



WSCPM News

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November 2004

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Dues

To improve the effectiveness of our record keeping system, the Board of Directors voted to slightly change the timing of sending out dues notices. Invoices for 2005 dues will be mailed December 1st and are payable by March 1, 2005. Dues will continue to be \$60 (\$15 of which is your membership to AACPM which is due in March). Prompt payment of your dues is greatly appreciated! Please let us know if this billing change will be a problem for you.



From the President

Dianne Hughes, CPM

November 2004

Greetings to All,

The House on the Rock Resort in Spring Green was the site of our Society Annual Meeting held in early October. Congratulations were extended to Mark Evans, the 2004 recipient of the Wisconsin Certified Public Manager of the Year Award. Mark's accomplishments and contributions to the Society and his profession are considerable (see a related article in this newsletter). As Chair of the 2007 American Academy of Certified Professional Managers National Conference to be held in Madison, we are truly in good hands with Mark at the helm. I encourage all Society members to get involved with this event—watch for more details coming soon as there are many ways for you to contribute your time and talents.

Following the annual meeting, some of us were able to stay for a training session

developed by our Treasurer, Debbie Keckeisen, and Board Member Cathy Wilquette. They designed an outstanding course entitled "Human Resources: A Practical Approach" that was delivered to Register of Deeds during their annual conference. We are working on similar partnerships with the Oneida Tribe and the WCMA.

During the annual board meeting, several decisions were made. The website will be upgraded in November from our current "Home Account" to a "Business Account" so that it will be better than ever! You will notice an improved quality to our newsletter, an updated copy of our brochure available electronically on the website, new letterhead and an addendum to our by-laws to add a policy intended to respect the privacy expectations of our members. We are hopeful that more of you will submit your biographies and topics of interest to Jeff Roemer as he develops the concept of a

Speakers Bureau, will soon be finalizing the logo we will use for the 2007 conference, and continue to work on designing "signature" training courses that can be repeated throughout the state.

Please review the "Upcoming Activities" section of the newsletter and get involved with the Society. Our next board meeting will be in February; the date will be determined pending our plans to schedule a training conference with one of our partner organizations during that time. Your participation as Society Members is critical as we continue to grow and work together to establish the direction of the Society for the future. We hope you will check us

Logo Contest Update

We received some great ideas that we plan to use to create a logo to go along with the theme "Forward in Public Management", for the 2007 AACPM conference which will be held here in Wisconsin.

Details to follow as they become available...

WSCPM Board Meeting

Friday, May 13, 2005— Room 3C Commerce Center 201 W. Washington Avenue, Madison. **CPM Graduation** to follow.

Carol A. Smith Scholarship Fund 2004 Recipient



The Wisconsin Certified Public Manager Program is pleased to announce that Rita Black-Radloff is the 2004 recipient. Rita is a policy advisor with the Wisconsin Department of Workforce Development (DWD) in the Bureau of Workforce Programs. She attended a number of classes CPM offered onsite at DWD over the past several years, so is excited by the opportunity the scholarship provides for full CPM certification. Rita is very active in the Madison community, having served

on both the Dane County Minority Affairs Commission and Equal Opportunity Commission, as well as the Community Action Coalition. She currently serves on the Executive Board of the Women's Transit Authority. Rita's enthusiasm and commitment truly represent the spirit of the Carol Smith Scholarship program. We are happy to have her join the two other scholarship recipients working toward their certifications, Annette Miller of the City of Madison Mayor's Office and Mona

Adams Winston of the Madison Urban League. And, the program again wishes to thank the Scholarship Selection Committee: Ron Buchholz, Wisconsin Society of Certified Public Managers; Susan Canty, Wisconsin Department of Administration Training Director; and Marian Walluks, of the Wisconsin Women's Business Initiative of the Carol Smith Scholarship.

WSCPM Manager of the Year

Mark Evans, was named "Manager of the Year" for calendar year 2004 at the WSCPM Annual Meeting held in Spring Green, Wisconsin, on October 5, 2004.

This award is presented annually to an active member of the WSCPM who through his/her efforts has made the greatest contribution to the Society, the American Academy of Certified Public Managers (AACPM), the State of Wisconsin, and/or to the

prestige of the CPM image.

"Mark has repeatedly held up the ideals we have set forth for our Society. We sell ourselves as a 'cadre of management professionals dedicated to excellence in government' and our recipient is truly that," said Diane Hughes, President of the WSCPM. "The Wisconsin Society of Certified Public Managers is proud to name Mark Evans as its 2004 Manager of the Year."

Mark has been the Technology Director for the Madison Metropolitan School District for the past 4 years. Previously, he was Technical Services Section Chief for the Wisconsin Department of Public Instruction and a technology consultant for UW-Madison and the City of Madison. Mark's particular interests include project management and enterprise-wide technology planning along with finding ways to increase collaboration between public and private sector entities to address technology needs.

Since earning his CPM Certification in 2002, Mark has been actively involved in the State Society as well as the AACPM. He has organized and presented at State Conferences sponsored by the Society and was a presenter at the National AACPM Conference for which he has also served as a delegate the past 2 years. He is also a member of the AACPM Committee Reviewing Electronic Communications. He currently serves as the Society's Secretary and Membership Chair, and recently created the society's Website, which he maintains. He is also Chair of the 2007 AACPM Conference Planning Committee, which is organizing a national event to be held in Madison in September of that year.



Congratulations Mark! 2004 Manager of the Year!

Mark Evans, with his wife, Robin Bloom, and step-children, Gabriel and Lauren Bloom (Aug.04), just before taking Lauren to Austin, TX to begin graduate school for a PhD in Sociology. Gabriel lives nearby in Middleton, WI and works for Epic Systems. Robin works for the City of Madison in the Affirmative Action Dept.

News From AACPM by Ronald A. Buchholz, CPM, President

Thanks to a very generous offer by Newsletter Editor Cathy Williquette, I had the opportunity to write an article for the February 2004 edition of the WSCPM Newsletter. Now that the year is coming to an end, she has again offered me a similar opportunity to provide you with information and an update from the national AACPM perspective.

The Academy and its Member Societies have experienced success and achieved goals during the last year despite the current economic situation, budget shortfalls, staff and program reductions and all the other challenges we, as public sector managers, have faced and continue to face. Academy membership is growing and four recently formed CPM Societies (Idaho, Iowa, Virginia and State of Washington) are in the process of submitting their applications to join the Academy, bringing the number of Societies, who are Academy Members, to twenty-three. CPM Programs continue to expand and grow into other states (Nevada, Rhode Island and Missouri)

Building upon the successes of the 2003 AACPM Conference in Charleston, South Carolina, the Kansas Society planned and

hosted an outstanding Conference in Topeka last June. The number of registered participants was the second highest in Academy history. The speakers and presenters were top notch and well received by those in attendance. The facility, Conference logistics and support efforts by the Kansas folks made for a truly memorable event. The Conference social events provided opportunities to see and learn about the social fabric and history of Kansas and our host city of Topeka. The House of Delegates dealt with a wide variety of issues and the HOD meeting was both efficient in terms of the time spent and effective in addressing all the agenda items. My thanks and appreciation to the Kansas Society and to the Delegates participating in the HOD.

The New Hampshire Society is well into the planning process for the 2005 Conference to be held in the City of Manchester in September, 2005. I have full faith and confidence that the 2005 Conference will be as memorable, productive and rewarding as this year's Conference in Topeka. The National CPM Consortium will be celebrating the 25th Anniversary of the CPM Program at the Conference. The AACPM has also

partnered with the National Association of Governmental Trainers and Directors (NAGTAD) so both organizations will be holding their Annual Conferences at the same time and in the same location.

The focus of the Academy this last year has been on communication between the Academy and the Member Societies and among the Member Societies. The completely redesigned and expanded Academy Newsletter (*CPM Connection*) and Academy Web Site (www.cpmacademy.org) were rolled out this year. New functions and features have been and will continue to be added to the Web Page. Please take the time to read the *CPM Connection* Newsletter and visit the Academy Web Site, as well as the recently established WSCPM Web Site (www.WSCPM.org).

As a reminder, your WSCPM/AACPM Membership offers the opportunity to join the American Society of Public Administration (ASPA) at a reduced annual fee of \$50.00.

Also, if you make purchases using Amazon.com, I urge you to make those purchases via the Academy Web Site. The Academy receives a percentage of

each sale made through its Web Site at no additional cost to the purchaser. It is a simple, yet easy and no cost way for you to support the AACPM. Information regarding the ASPA Membership and Amazon.com purchases can be found on the Academy's Web Site.

It has been an honor and privilege to serve as your Academy President this year. I have found the experience to be richly rewarding and I have grown as a leader and manager from this opportunity. The experience was heightened in July when our own Robbi Dreifuerst became the Chair of the National CPM Consortium Board. For the first time ever, the presiding Officers of the Academy and the Consortium are from the same state at the same time. It has been and continues to be a pleasure working with Robbi at the state level for many years and now at the national level as well

As I did last February, I close with a personal request that each of you becomes more active and involved at the State Society and National Academy levels. You also need to encourage other CPM's who currently are not Society Members to join us and become involved. Wisconsin has a proud history and involvement in the CPM Program and a tremendous Society. The Society will be hosting the 2007 AACPM Conference in Madison and this will be a great opportunity for us to showcase our state, the capitol and the Wisconsin CPM program and tradition. I am looking forward to working with you as we plan and host the 2007 Conference!

Human Resources — A Practical Approach

The most recent seminar co-sponsored by the Society and the Wisconsin Register of Deeds Association was conducted in Spring Green on October 6. Attended by 31 Register of Deeds and public managers from around the state. Participants enjoyed an outstanding day that covered state and federal employment laws, the how to's of documenting, investigating employee job performance, due process, corrective action,

union grievances, arbitration and much more.

The presenter, Debra Keckeisen, CPM, Deputy Director of Human Resources for the City of Appleton and WSCPM Treasurer, made the course very interesting and interactive for participants. She included many helpful handouts, a video for participants to critique and ended with a jeopardy style game titled "You Don't Know

Jack" which was an excellent review of her Power Point presentation and the video. Everyone was a winner and prizes were awarded for their participation.

We hope to add this course to the WSCPM Speakers Bureau as it received excellent feedback from all participants.

Debra Keckeisen is pictured at right.



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Relationship and Short History WSCPM and AACPM

by Ronald L. Buchholz, CPM, President AACPM

The vision of Kenneth Henning, founder of the Certified Public Managers Program, was to establish a course of education and certification for public managers in this country similar to the Certified Public Accountants program. The CPM Program providers established the National CPM Consortium to develop training, certification and accreditation/re-accreditation requirements for the CPM Programs.

Part of Ken Henning's vision was the creation of Societies by graduates of the CPM Programs and the affiliation of those Societies with a national organization to be called the American Academy of Certified Public Managers (AACPM).

Shortly after graduation of the first CPM Class in Georgia in 1977, the Georgia Society was formed. As the CPM Program grew to other states and additional Societies were formed, the AACPM was established in 1984 to:

- Unite Certified Public Managers;
- Encourage the acceptance of management in government as a profession established upon an underlying body of knowledge;
- Promote a high professional, educational, and ethical standard in public management;
- Improve communications, cooperation, and coordination among public entities;
- Foster leadership through example and innovation;
- Facilitate positive changes to enhance the delivery of public services

The purpose of WSCPM is to improve the quality of managers in the public sector through promotion of comprehensive training, professional growth and high ethical standards of behavior. We also provide service consistent with efficient and effective management practices, along with demonstrating vision and competence in professional management.

Membership Benefits:

- Recognition of commitment to professional standards
- Association with other professional managers
- Awareness of new developments in theory and practice
- Opportunities to contribute to professional public management projects
- Career development through continuing education
- Membership in the American Academy of Certified Public Managers®

The Vision of the AACPM ("World class leaders and managers for the public sector") states its destination. As part of that Vision, the AACPM mentors and provides assistance and support (including financial support) to aid in the formation of new CPM Societies. Currently, there are nineteen Member Societies in the AACPM with four recently formed Societies (Idaho, Iowa, Virginia and State of Washington) actively seeking AACPM membership.

The Wisconsin CPM Program graduated its first class in 1993 and was accredited by the National CPM Consortium. The Wisconsin Society was formed in 1993 immediately after the graduation of the first class. The Purpose of the Society, as created in the By Laws, is noted above.

The objectives of the Society as stated in the By Laws are founded on the Purpose Statement and mirror those of the AACPM. The AACPM accepted the Wisconsin Society as a Member Society in 1994 and the Society has been an active member of the Academy since that time.

The governing body of the AACPM is the House of Delegates (HOD) consisting of three Delegates from each Member Society, all current Academy Officers (7) and the four preceding Past Academy Presidents. The HOD meets annually during the AACPM Professional Development Conference. The Wisconsin Society has sent delegates to every HOD meeting since becoming a member of the

Academy.

Society Members have served and are serving on Academy Committees and Society Members have been selected as presenters in the past for the Training Symposium part of the national Conferences. Most recently, Wisconsin CPM's are now serving as Officers with Robbi Dreifuerst serving as Chair of the National CPM Consortium Board and my serving as Academy President.

The Academy initiated Annual Conferences sixteen years ago. These Conferences offer the opportunity for CPM's from around the country to meet, participate in top-notch training and conduct the business of the Academy at the HOD Meeting. Member Societies submit bids to host the annual Conference, as Wisconsin will be doing in 2007.

Within the last two years, the term "Certified Public Manager" was trademark protected by the National CPM Consortium. An formal agreement between the Consortium and the AACPM Academy extends that trademark protection to:

The Academy; The Member Societies of the Academy; All individuals who have earned the CPM designation. Therefore, by virtue of the Wisconsin Society's membership in the AACPM, the trademark protection is extended to the Society.