

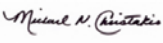


# THE LEADER

A Quarterly Newsletter for Members of the Empire State Capital Area Chapter of the American Society for Public Administration

## ESCAC is now ONLINE!

ALBANY, NY – The Empire State Capital Area Chapter (ESCAC) of the American Society for Public Administration (ASPA) is pleased to announce the launch of its new web page at [www.aspanet.org/escac](http://www.aspanet.org/escac).

	<b>Empire State Capital Area Chapter</b> <i>American Society for Public Administration</i>			
	Chapter Newsletter	Essentials of Public Administration	Annual Awards	News & Events
Home	Welcome to <b>ESCAC Online</b> - the virtual home of the Empire State Capital Area's ASPA Chapter!			
Chapter Council	Throughout these pages, you will find information on the Chapter's history, governance, various activities and news. Take a moment to read the most recent issue of <i>The Leader</i> , the Chapter's nationally recognized Chapter newsletter, or learn more about the renowned <i>Essentials of Public Administration</i> program co-sponsored with the State Academy for Public Administration (SAPA).			
Meetings	The Chapter Council, the Chapter's governing body, meets monthly and invites all members to attend Council meetings and share their valuable insights and views.			
Programs	Thanks for visiting and check back often for updates and news.			
Membership	 Michael N. Christakis, Ph.D.			
Chapter History				
Constitution & Bylaws	ESCAC-ASPA PO Box 2101 Albany, New York 12220			
Contact Us	October 16, 2006 - Chapter Council Meeting at 4:00pm, Draper Hall 105 (Downtown Campus). September 26, 2006 - Jim Chrisinger's "Transforming State Government: Banish Bureaucracy to Reconnect with Citizens" Download and view filer <a href="#">here</a> . May 1, 2006 - The Empire State Capital Area Chapter (ESCAC) today announced the recipients of its two most prestigious awards <a href="#">(more)...</a>			

The virtual home of the Empire State Capital Area Chapter provides visitors with a brief history of the chapter, program and meeting information, past issues of *The Leader*, and updated Chapter news and events.

## From the Chapter President

Dear ASPA Member:

The Empire State Capital Area Chapter is on the move. Our successful Awards Program last spring was highlighted in a recent issue of the *PA Times*; we have 'gone virtual' with the launch of our web site on the internet; and were able to co-sponsor a well-attended presentation featuring Jim Chrisinger in late September (see feature on page 2).

The Chapter Council has attracted interested ASPAns to serve, and are considering new and innovative ways to grow the chapter in the coming months.

Wishing you and your family a Happy Holiday Season.

Sincerely,



Michael N. Christakis, Ph.D.  
President

## ASPA's 2007 National Conference:

### *Monumental Possibilities: Capitalizing on Collaboration*

Each year more than 1,200 Federal, State and local government officials and employees, professors, practitioners, new professionals, and students come together at the "public administration conference of the year" for training, networking, exchanging ideas, and learning about best practices in the field.

This year's conference, *Monumental Possibilities: Capitalizing on Collaboration*, will explore ways to collaborate for the advancement of the common good. This year's conference is featuring **can't miss** sessions on accountability and performance, succession planning, ethics, multi-sector workforce, issues in the federal service, social equity, threat and disaster response and many, many more.

It's not too early to begin making your plans to join your colleagues in Washington, DC, for the 2007 ASPA National Conference, March 23-27, 2007 at the legendary Omni Shoreham Hotel.

## **New Members Appointed to Chapter Council**

ALBANY, NY – Article IV, Section D of the Chapter's Constitution stipulates, "if any of the eight Council member positions should fall vacant before the expiration of the term of the incumbent, the President, with the approval of the Council, shall fill the vacancy until the next regular election of officers. Any interim appointee to the Chapter Council shall then stand for election for the remainder of the unexpired term."

Chapter President Christakis, with the approval of the Council, appointed several interested ASPAns to the Chapter Council for the balance of the current program year. New members include:

**Alice M. Roberson** currently works for New York State Higher Education Services Corporation and has for the past 18 years. She is a graduate student at Sage Colleges in the Master of Public Administration program and holds a Bachelor of Science degree from Empire State College in Business Management and an Associate of Applied Sciences in Business Management from Maria College.

**Brian Cechnicki** received a BA in Economics and Public Policy from the University at Albany, and an MPA with concentrations in Public Budgeting and Education Policy. Brian currently works as a Budget Examiner for the Education Unit at the New York State Division of the Budget, focusing on School Aid and other local assistance programs. In 2003, while attending Rockefeller College, he was elected Supervisor of the Town of Root in Montgomery County, becoming the youngest Supervisor in that county's history at the age of 21. He was re-elected to a second term in 2005.

**Michelle Henry** currently works as a Program Coordinator for the Capital District African American Coalition on AIDS where she assists with planning, design, and implementation of program activities. Michelle completed her undergraduate degree from Binghamton University and is a Rockefeller College graduate receiving an MPA with concentrations in Public Management and Criminal Justice Management.

## **Transforming State Government**

*Submitted by Alice Roberson*

*ESCAC Council Member*

ALBANY, NY – Jim Chrisinger, Iowa's Department of Management Performance and Accountability Chief, shared his expertise with public administrators of New York on **September, 26, 2006** at the State Museum Theater in Albany, NY. The event was co-sponsored by the Women's Government Network and Association of Government Accountants, which provided continuing education units, as well as the Empire State Capital Area Chapter (ESCAC) of the American Society for Public Administration and the State Academy of Public Administration (SAPA).

The insightful presentation was not a PowerPoint driven session, but a discussion on how government employees can change public perception. Jim recommends that government concentrate on performance by "changing its DNA." Change is a hard thing to do, but Iowa has created some transformational innovations that have helped create an environment of willing participants for change. Jim's presentation focused on three Iowan initiatives: charter agencies, enterprise management, and budgeting for outcomes.

The charter agency concept moves away from following the rules to get funding and toward accountability for measurable objectives. In the process bureaucratic oversight can relax: the agency set out to prove the program works to eliminate having to submit quarterly or semiannual reports to their corresponding oversight agency. For example, the Department of Natural Resources, Veterans Home, and Department of Corrections are all charter agencies who achieved statistical success in accountability for measurable objectives.

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## **Coming Soon... ASPA Spring Institute**

Interested in serving on the **ESCAC Spring Institute Planning Committee**? The Chapter Council is developing plans for this year's spring institute and awards program. If interested in serving, contact Mike Christakis at [mchristakis@gmail.com](mailto:mchristakis@gmail.com).

Past experience in helping plan the Chapter's annual "capstone event" welcome!

# Transforming State Government

(CONTINUED)

The enterprise management concept focuses the agency on the customer. The idea is to be productive whenever possible despite staffing reductions, equipment changes, and any other deficiencies that might offset normal business functions. In Iowa, the Print Shop was able to perform efficiently and productively, leading to a positive cash flow for the agency.

The budget process has always been relied upon for the funding of departments and costs, but in a transformation, a budget purchases results. The change to purchasing results simply places the onus on the agency to develop strategies on justifiable expenditures. Results are evidence of an agency's ability to perform its function and to gain support from the public.

Jim's message was clear: the transformation process requires courageous leadership, partnerships, and buy-in from stakeholders, legislators, managers, and employees. Another key factor for a successful transformation is "communication, communication, communication." Transformation requires a cultural change of the agency environment.

Iowa's innovative change has been awarded the 2006 Innovations in American Government from the JFK School at Howard and the 2004 Innovations Award from the Council of State Governments.

Iowa's success is being replicated in places such as Michigan, Washington, South Carolina, and Montana, California, and elsewhere. These departments and states are making the move to reconnect with their citizens by transforming their government. Why not us? Why not now? For more about Iowa's award winning work e-mail Jim at [Jim.Chrisinger@iowa.gov](mailto:Jim.Chrisinger@iowa.gov).

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## 2006-07 Chapter Awards Nominations Sought

ALBANY, NY – Each year the Empire State Capital Area Chapter (ESCAC) of the American Society of Public Administration (ASPA) recognizes outstanding individuals for their work in state and local service.

These awards have historically been a wonderful way of recognizing so many of our colleagues who work tirelessly in state and local service. Please consider nominating a deserving colleague for one of these awards.

The deadline for award nominations is **Friday, March 30, 2007**. The winter issue of *The Leader* will include award categories, descriptions and a nomination form.

Awards will be presented as part of the Chapter's annual Spring Institute in late April 2007.

If you are interested in serving on this year's Awards Committee, please contact Committee Chair Alice Roberson ([alirbrsn@aol.com](mailto:alirbrsn@aol.com)).

## ESCAC Member-Counter

Each quarter, *The Leader* will track the Chapter's growth (or decline).

Members as of <b>June 13, 2006</b>	=	91
Members as of <b>November 5, 2006</b>	=	131
Net Difference	=	+40

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## Chapter Financial Snapshot

*Submitted by Joshua Hewitt  
ESCAC Treasurer*

**November 2006** financial statement for the ESCAC-ASPA, as of Monday, November 13, 2006:

Total inflows (since May 6, 2006):	\$9,005.19
Total outflows (since May 6, 2006):	\$6,535.59
NOV. '06 Fund Balance	= \$16,317.49

If you have any questions, please contact Josh Hewitt at [jhewitt@uamail.albany.edu](mailto:jhewitt@uamail.albany.edu).

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*Don't let your ASPA membership lapse. Renew and update your member information on-line at:*

**[www.aspanet.org](http://www.aspanet.org)**

## ASPA Announces Launch of PublicServiceCareers.org

ASPA is pleased to announce the launching of [PublicServiceCareers.org](http://PublicServiceCareers.org). ASPA has launched the new site in partnership with the Association for Public Policy Analysis and Management (APPAM) and the National Association of Schools of Public Affairs and Administration (NASPAA). Our collaboration has resulted in the development of a new career web site, known as [PublicServiceCareers.org](http://PublicServiceCareers.org).

The site has been created to strengthen the visibility and identity of the public service career sector, the public policy and management field, and professionalism within public affairs and administration among students, employers, and universities. This new site provides a resource on the web for ASPA members, which will aid career development at all levels, and offer the most comprehensive and useful information about careers in the field.

### Features of PublicServiceCareers.org

**Employer and job seeker accounts-** The new career center requires all users to create accounts with unique IDs and passwords. These accounts allow employers to manage their job postings including adding logos, editing descriptions, and changing expiration dates.

**High-tech search functions-** Employers can post positions and search resumes of persons seeking permanent and temporary employment at various levels of responsibility and training. Automatic alerts are available for newly posted resumes that match various criteria, and the system allows you to contact that job seeker to continue interactions directly.

Job seekers can post resumes and search jobs. To protect job seekers, resumes are posted anonymously and employers can then send email inquiries to the job seekers to request contact. Additional features include advanced searches and the ability to sign up for alerts to notify you about new jobs that match your criteria.

### Long-term Development of the Site

The site will soon include information on salaries; profiles of individuals in professional public service; tips for applying and interviewing for public sector jobs; and links to other organizations in the field, and much more.

## ASPA's "CODE OF ETHICS" Sections III and IV

The *Code* includes five guiding principles and can be found on the ASPA web site and on the back inside cover of the *Public Administration Review* (PAR). In this edition of *The Leader*, we focus on the third and fourth principles – demonstrating personal integrity and promoting ethical organizations. In the fall issue, we will visit the remaining three principles.

### III. Demonstrate Personal Integrity

Demonstrate the highest standards in all activities to inspire public confidence and trust in public service. ASPA members are committed to:

1. Maintain truthfulness and honesty and to not compromise them for advancement, honor, or personal gain.
2. Ensure that others receive credit for their work and contributions.
3. Zealously guard against conflict of interest or its appearance: e.g., nepotism, improper outside employment, misuse of public resources or the acceptance of gifts.
4. Respect superiors, subordinates, colleagues and the public.
5. Take responsibility for their own errors.
6. Conduct official acts without partisanship.

### IV. Promote Ethical Organizations

Strengthen organizational capabilities to apply ethics, efficiency and effectiveness in serving the public.

ASPA members are committed to:

1. Enhance organizational capacity for open communication, creativity, and dedication.
2. Subordinate institutional loyalties to the public good.
3. Establish procedures that promote ethical behavior and hold individuals and organizations accountable for their conduct.
4. Provide organization members with an administrative means for dissent, assurance of due process and safeguards against reprisal.
5. Promote merit principles that protect against arbitrary and capricious actions.
6. Promote organizational accountability through appropriate controls and procedures.
7. Encourage organizations to adopt, distribute, and periodically review a code of ethics as a living document.