 3 and 4 are often matters of social responsibility. (There has been a great deal of public discussion and writing about items 3 and 4. However, there needs to be more written about items 1 and 2, about how ethics can be managed.) Writings about social responsibility often do not address practical matters of managing ethics in the workplace, e.g., developing codes, updating policies and procedures, approaches to resolving ethical dilemmas, etc.

9. Myth: Our organization is not in trouble with the law, so we're ethical. One can often be unethical, yet operate within the limits of the law, e.g., withhold information from superiors, fudge on budgets, constantly complain about others, etc. However, breaking the law often starts with unethical behavior that has gone unnoticed. The "boil the frog" phenomena is a useful parable here: If you put a frog in hot water, it immediately jumps out. If you put a frog in cool water and slowly heat up the water, you can eventually boil the frog. The frog doesn't seem to notice the adverse change in its environment.

10. Myth: Managing ethics in the workplace has little practical relevance. Managing ethics in the workplace involves identifying and prioritizing values to guide behaviors in the organization, and establishing associated policies and procedures to ensure those behaviors are conducted. One might call this "values management." Values management is also highly important in other management practices, e.g., managing diversity, Total Quality Management and strategic planning.

Members on the Move

In our continued efforts to promote the tremendous talent of our members and to recognize their professional accomplishments, we're pleased to announce the recent promotion of Jeff Joines. He was a member of the first PMP graduating class, and has been active in the society ever since, including serving on the Board of Directors in 2001 and chairing the membership committee. I want to thank Tish Hagler for bringing this news to our attention.

Reprinted from "Correction News", Page 4, March 2006

Jeff Joines, a 29-year corrections veteran, has been named chief of the Division of Community Corrections' Division 4, an area encompassing 25 western North Carolina Counties.

Joines, previously assistant chief of Division 4, succeeds Roger Haynie, who recently retired. As Division 4 chief, Joines is responsible for 540 probation/parole officers and staff members. Approximately 22,000 offenders are assigned for supervision in Division 4 by North Carolina courts and the NC Parole/Post Release Commission.

In announcing the appointment, Robert Lee Guy, director of Community Corrections, cited Joines' history with corrections as a key reason for selecting him for the job.

"I am confident that the knowledge and experience he has gained through the years with the agency will be a great asset in this new endeavor."

Guy also noted that Joines in 1988 was in the first class of the state's Public Manager class. He became a certified public manager the next year.

Joines thanked Guy and Secretary Theodis Beck for the appointment and said he looks forward to his new role with Division 4's "dedicated staff of professionals."

"Our goal continues to be public safety and providing balance of supervision and treatment for offenders in our community," he said. "Our officers have a positive impact on the lives of thousands of individuals every day. I want to do all I can to give our probation/parole officers the tools they need to better protect our citizens."

Joines began his career in corrections as a proba-

tion/parole officer in 1977 in his home county, Caldwell, where in 1982 he was promoted to unit supervisor. In 1995, Joines was named District 25B manager in Catawba County, and three years later was promoted to assistant division chief.

A graduate of Appalachian State University, Joines has a bachelor of science degree in history. Active in professional and civic affairs, he is a member of the NC Society of Certified Public Managers, the NC Probation/Parole Association, the Blue Ridge Electric Membership Corp. as director and corporate officer, the City of Lenoir Economic Development Board, and the Caldwell County Rotary Club, of which he is a charter member and a Paul Harris Fellow, Rotary's highest honor.

Joines and his wife, Rita, a retired educator, have two grown sons: Justine, 25, who will soon enter the Virginia Tech medical school; and Wesley, 23, a UNC-Chapel Hill graduate, who resides in Virginia. Joines parents reside in Valdese; his father, Major, was Burke County clerk of court prior to retirement.

CONGRATULATIONS JEFF!



NORTH CAROLINA SOCIETY OF CERTIFIED PUBLIC MANAGERS

1333 Mail Services Center,
Raleigh, NC 27699-1333

E-mail:
Beverly.Hall@ncmail.net
Pete_Burke@ncsu.edu
Tina.Pickett@ncmail.net
danthomas@dot.state.nc.us
Thinton@nccob.org
Karen.corley@ncmail.net
klgillespie@dot.state.nc.us
Kathy.Harrelson@ncmail.net
odr01@doc.state.nc.us
rdrochelle@dot.state.nc.us

Name
Beverly Hall, President
Pete Burke, President-Elect
Tina Pickett, Treasurer
Dan Thomas, Secretary
Tami Hinton, Past-President
Karen Corley, Bd. Member
Kim Lash Gillespie, Bd. Member
Kathy Harrelson, Bd. Member
David Osbourne, Bd. Member
Rodger Rochelle, Bd. Member



*Fostering Leadership and
Professionalism in Public Service*

The North Carolina Society of Certified Public Managers exists to promote fellowship and cooperation in public service, to provide expertise for conducting research and special problem investigations, to provide training for the advancement of managerial abilities, to establish standards of performance for managers in public services, to encourage recognition of public management, and to assist agencies in public and private services.

The NCSCPM works closely with the Certified Public Manager Program, which is conducted by the Office of State Personnel Human Resources Development Group. The purpose of the CPM is to provide an in-depth, comprehensive training program for middle managers from state government agencies and university campuses. Graduates of the CPM are designated as Certified Public Managers, which is recognized by a national consortium of over 20 states.

NCSCPM Recent Announcements and Member News

Recent Announcements

NCSCPM members are on the move. Our members are highly sought after professionals, who realize career advancement and promotional opportunities on a regular basis. We would like to share success stories of our members, including recent promotions or other job changes as well as recent certifications or other professional credentials. The NCSCPM continues to seek ways to demonstrate the CPM designation is recognized across state government as a symbol of professionalism and expertise in the area of public management. Help us get the message out.

Please share your recent announcement with Sarah Smith at smsmith@northcarolina.edu

NCSCPM Member Profile

We have received a good number of member profiles, which have been posted to the website under the members tab. We would like to include more in order to better represent who is "membership" and to publish first-hand accounts of the benefits of the CPM designation and joining NCSCPM. In addition to posting to the website, member profiles will also be featured on a rotating basis in the newsletter.

For member profiles, please send information about your current position/agency, the year you received the CPM designation and provide a brief description of how the CPM designation has benefited you and why you joined the NCSCPM. Contact Sarah Smith at smsmith@northcarolina.edu to have your profiles listed.

NCSCPM Member Spotlight

We are still looking for members with interesting hobbies or interests outside the workplace. We recently published articles on Tina Pickett and Pete Burke. In fact, the Pete Burke article was reprinted in the AACPM spring newsletter: http://www.cpmacademy.org/newsletter/mar_06/index.html

If you have a neat sideline or volunteer your time with a non-profit in a significant way, please let us know. For member spotlight information, please contact Sarah Smith at smsmith@northcarolina.edu or Linda Jefferson at linda.jefferson@ncmail.net.