



# TGMI NEWS

Tennessee Government Management Institute Newsletter

2014 Volume 10, Issue 1

## Message From the Chair

I am so proud to be a TGMI alumnus and so very thankful to have been elected to Chair the TGMI Steering Committee. I've been given a first ever unique opportunity to be Chair for a year and a half due to last year's resignation of our past chair, and it has been a wonderful journey. I want to thank all of you that have participated in the many events the TGMI Steering Committee has offered this year so far. I would also like to encourage everyone to find some event to participate in for the remainder of the year. We have some great opportunities coming up for you in the next six months. I wanted to briefly cover our year in review. So far this year:

- The 2014 Alumni survey was distributed and completed, which offered valuable feedback for planning 2014 events for TGMI Alumni.
- TGMI created the Leadership Book Club, which is sponsored by DOHR and was offered to all TGMI, TGEI and LEAD TN Alumni and filled up all 50 spots within hours of the opportunity being shared. We've met six times and so far completed two books The Fred Factor and Think Big, Act Small. We are currently reading Disrupt.
- TGMI is well represented on the TN Government Leadership Council and we have met so far five times this year. The following TGMI Alumni serve on the Council: April Romero, Lauren Hill, Susan Dill, Richard Kennedy, Sheila Marchman, Julie Perrey, and Ross White.
- TGMI created a secret Facebook group, if you haven't signed up for it yet, do that now. It's called TGMI.
- TGMI Alumni hosted four Lunch and Learn events: Retirement Lunch and Learn, an encore presentation Retirement Lunch and Learn, a TBI Informational Lunch and Learn and a Toastmasters Demonstration Lunch and Learn.
- TGMI was represented in a Career Fair day in Regan, TN.
- TGMI participated at the Class of 2014 orientation, hosted a picnic one night during week one at Montgomery Bell State Park and spoke to the class about class elections during week two in Knoxville.
- TGMI went to see the Nashville Sounds Baseball game.
- TGMI packed boxes for the elderly at the Second Harvest Volunteer Family Night.

Thank you so much for your support of me in the roll of TGMI Steering Committee Chair, please feel free to contact me with any requests you would like to make for the Steering Committee to champion for you or for additional information.

April Romero  
2014 TGMI Chair

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### *TGMI Mission Statement:*

*Inspiring Tennessee's  
managers toward  
dynamic leadership. -*

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## Happenings:

### Grilling in the Park

On May 8th, TGMI Alumni April Romero, Vicky Hutchings, Lauren Hill, Julie Johnson and Michelle M. Smith joined the TGMI Class of 2014 for a picnic at Montgomery Bell State Park. The food was wonderful, grilled by our own Lauren Hill! The new class is full of excitement and a joy to experience. Hulya Arik, Tennessee Housing Development Agency, stated "The experience of TGMI is one of the best that I have ever had!" I think most of us who have been through the program feel the exact same way. The night ended with karaoke at the pavilion and the alumni excited to join with this group during week 2 in Knoxville.



At the Cook-out



### Serving the Community

TGMI Alumni along with family and friends met at Second Harvest on June 19th to box food for Senior Citizens. A record 450 boxes of food were completed in 45 minutes! Excellence in all we do!

### Welcome, Class of 2014

TGMI Alumni joined the class of 2014 for lunch in Knoxville to discuss class election of officers. Class Officers are: Doug Willis (President); Kyle Hunter (Vice President); Marcus Dodson (Reporter); and Lori Hedge (Steering Committee Class Representative). In addition, the Class established a Social Committee with members Elizabeth DuHack, Christy Montgomery, Joy Pierson, Harvie Franklin and Amy Tosh.

#### Front Row:

Ken Binion, Janet LaRosa, Amy Tosh, Carma Smith, Joseph Waldrum, Huyla Arik, Lori Hedge, Ashley Fuqua, Rhonda Johnson, Elvie Newcomb.

#### Middle Row:

Ashlee Hatfield, Justin Lane, Barry Monson, Kyle Hunter, Jeff Swayze, Regina Forsythe, Joy Pierson, Shana Teasdale, Janise Daniel, Barbara Bridges, Marcus Dodson, Elizabeth DuHack, Mellissa Lovan.

#### Back Row:

Alex Armas, Anthony Hogan, Bert Boyd, Jesse Alvey, Larry Morrisett, Harvie Franklin III, Kevin Lawrence, Iakita Taylor, Michelle Hudson, Kirk Miles, Doug Willis, Marcus Tubbs, Phil Wilson, Christy Montgomery.

## David Remke (Class of 2000) Retires

On Friday, May 16, 2014, Tennessee state employee Mr. David R. Remke retired. Some may wonder why it is important for TGMI to call attention to this day. The answer is that David Remke is one of the members that set the foundation for the Tennessee Government Management Institute (TGMI), as a member of the Alpha Class of 2000. He helped craft our by-laws, and was there when votes were held and decisions called for his expertise and contribution, subsequent to that time.

David began his career in the Department of Revenue as an Auditor 1, and over 30 years later, he ends his career in the Department of Revenue, having spent all of those years in that one department. At his retirement, he had been Director of Special Investigations (SI) for over 10 years. He was caring and committed member of the Revenue management team.

In His own words:

*“...the single biggest thing to me was I felt like what I did, how I acted, and the people I worked with, made a difference in the Department of Revenue and the State of Tennessee. Every day I try to do my best and do what is right in order to make Revenue a better place to work. It doesn't matter whether I am dealing with a taxpayer or fellow employee; I have always tried to treat people fairly and with respect. Like most people, some days I am more successful than others. To this day, I continue to believe in emphasizing character over results. Everyone wants success, but if it comes at the expense of integrity and honor, the cost is too high.”*

David's accomplishments are numerous, and he oversaw many improvements in SI operations under his leadership. He participated in programs conducted by the FBI, the TBI, and the State Law Enforcement Academy. He received many rewards and accolades for his contributions to state enforcement duties. The work performed by his Special Investigations Division had a direct impact on the fiscal soundness of and the overall taxpayer compliance in Tennessee.

In his closing remarks to fellow Revenue employees, David stated: *“Thanks to some hard work and the supporting help of a lot of people, I have worked my way through the ranks from being an Auditor to being the Director of Special Investigations ‘SI’.* This fact alone should give many of you hope.” The ability for someone to go from raw recruit and grow to become respected State Manager is what TGMI is all about. TGMI makes people better; better leaders and better managers, that they may inspire others to do the same.

I had the privilege to speak at David's Retirement Ceremony in the Senate Lounge (former Senate Library) in the Capitol on that Friday morning. It was a very historical setting, for a very historic event. Mr. and Mrs. Clarence Remke were there to see their son honored. His brother and sisters were there. The current and two former Revenue Commissioners were in attendance and all spoke very admirably of Director Remke and his service.

The ceremony was led by Mr. Tommy Sneed, Jr., the new Director of Special Investigations, and the President of the TGMI Class of 2008-I. Two very special guests at the ceremony were David's wife Teri and his son and current Department of Revenue Auditor Josh Remke. There was a great number gathered to say “Thank you,” and “Good Luck” to their colleague; District Attorney personnel, the Assistant Director of the TBI, former and current Revenue Directors, Law Enforcement Academy staff, and others. I had a chance to share “Thank You's,” and I offered a tribute to David as well. (See below)

We will miss you David, but we know that you will continue to put your abilities and your kindness to good use. All the best to you, to all those who will follow the path you have laid, and best wishes to Teri and Josh and all you love and all who love you.

God Bless You My Friend!  
Melvin Jones (Class of 2002)

## Class News

Donna Pewitt (Class of 2011) announces the engagement of her daughter, Katelyn Pewitt to Brandon Huckaby. They are planning to wed in March 2015.

Ashley also interned with F&A Division of Accounts last summer and will graduate in the Spring with an Accounting Degree. A future TGMI/TGEI Alumni?



Sherita (Class of 2011) and Jeffrey Woods are proud parents! Their daughter Ashley Woods graduated from the University of Chicago's Pritzker School of Medicine in May.

Ashley will begin her career in medicine in Baltimore, Maryland.



## NELA Awards Announced:

Nashville's Emerging Leaders Awards—The Nashville Area Chamber of Commerce sponsors the NELA program - a program designed to “recognize Tennessee's young professionals under the age of 40 for significant accomplishments in their chosen field” of profession. Two of those recognized are our own, Ashley Fuqua (Class of 2014) and Jeni Lind Brinkman (Class of 2012). Ashley works for the Tennessee Department of Mental Health & Substance Abuse Services and Jeni Lind works for the Tennessee Department of Environment & Conservation. Congratulations Ashley & Jeni Lind—this is a tremendous achievement!!



## Promotional Announcements:

Two members of the TGMI Class of 2013 recently received promotions. Alayna D. Duffel, the Director of the Office of Reentry Services for the Department of Correction, has expanded her responsibility to include oversight for counseling services, offender programming, offender workforce development, offender housing, offender institutional jobs, and the offender classification process. Tracy L. Bell (Department of Human Services) was promoted to the Director of Operations for Family Assistance. He has oversight for Families First, SNAP, Medicaid, Contracts, Field Operations, and ACCENT coordination.

# Class News (continued)

## Promotions (Class of 2008-I)

**James Beard** was promoted from Deputy District Director to District Director in Department of Correction.

District Director James Beard will oversee District 60, working out of the district office in Jackson. James brings more than 37 years of state service, with experience in Probation and Parole as well as in the institutions as a Correctional Counselor. James has a Bachelor of Science degree in Social Welfare with a Minor in Sociology. His Probation and Parole experience is extensive, having served in multiple positions throughout his career, ranging from Probation/Parole Officer to Deputy District Director. James brings experience and history to the Field Services leadership team, important facets to our work as we move forward with new initiatives in the supervision of offenders.



**Congratulations Tommy Sneed!!!**

**Tommy was promoted to Director of Special Investigations (SI) in Department of Revenue**



## What Motivates Your Staff?

How many times have you been challenged to find new ways to motivate your staff? It can be a frustrating task—the program you develop seems to be a huge success - for about six months, and then it slowly dies on the vine. If this has happened to you, read on!

The Leadership book club is currently reading *Disrupt*—written by Luke Williams. *Disrupt* proposes one take a look at the world through fresh eyes—turning assumptions and conventions upside down. Not long after reading this book, I ran across an article on motivation written by Dr. Eric Romero. Dr. Romero proposes a disruptive view on the art of motivation.

Dr. Romero proposes that managers cannot motivate people. As a manager, you can make them do things but you really cannot motivate someone to do anything. Motivation comes from within someone. It is the thing that drives one to satisfy a need – if you are hungry, you are motivated to find something to eat.

Motivation comes in two forms: intrinsic and extrinsic. When someone is intrinsically motivated, they will do something because they like the task and no external motivators are necessary. Those who are extrinsically motivated perform a function in order to achieve the external reward. So many of those reward programs that die on the vine are extrinsic in nature—usually designed to allow for a one-time recognition which does not provide for sustained motivation.

So how do you find those motivators that will provide an environment where people will take ownership in their work? Here are a few tips:

- \* Learn what intrinsically motivates your employees. Find out what they value (time off, money, promotion, recognition, etc.).
- \* Establish clear career objectives—giving your staff something to work towards.
- \* Provide regular coaching and objective setting—this gives your staff a sense of role security. Remember that regular feedback is necessary in order to understand results.
- \* Celebrate successes and give credit where credit is due. Rewards don't have to be expensive. A pat on the back or a simple 'Thank You' goes a long way.
- \* Provide regular training and development opportunities. Most employees will value the chance to expand their knowledge and improve skills.
- \* Monitor workloads—too much may create stress and anxiety; too little or no variation can create a loss of interest—either can create a loss of motivation.
- \* Provide a level of autonomy—giving employees more freedom to do a task. More freedom equates to a stronger sense of ownership. A stronger sense of ownership provides a higher level of accountability and responsibility.

Finding the right motivators is a trial and error process but when you find that right combination, you will have a staff that allows you to focus on 'leading rather than pushing'.

Vicky Hutchings

2104 TGMI Vice Chair

Earn your leadership every day. — Michael Jordan

The growth and development of people is the highest calling of leadership. —Harvey Firestone

“To add value to others, one must first value others.” - John Maxwell

“In a moment of decision, the best thing you can do is the right thing. The worst thing you can do is nothing.” - Theodore Roosevelt

"It is not by muscle, speed, or physical dexterity that great things are achieved, but by reflection, force of character, and judgment."--Marcus Tullius Cicero

“We don't laugh because we're happy – we're happy because we laugh.”--William James

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.  
John Quincy Adams

# Have You Met the TGMI Alumni in Your Agency?

**A new series highlighting TGMI Alumni by agency:**

## **Tennessee Housing Development Agency**

Donna Duarte (2001); Debbie Reeves (2002); Debra Murray (2004); Beth Pugh (2005); Nicole Lucas (2005); Marvene Carey (2007-F); Carolyn Head (2008-I); Terry Malone (2008-I); Gwendolyn Coffey (2009); Christy Hollingsworth (2009); Jason Ronnow (2009); Lindsay Hall (2010); Michael Blade (2011); Bill Clendenning (2011); Bettie Teasley Sulmers (2011); Steve Neighbors (2012); Ann Salvors (2012); Bruce Balcom (2013); Robin Hausken (2013); Hulya Arik (2014)

## **Wildlife Resources Agency**

Bobby Wilson (2001); Sheryl Holtam (2002); Don King (2003); Jeanette Jones (2005); Brian Ripley (2011); Rick Morris (2012); Robert Todd St. John (2013); Kirk Miles (2014)

## **Department of Transportation**

Mark Patterson (2000); Greg Duncan (2001); Darrell Moore (2002); James Waters (2003); Jon Zirkle (2003); Steven Borden (2005); Sherree Hall Crowder (2006); Brian Egan (2007-S); David Layhew (2007-S); Mia Vickers (2007-S); Angie Duncan (2007-F); Christopher Harris (2008-I); Joe Sweat (2009); Mary McIntire (2010); Scott Medlin (2010); Angela Midgett (2010); Mike Brown (2011); Steve Chipman (2011); Christopher Armstrong (2012); Ken Flynn (2012); John Barrett (2013); Gale Wagner (2013); Carma Smith (2014); Joseph Waldrum (2014)

## **Treasury**

Carla Farris (2006); Fred Marshall (2006); Kerry Hartley (2007-F); Timothy Sundell (2007-F); Mary Griffin (2008-I); LaKesha Page (2008-I); Jaye Chavis (2008-II); James Armistead (2011); Cassandra Esaka (2011); David Bauer (2012); Kaci Lantz (2012); Marcus Dodson (2014)

## **TRICOR**

Julie Perrey (2003); Patsy Grooms (2004); Jimmy Bivens (2009); Tereasa Turns (2011); Mary E Hall (2012); Susan D Cunningham (2013); Jeff Swayze (2014)

## Mark Your Calendar

- ⇒ Future Steering Committee Meetings – Join us in Nashville at the TN Tower 17th floor Conference Room B or via bridge line 615-532-4599 from 2:00 p.m. until 3:30 p.m.:
  - ◆ August 8
  - ◆ September 9
  - ◆ October 14
  - ◆ November 18
  - ◆ December 9
- ⇒ August 18: 9:30 – 11:30 - TGMI Graduation at Old Supreme Court Chambers
- ⇒ August 31: UT Football Game and Tailgate party
- ⇒ September 16: Bicentennial Mall Walk
- ⇒ October 24: Tennessee Government Leadership Annual Conference , Belmont University
- ⇒ December 4: noon – till, Set up for Holiday Breakfast
- ⇒ December 5: Time TBD – Annual Alumni Meeting/Holiday event

## The 2014 TGMI Steering Committee

April Romero—Chair

Vicky Hutchings—Vice Chair

Lauren Hill—Past Chair

Kim Harmon—Past Class President

Tina Fox—Past Class SC Member

Bruce Balcom—Present Class President

Michelle Smith—Secretary & Present Class SC Member

Terry Malone—Member-at-Large

Greg Spradley—Member-at-Large

Susan Burdette—Member-at-Large

Tresa Jones —Member-at-Large

Trish Holliday—Ex-Officio

## FaceBook

TGMI has established a FaceBook page for Alumni. Set as a closed group (requires approval by an administrator to join and view), this FaceBook group will provide an additional communication method for keeping Alumni informed of upcoming events and posting event pictures from past events. In addition, it is a great place to share your ideas and thoughts with other TGMI Alumni.

To join, after logging in, simply search for TGMI in the Search bar located at the top right of the FaceBook page. Go to the group and click 'Join Group' in the top-right corner. Because this is a closed group, a group administrator will approve your request. If you are not a member of FaceBook, you will need to set up an account. Go to <http://www.facebook.com> and follow the instructions on setting up a new account. Once completed, follow the instructions above for requesting access to the group. Contact April Romero ([april.romero@tn.gov](mailto:april.romero@tn.gov)) or Vicky Hutchings ([vicky.hutchings@tn.gov](mailto:vicky.hutchings@tn.gov)) for additional information.