

**MISSISSIPPI STATE PERSONNEL BOARD  
OFFICE OF TRAINING – INSTRUCTOR LISTING**

INSTRUCTOR NAME	BIOGRAPHICAL INFORMATION
<b>Theresa Abadie, CPM</b>	Theresa has been employed with the Mississippi State Personnel Board for more than 15 years, 11 of which have been as the Compensation Director. She holds a BA in Psychology and an MS in Criminal Justice, both from the University of Southern Mississippi. She is a graduate of the Stennis Executive Development Institute and the Certified Public Manager program.
<b>Linda Ross Aldy</b>	With an extensive management background in both government and business, Linda Ross Aldy provides organizations and businesses with management consultation, employee development and training services, as well as long-range strategic and tactical planning and guidance in creating successful workforce and workplace environments. As a Fortune 500 company manager, Aldy won numerous awards for processes in communications, customer service, and employee recognition programs. She serves as Executive Director of the Mississippi Optometric Association and manages the Mississippi Association of Partners in Education. She is co-author of “The Book of Druthers” and has served as host of Mississippi Public Broadcasting’s “The Learning Exchange.” Aldy is also a former executive director of the Miss. Employment Security Commission. A qualified administrator for the Myers-Briggs Type Inventory, and the DiSC Behavioral Profile system, she is a graduate of Mississippi University for Women, the Stennis Center Executive Management Institute, and has completed coursework through the University of Pennsylvania, Wharton School, Executive Development Program.
<b>Pamela C. Baker, Ph.D., FAAMR, CPM</b>	Dr. Baker, now retired from a 37-year State service career with the Mississippi Department of Mental Health, is an independent consultant, researcher and speaker. Dr. Baker is owner of <b>DRB Consulting</b> , an independent management firm working with State governments, corporations, for-profit and non-profit organizations. Baker is a co-author and co-editor of two books and numerous articles in the field of intellectual and developmental disabilities services. She serves on a number of civic, community, religious and non-profit organizations and boards. A native Mississippian, Baker is a graduate of Mississippi University for Women and the University of Mississippi. Baker completed post-doctoral studies in employment law, negotiations, public policy and strategic planning. She is a graduate of Duke University Terry Sanford School of Public Policy and the Mississippi State University John C. Stennis Executive Institute. Baker is past President and Fellow, American Association on Intellectual and Developmental Disabilities and past President, the Association of Public Developmental Disabilities Administrators. Dr. Baker, owner of <b>Art X Baker</b> , is a regional finalist in juried competition. She exhibits at galleries in Mississippi and Alabama.
<b>James Barber</b>	James Barber presently serves as Deputy Director of the Mississippi Joint Legislative PEER Committee, where he has been employed since 1978. During his tenure with PEER, James has directed many reviews and evaluations on topics ranging from education to corrections to health care. In 1992, James attended the National Conference of State Legislatures’ (NCSL) Legislative Staff Management Institute cosponsored by the NCSL and the University of Minnesota and presently serves as chair of the Executive Committee of NCSL’s National Legislative Program Evaluation Society. James also serves as a trainer for the Certified Public Manager Program sponsored by the Mississippi State Personnel Board. James holds Bachelor of Science and Master of Business Administration degrees from the University of Southern Mississippi, with majors in management.
<b>Rob Benson, IAF-CPF®,</b>	Rob Benson, IAF-CPF®, is the President/CEO of First Steps Training and Development, Inc., a human performance consulting firm. He brings to this role a strong background in instructional design, special expertise in participatory change methods and a passion for facilitating executive growth and enhanced performance. Rob has achieved prominence in the Training & Development field, having earned the highly respected International Association of Facilitators Certified Professional Facilitator®, a designation achieved after rigorous examination and held by less than 500 facilitators world-wide. He is a Charter member of the Society for Advancement of Consulting, an international organization which grants membership based on demonstration of the

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	<p>candidate's professionalism, ethics, and history of successful interventions. An Inscape Certified DiSC® Trainer and University of Southern Mississippi Certified Training Professional, Rob served as the 2005 Vice-President for Program Development for the Mississippi Chapter of the American Society for Training and Development; a 2003 and 2004 Board Examiner for the Mississippi Quality Awards, he currently sits on the steering committee for that organization's annual conference. The Mid-South Region of the Association for Experiential Education honored him and two partners with the "Challenge Award," given in recognition of "a collective effort to provide a community with outstanding services [i.e., training] that are experiential in nature." Rob was also recently certified to facilitate Kepner-Tregoe's Problem Solving/Decision Making and Analytic Trouble Shooting processes.</p>
<p><b>Ted Booth, J.D.</b></p>	<p>Ted Booth holds a BA in History and a JD from Tulane University. He also holds a Master's degree in Management from the J. L. Kellogg School of Management, Northwestern University. He is a graduate of the Legislative Staff Management Institute, Humphrey School of Public Affairs, University of Minnesota. Mr. Booth is a member of the Mississippi Bar, and serves on the Redistricting Task Force of the National Conference of State Legislatures. He has been employed with the PEER Committee since 1984, and has been the General Counsel for PEER and the Staff Counsel for the Reapportionment Committee since 1998.</p>
<p><b>Robert S. Boothe, Ph.D.</b></p>	<p>Robert (Bob) Boothe is a graduate of the University of Alabama with a Master's in Industrial Engineering and also a graduate of Florida State University with a D.B.A. in Management. Dr. Boothe is an expert in the areas of Operations Management and Quality Services. He is an active consultant on topics such as strategic planning, quality programs and leadership. During his academic career, Dr. Boothe served as Chair of the Department of Management and Information Systems. He was an active teacher and researcher and published articles in journals such as <i>Quality Process</i>, <i>Business Strategies</i> and <i>Long Range Planning</i>. He helped develop the Certified Public Manager Program for the state of Mississippi. Dr. Boothe retired as an Associate Professor of Management at the University of Southern Mississippi in July 2003.</p>
<p><b>Sharon Bridges, CPM</b></p>	<p>Sharon retired recently from the Department of Rehabilitation Services. For over a decade she worked designing and presenting training on subjects related to employee development issues and technical issues related to the agency's mission. Sharon graduated from Mississippi College with a degree in business and is a graduate of the CPM program. She is qualified to administer and interpret the Myers Briggs Type Indicator and is a certified training professional through the University of Southern Mississippi-Training and Development Certificate Program. She is a past president of the Mississippi Chapter of the American Society of Training and Development. She and her husband Jim live in Raymond, where they are active in their church and community. Sharon currently serves on the Raymond Historic Planning Commission and the Zoning board.</p>
<p><b>Becky Cade</b></p>	<p>Becky Cade owns and operates her own management consulting business, Cade Consulting. A recent retiree from state government Becky has a wide range of experience at state and local levels of both the public and private sectors. She graduated from Mississippi University for Women with a B.S. in the field of Merchandising. Upon completing of her degree at the "W", Becky returned to her hometown, Tupelo, Mississippi, to work in the family business selling, developing and managing real estate. Following a few years of experience in the real estate business, Becky left Tupelo and entered the University of Mississippi to take courses in an effort to enhance her understanding and knowledge of business, which resulted in attainment of a B.B.A. in Business Administration. In 1980, she began her public service tenure teaching law enforcement professionals in the state on how to report crime in a uniform manner to the Federal Bureau of Investigation. Over twelve years of her government service was spent working directly in the administration and management of federal programs, primarily in the area of job training. Over twenty-one years of her public service found this non-educator working in various positions in four of the state's educational entities, including the Mississippi Department of Education, the State Board for Community and Junior Colleges and Mississippi Public Broadcasting (MPB). Among her vast experiences in the educational arena included work supporting the development of some of Mississippi's distance learning networks, including but not limited to, the Mississippi Virtual Community College. Becky's last state service position was a Deputy Director of Administration with the MS Public Broadcasting. In this capacity, Becky was responsible for the daily administration and management of financial services, information technology, property inventory and personnel. Her vast experience in both federal programs and management provide her with the knowledge and skills to provide workshops on various topics including, but not limited to, development and management of grants, monitoring and audit of grants, budgeting and</p>

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	financial management and personnel management and development.
<b>Alicia Coleman</b>	Alicia has been the Manpower Director within the Office of Classification & Compensation since April 2007. She took a brief hiatus from the State Personnel Board to administer and manage the MS Attorney General's Office staff development, classification, compensation, and policy programs as a Branch Director II from September 2006 to March 2007. Prior to then, she was a SPB-Classification & Compensation Analyst from February 2002 to August 2006. During this time, she served as Project Manager for the following: Office of the Governor's Division of Medicaid Personnel Study & Operational Review, Issued April 20, 2006; Mississippi Emergency Management Agency Personnel Study & Operational Review, Issued November 17, 2005; and Pearl River Valley Water Supply District Personnel Study & Operational Review, Issued March 18, 2004. She was an Eligibility Worker at the MS Department of Human Services from December 1999 to January 2002 and a Behavioral Science/Mental Health (Counselor) Specialist with the US Army from May 1995 to December 1998. Alicia has approximately thirteen (13) years experience in state and federal government. Alicia attained numerous certificates regarding Incident Command from the Office of Homeland Security and the Center of Governmental Training & Technology. She is certified as a Drug & Alcohol Individual Counselor and a Drug & Alcohol Group Counselor by the US Army Alcohol & Drug Training Program and as a Behavioral Science Counselor. All three of these certification programs are certified by the US Army Medical Department Center & School at Ft. Sam Houston in San Antonio, Texas. She has a Bachelors Degree in Psychology from Mississippi College in Clinton, MS, where she triple minored in History, English and Sociology. Alicia is currently in the CPM program and a member of the SPB's Professional Development Review Committee and the Mississippi Association of Personnel Administration.
<b>Janice Collins</b>	Janice Collins received a Bachelor's degree in 1987 from Mississippi College in Business, with an emphasis in management. She served as the Human Resources Director for the Department of Environmental Quality before her retirement from state government after 28 years of service. Currently, Janice is a Senior Management Consultant with Cornerstone Consulting Group, Inc. She is the firm's subject area expert for all human resource and personnel engagements. She served as lead analyst for organizational studies for the Forestry Commission and the Public Employees' Retirement System. She is currently assisting PERS with its recruitment and succession planning efforts. She has worked with numerous state agencies and non-profit organizations this past year performing salary surveys, desk audits, and human resource transactions.
<b>Pamela Confer</b>	Pamela Confer is an international, award-winning professional speaker and public relations consultant with 18 years of experience. She combines the gifts of speaking, writing and singing to motivate and inspire. Pamela's humor and passion creates an instant connection with an audience. She explodes with confidence, teaching everyone how a simple smile can move the world. From youth and young adult groups, to women's conferences to professional development seminars, Pamela changes hearts and minds—she changes lives. Pamela is the founder of <b>Speak BIG!</b> an effective communications and public speaking program. She has trained professionals and aspiring professionals throughout the Southeast. Her open mind, personal stories and amusing training style inspire all to <b>Speak Up! Speak Out! and Speak Often!</b> A writer and publicist, Pamela is editor the book, <i>Spoken Success: Understanding the Art of Public Speaking</i> , by Robert Little. She is also the editor of a series of Little's children's books, including <i>What CAN I Be</i> , an Accelerated Reader (AR) book that was nominated for the Coretta Scott King award. A member of Toastmasters International, a public speaking organization, Pamela is a three-time top public speaker in the Southeast. Singing is another great passion for Pamela. She is an accomplished jazz singer. Pamela Confer is the first woman to serve as Constable in Hinds County. A member of Alpha Kappa Alpha, Pamela holds a Master of Public Policy and Administration degree from Jackson State University (JSU) in Jackson, MS. She is currently at the dissertation stage of a Ph.D. in Public Policy and Administration at JSU.
<b>Ann Homer Cook, Ph.D.</b>	Ann Homer Cook, Ph. D., C.E.A.P. is Owner and President of A. Homer Cook & Associates, Inc., a management consulting firm that specializes in career management, transitions, organizational enhancements, and conflict resolution. Additionally, the firm provides speakers and workshop facilitators on a diversity of management issues, particularly in the areas of change management leadership, staff development, and organizational structure. Dr. Cook is also a partner in the firm, Counseling and Consulting Professionals, Inc., an association of professionals that provides counseling and consultant services in a diversity of therapeutic and business consulting areas. She is a trainer in the State Personnel Board's Certified Public Manager Program. Dr. Cook is a

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	<p>nationally certified Gambling Addiction Counselor. She specializes in debt management and financial counseling, executive coaching, career planning, and life coaching assisting individuals striving to bring balance to their lives. She is an executive mentor and counselor to lawyers and other professionals on career and personal changes. Dr. Cook is a Certified Employee Assistance Professional (CEAP) and a partner in Employee Health Resources, Inc., an EAP firm that provides counseling services to employees of organizations and corporations on personal issues that affect the workplace. During her 25 years in Mississippi government, she served in the positions of Cabinet Officer to a Governor, Assistant Secretary of State, and Associate Commissioner of the IHL College Board. She is a co-author of <i>The Book of Druthers</i>. Dr. Cook received a B.S. in Accounting from Delta State University, M.B.A. from Mississippi College, and Ph.D. from The University of Mississippi. Dr. Cook co-presents an annual workshop for The Mississippi Bar on change as well as staff development workshops for other public and private businesses and organizations on topics including teambuilding, conflict resolution, communication, life balance, emotional intelligence, customer service, and life management.</p>
<p><b>Milo J. Crabtree</b></p>	<p>Milo J. Crabtree works for the Department of Finance and Administration as Director for the Office of Purchasing and Travel. He has worked in the field of purchasing for twenty years with both the University of Southern Mississippi and Mississippi State University. Milo has a Bachelors degree from the University of South Alabama. He is a graduate of the College Business Management Institute held at the University of Kentucky. He is currently a member of National Institute of Purchasing and Mississippi Association of Governmental Purchasing/Property Association. Milo has served as President, Conference chair, Vendor Chair, and Newsletter Editor while a member of MAGPPA. His involvement with these two organizations earned him the Presidents Award 1989 and Buyer of the Year 1994.</p>
<p><b>Beverly Crouther, CPM</b></p>	<p>Beverly has been employed by the state of Mississippi for nearly 23 years, and has been with the State Personnel Board for the past 18 years. She is currently the Assistant State Personnel Director over the Office of Recruitment and Selection. She holds a B.A. in business administration from Jackson State University and a Master of Public Policy and Administration from Mississippi State University. She is a graduate of the Stennis Executive Development Institute and the Certified Public Manager program. She has held other certifications such as the IPMA-CP through the International Personnel Management Association and the Professional in Human Resources (PHR) through the Society for Human Resource Management. She is a member of the Society for Human Resource Management (SHRM) and a past member of the Mississippi Association of Personnel Administrators (MAPA).</p>
<p><b>Denise De Rossette</b></p>	<p>Denise De Rossette founded Cornerstone Consulting Group, Inc. in 1987 and has served as the managing partner since that time. Engagements include: extensive technical writing; developing policy, procedure and data entry manuals; performing comprehensive analysis and reconciliation functions for numerous systems and multiple entities; conducting personnel studies; developing job descriptions and performance measurements; computer implementation and training; writing grant proposals; and, conducting re-organizational studies. Denise performs the majority of all budgetary, accounting, payroll and state regulatory engagements for the firm. She is the firm's subject area expert for SAAS, SPAHRS and MERLIN. Denise received a Bachelor of Arts from Millsaps College with a degree in Political Science.</p>
<p><b>Amy Eifling</b></p>	<p>Amy Eifling is Vice-President of the international human capital development consulting firm, Aspire, Inc. In addition to managing projects and developing business relationships, Amy functions in three main roles at Aspire: Consulting; Training; and Curriculum, Presentation, and Speech Development. As a consultant, Amy specializes in leadership development within organizations including succession planning, recruitment and retention programs, organizational planning, and accelerated leadership development programs. Amy's consulting clients include The Whitten Group, P.A. and the Mississippi Development Authority. As a <i>certified training professional</i>, Amy facilitates courses such as Powerful Presentations, Strategic Planning, The Return On Investment Process™, The Exceptional Employee, and Building Your Professional Network. She also facilitates courses on many Human Resource (HR) topics related to recruitment, retention, hiring, and coaching. Amy is an instructor in the Mississippi State Personnel Board's Basic Supervisory Course (BSC) and Certified Public Manager Program (CPM). Private sector clients include Vertex Aerospace and the Madison County Automotive Consortium (i.e., Nissan, Tower Automotive). As a curriculum developer, Amy has designed courses for clients such as Insight Consulting, WIN Job Centers, the Madison County Automotive Consortium, The Whitten Group, P.A., Vertex Aerospace, and the Mississippi State Personnel</p>

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	<p>Board. She has also developed speeches and presentations for use nationally by top executives at the Mississippi Department of Transportation and Amy Whitten, J.D. with The Whitten Group, P.A. To recognize Amy's professional and civic accomplishments, the <i>Mississippi Business Journal</i> named her one of the "Top 40 Under 40" in Mississippi. The <i>Business Journal</i> also recognized Amy as one of the "50 Leading Business Women in Mississippi". Amy has been featured in the international magazine, <i>T &amp; D</i>, as 1 of 6 members of "Training's New Guard 2004". And, she serves on the Advisory Board of the Jack and Patti Phillips Workplace Learning and Performance Institute (WLPI). Amy has a bachelor's degree in Human Sciences from Mississippi State University, a master's degree in Workforce Training and Development from The University of Southern Mississippi, and is currently pursuing her Ph. D. in Human Capital Development.</p>
<p><b>Robert E. (Bob) Fagan, JR., J.D.</b></p>	<p>Mr. Fagan received his B.A. Degree, Cum Laude, from Millsaps College in 1980, and his Juris Doctorate from the University of Mississippi School of law in 1987. He is presently employed as Special Assistant Attorney General assigned as general counsel to the Mississippi State Personnel Board and the Personal Service Contract Review Board. Prior to working with the Office of the Attorney General, he served as assistant to the Mississippi Department of Mental Health (1989-1997) and served as a law clerk to Justices W. Joel Blass, Joseph S. Zuccaro, and J. Ruble Griffin of the Mississippi Supreme Court (1988-1989). From 1980 to 1984, he was employed as a budget analyst with the Mississippi Commission of Budget and Accounting and the Joint Legislative Budget Committee.</p>
<p><b>Marianne Gaudin, CPM</b></p>	<p>Marianne Gaudin, President of Clark Consulting, provides management consulting and employee development services to public and private organizations. She is the former Assistant State Personnel Director in charge of training for the Mississippi State Personnel Board. In this capacity, she was responsible for directing training activities for state employees. Marianne draws on her extensive background as a manager and training and development specialist to design and conduct training programs in all areas of employee development. She is also involved in facilitation of strategic planning, executive development, customer service programs, and executive coaching. In addition, she speaks to conferences on a local as well as national level. She holds a Master's Degree in Education from Mississippi College, and her post graduate work is in administration and education. Marianne is a past President of the National Association of Governmental Training and Development. She is a Certified Professional through the International Personnel Management Association, and is qualified to administer and interpret the Myers Briggs Type Indicator. She is a Certified Public Manager, and is a past Chair of the National Certified Public Manager Consortium.</p>
<p><b>Joe Goff, J.D.</b></p>	<p>Joe graduated from the University of Florida with a Bachelor of Arts degree in History and he received his law degree from Mississippi College in 1991. He was in private practice for several years before becoming a Special Assistant Attorney General for the Mississippi Department of Corrections. For nearly 10 years, Joe represented the MDOC, Mississippi's second largest state agency with nearly 4,000 employees, in all of its personnel litigation. He represented the MDOC in over 600 administrative appeals of employee grievances and disciplinary matters. Joe has handled over 100 EEOC complaints and investigations and has represented the state in a number of trials in both state and federal court. In July 2004, he transferred to the Mississippi Department of Transportation and he now represents the MDOT in personnel matters. Joe is an instructor for the Mississippi State Personnel Board Training Department in both the Basic Supervisory Course and the Certified Public Manager Program. He has taught over 170 classes to several thousand city, county and state employees about their rights and responsibilities as public employees. His training is intended to give supervisors practical legal advice in handling difficult personnel matters.</p>

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<b>David Hayes</b>	David Hayes is a seasoned seminar leader, keynote speaker and management consultant whose managerial expertise and leadership skills were sharpened during a 22-year career as a manager with BellSouth Telecommunications. David does extensive training for state agencies in Alabama, Mississippi and Arkansas and has served as a training curriculum developer for the Corporation for National Service. He is one of the contributing authors of the book <b>Getting Things Done; Keys to Communication, Sales and Service</b> . David is noted for making entertaining, thought-provoking and motivational presentations to both large and small conference audiences for a variety of private and public sector organizations. His unique "values-based" approach helps audiences analyze and address critical workplace issues such as customer service, workplace violence, team building, leadership, and diversity management. David has been making motivational presentations since 1980, has served clients in twenty-two states and is certified to facilitate Stephen Covey's <b>7 Habits of Highly Successful People</b> for Mississippi state agencies. As president of Hayes Enterprises, David specializes in providing management consulting and meeting facilitation services as well as interactive training, seminars and retreats. David is both a volunteer telephone counselor and a member of the Board of Directors of CONTACT: The Crisis Line. He is the former Secretary of the Board of Directors of the Community Foundation of Greater Jackson and Study Circle Facilitator for Jackson 2000. He has also been active in other community organizations, including the Chamber of Commerce, Leadership Jackson, Toastmasters International, and the American Seminar Leaders Association. David holds B.S. degrees in both Finance and Marketing from Purdue University.
<b>Martha E. Hays</b>	Martha is a native of North Carolina and a graduate of Belhaven College, with additional course work from Cameron University in Lawton, Oklahoma. During her 18-year teaching career in Oklahoma and Mississippi, she created mnemonic devices and humorous illustrations to teach English grammar and punctuation skills. After retiring from teaching, she provided technical writing assistance for the Division of Medicaid. In that capacity, she was asked to develop and teach a grammar refresher course for Medicaid employees. Martha's approach to teaching grammar focuses on practical application rather than theoretical principles.
<b>Shondra Houseworth, MBA, CPM</b>	Shondra Houseworth received her Bachelor in Office Administration and her Master in Business Administration from Jackson State University. She has worked at the State Personnel Board in the Office of Training since 1998. She is currently the Certified Public Manager Program Coordinator in the Office of Training. Miss Houseworth is a Certified Public Manager. She is also a certified training professional through the University of Southern Mississippi - Training & Development Certificate Program. She is past Vice President of Communication for the MS Chapter of the American Society for Training and Development (MS-ASTD). She is a member of the Mississippi Association of Personnel Administrators (MAPA), the MS Society of Certified Public Managers (MSCPM) and the MS Chapter of the American Society for Training and Development (MS-ASTD).
<b>Lynda Hunsicker, CPM</b>	Ms. Hunsicker is the President of Aspire, Inc., a Leadership Development Training Organization. She has twelve years experience in developing and delivering training programs for both the public and private sectors. Retired after twenty-five years experience from State Government where she held local, regional, and state positions. Ms. Hunsicker is a past president of both the Mississippi Society of Certified Public Managers and the Southeastern Employment and Training Association. She has earned a B.S. degree from the Mississippi University for Women in Home Economics and Marketing and a Masters Degree from Mississippi State University in Extension and Adult Education.
<b>Lesly Lloyd, CPM</b>	Lesly Lloyd presently serves as the Assistant State Personnel Director over the Office of Training for the Mississippi State Personnel Board. Lesly received her B.S. and M. Ed. degrees from the University of Pittsburgh and has traveled and lived in various parts of the United States and South America. She began her career in Mississippi government in 1988 with the Department of Mental Health as director of Staff Development at the South Mississippi Regional Center located in Long Beach, MS. In 1993, Lesly transferred to the Mississippi State Hospital at Whitfield, as the director of Communications, which later became the Public Relations Division. Since January 2001, Lesly has been a staff member of the State Personnel Board Office of Training. Lesly is a graduate of the Stennis Executive Development Institute, the Certified Public Manager program and Rankin Leadership and is a certified Training Professional from the University of Southern Mississippi (USM). Lesly served as an officer and President of the Mississippi Society of Certified Public Manager's Board and as Member-at-large on the National Certified Public Manager Program

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	<p>Consortium Executive Council. Lesly is a member of the National Association for Government Training and Development, the Mississippi Association of Personnel Administrators, the Mississippi Chapter of the American Society of Training and Development, the Capital Area Human Resources Association and the USM Advisory Council for the Workplace Learning and Performance Institute.</p>
<p><b>Dianne Macon, CPM, IPMA-CS</b></p>	<p>Dianne Macon serves as the Basic Supervisory Course Program Coordinator at Mississippi State Personnel Board in the Office of Training. Dianne is a Certified Public Manager (CPM), a Certified Training Professional, a Certified IPMA Instructor, an IPMA-CS (International Personnel Management Association), a Certified Business Instructor and a graduate of the Stennis Institute of Government. Dianne began her career as an Office Administrator and Business Educator. She served as an Administrator with Jackson State University and an Educator with USA Training Academy, Moore College and Prentiss Jr. College in Mississippi and Payne-Pulliam Business College in Michigan. In 1989, Dianne accepted a position with the MS State Personnel Board as Personnel Officer with a focus on the State Wide Performance Appraisal System. Dianne has conducted many workshops in supervisory management and professional development. She has served as committee chair for the Mississippi Association of Personnel Administrators (MAPA). Dianne earned a Bachelor of Science degree in Business Education from Jackson State University and has done graduate work at Mississippi State University in the MPPA Program.</p>
<p><b>Frederick Matthes, CPM, IPMA-CP</b></p>	<p>Frederick Matthes is an Assistant State Personnel Director at the Mississippi State Personnel Board, and Director of the Office of Classification and Compensation. He came to the State Personnel Board in August 1987 and has been there ever since. Prior to his assignment at the Board, he was in the United States Air Force and retired in 1987 after twenty five (25) years. Frederick graduated from Mississippi College with a Bachelor of Science in Business Administration and has post graduate work at Mississippi College. He began his Human Resources career in 1962 in Greenville, Mississippi, and has continued to this present day. Frederick was born in San Jose, Costa Rica in Central America, and grew up in New York City. He is married to Ms. Donna Matthes from Walthall, Mississippi. Frederick is a graduate of the Mississippi Certified Public Manager Program, the John C. Stennis Institute of Government and is a IPMA-Certified Professional.</p>
<p><b>Boty McDonald, J.D.</b></p>	<p>Boty McDonald taught high school government and American history for three years after graduating from Millsaps College with a B.A. in Philosophy and Political Science. Boty then attended Law School in New York where he began a private practice and served as an adjunct law professor. In 1995, he returned to Mississippi where he served as a professor of Business Law and Constitutional Law at Millsaps College. Five years later, Boty began his private practice in Jackson where he now resides. Boty's law practice deals with a number of issues including business transactions, divorce, criminal defense, and probate of estates to litigation. Boty is currently an instructor with the Mississippi State Personnel Board where he teaches in the Certified Public Manager Program and the Basic Supervisory Course. Additionally, Boty leads seminars and conducts training for various private firms, businesses, and professional associations.</p>
<p><b>William Morehead, Ph.D., CPA, CGFM, CPM</b></p>	<p>William A. "Billy" Morehead, Ph.D., CPA, CGFM is the Interim Dean for the College of Business at Delta State University in Cleveland, MS. Billy has served in other roles at Delta State including Vice President for Finance and Chair of Accountancy, Computer Information Systems and Finance. Prior to coming to Delta State in August 2000, Billy worked for the Mississippi Department of Mental Health (DMH) for 10 years where he served as the Director of Fiscal Services for South Mississippi State Hospital in Purvis, MS and for Mississippi State Hospital in Whitfield, MS. During a one-year leave of absence (October 1998 through October 1999), Billy and his wife, Audrey, were International Service Corps Volunteers in West Africa where he served as Financial Facilitator for the International Board covering 4 countries. Before his work at the DMH, Billy served as a GAAP Accounting Specialist with the MS Department of Finance and Administration in 1989 and as an Auditor and Special Projects Coordinator for the MS State Auditor's Office from 1984 to early 1989. Billy has a long history of involvement in the Association of Government Accountants (AGA) -- he currently serves as the Chair of the International Development Committee and was the Senior Vice President for Regional Services, Section II (2001-2004). He has been and is active in numerous national AGA committees and boards, including the Professional Ethics Board. Billy is also active in the Mississippi Society of CPAs, the American Institute of CPAs, and numerous other professional and civic organizations. Billy graduated with a Bachelor of Business degree in Accounting from Delta State University in 1984</p>

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	and a Master degree in Accountancy from Millsaps College in 1995; and, a Ph.D. in International Development from the University of Southern Mississippi in 2007 where he has research interests were in the area of fraud and corruption and their impact on development in West Africa. Billy is a Certified Public Accountant, Certified Governmental Financial Manager, and Certified Public Manager.”
<b>Deanne Mosley, J.D., CPM</b>	Deanne Mosley is an attorney with Moore Law Firm, LLC. She practices in the area of dispute resolution and handles select legislative and governmental relations matters. Deanne received a Bachelor of Public Administration and a Juris Doctorate from the University of Mississippi. Prior to her current position, she served as director of the Mississippi Attorney General’s Consumer Protection Division and legal counsel at the State Personnel Board, the Mississippi Department of Education, and the Mississippi Department of Finance and Administration. Deanne has served in various capacities with the Mississippi Bar Association including being elected to the Board of Directors, Secretary of the Young Lawyers Division, and Chair of the Government Law Section. She has also served on the Board of Directors for the University of Mississippi National Alumni Association, University of Mississippi Law School, Hinds County Bar Association, Mississippi Association of Partners in Education, and Mississippi Champions for Children. A graduate of the State Executive Development Institute and the Certified Public Manager Program, Deanne was appointed by the Mississippi Supreme Court to its Task Force on Gender Fairness in the Judiciary and served as its Co-Chair. Reflecting her strong interest in education and training, Deanne has taught legal courses at Belhaven College, Jackson State University, and Millsaps College. Deanne was named Mississippi’s Outstanding Young Lawyer of the Year by the Mississippi Bar in 2003, and has been honored as one of Mississippi’s Top 40 under 40, as well as one of Mississippi’s 50 Leading Business Women by the Mississippi Business Journal.
<b>Laura Mullens, CSM, IPMA-CP</b>	Laura Mullens is a retired Human Resources Director with over 28 years experience in public sector personnel management. Ms. Mullens began her career as a Class/Comp Analyst with the State Personnel Board before moving to the Mississippi Highway Department to oversee the class/comp and training functions. In 1985, she became the Personnel Director for the Mississippi Research and Development Center, and in 1988 assumed that role for the Mississippi Department of Economic Development (now the Mississippi Development Authority) from which she retired in 2004. She is presently employed as a human resources consultant and is assisting the State Personnel Board’s Office of Training with development of the new Human Resources Certification Program. Ms. Mullens has taught management at the community college level, as well as trained state agency managers in a variety of human resources functions, including performance appraisal, performance management, classification and compensation, and strategic planning/budgeting. She holds a B.A. in psychology and an M.B.A. in management from Mississippi State University, and has completed additional courses in Accounting from Mississippi College. She is a past member of the Mississippi Association of Personnel Administrators (MAPA) and the Capital Area Human Resources Association (CAHRA) and is IPMA-CP certified and a CSM graduate.
<b>Ronna Owens, CPM, IPMA-CP, PHR</b>	Ronna Owens received her Bachelor of Science degree in Business Management from Mississippi State University. After graduation, Ms. Owens began her career at the Mississippi Employment Security Commission. She worked with the Mississippi Employment Security Commission for more than twenty-five years in various capacities. In 2001, Ms. Owens was promoted to Director of Recruitment for the State Personnel Board and is currently the Management/Certification Training Director in the Office of Training. Ms. Owens is a Certified Public Manager (CPM), a Certified Training Professional, a Certified Professional in Human Resources (PHR), an IPMA (International Personnel Management Association) Certified Professional, certified to teach the Franklin Covey course “Writing Advantage”, is a graduate of the Stennis Institute of Government and has completed course work towards a Master’s degree in Workforce Training and Development through The University of Southern Mississippi.
<b>Lydia Quarles, J.D.</b>	Lydia Quarles is a Senior Policy Analyst at the John C. Stennis Institute of Government, Mississippi State University. She received her Juris Doctorate in 1975 from Cumberland School of Law, Samford University, and her MA and BA from Mississippi University for Women, in 1972 and 1971 respectively, in political science and communication. After over a dozen years in the private practice of law in Alabama and Mississippi, she joined the Mississippi Workers’ Compensation Commission as an Administrative Judge in 1993. Eight years later, in 2001, she was appointed Commissioner of the agency. In 2006, she resigned to join the Stennis Institute. Quarles remains active in bar work, and currently chairs the Women in the Profession Committee, a standing

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	committee of the Mississippi Bar. She also serves as co-chair of the Mississippi Supreme Court's "Gender Fairness Implementation Study Committee" and acts as the Chief Operating Officer of the Workers' Compensation Section of the Mississippi Bar. She is a fellow of the Mississippi Bar Foundation, a recipient of the Mississippi Bar's Distinguished Service Award, and a member of the Mississippi School for Math and Science Foundation Board. Quarles was recently honored by the American Bar Association's Administrative Law and Regulatory Practice Section, receiving the Mary C. Lawton Award for lasting contributions to the Mississippi Workers' Compensation Commission in the areas of alternative dispute resolution and access for Hispanic workers.
<b>Brenda Redfern, CPM, J.D.</b>	Brenda Redfern is Assistant Professor of Business at Belhaven College and a practicing attorney. She holds a Bachelor of Business Administration Degree with a major in Accounting, <i>cum laude</i> , and a Juris Doctorate Degree, <i>magna cum laude</i> , both from the University of Mississippi. She is also a Certified Public Accountant and a Certified Public Manager. In addition to working as an auditor, accountant and lawyer, Brenda spent ten years in public service. She worked with the Mississippi Department of Transportation as Director of the Office of Administrative Services and then moved to the Mississippi Gaming Commission where she first served as Director of Compliance and then Deputy Executive Director. Brenda taught as an adjunct professor at Belhaven College for over twenty years before joining the college full time in the fall 2006. She has taught various accounting courses and now concentrates in teaching Business Law and Business Ethics. Brenda also continues to practice law with her husband, Richard.
<b>Kevin Russell</b>	Kevin presently serves as Vice President for Institutional Advancement at Belhaven College in Jackson, MS. In this role he oversees Admissions, Financial Aid, Athletics, Information Technology, Communications, Development, and provides cross-campus leadership to a variety of administrative functions. Kevin is also the principal of Alexander and Associates, a leadership and organizational development firm based in Madison, MS. In his role as a consultant, Kevin has worked with a variety of clients ranging from education, public service, technology, government, and manufacturing. During his tenure in Mississippi education, Kevin has also worked with Jackson Preparatory School and Millsaps College. Kevin served as Assistant Headmaster for Institutional Advancement at Jackson Prep where he helped launched the largest fund-raising effort in the school's history. While at Millsaps, Kevin served in various positions, including Assistant Vice President for Institutional Advancement and Assistant to the President. Prior to returning to Mississippi, Kevin was an account executive with Leo Burnett in Chicago, Illinois where he provided strategic management and marketing services for Black and Decker, Kraft/General Foods, and Dewar's Scotch. He received a Bachelor of Business Administration from Millsaps College and a Master of Business Administration from The University of Texas at Austin.
<b>Charles Sampson</b>	Charles (Chuck) Sampson is President of Charles E. Sampson & Associates, a Jackson, Mississippi-based organization development practice established in 1991. He received his Bachelor of Arts in American Studies from St. Olaf College and a Master of Business Administration from the Else School of Management at Millsaps College where he later served as Assistant Dean and continues to serve as an adjunct instructor. For over 18 years, Chuck has consulted in the areas of business policy, strategy, and organizational culture to clients in manufacturing, information technology, healthcare, and government world-wide. He has completed post-graduate study at the Program on Negotiation at Harvard Law School, the NTL Institute for Applied Behavioral Science, the American Management Association, The Center for Family Process in Bethesda, Maryland, and the USDA Graduate School where he is certified as a federal EEO Investigator. He is a qualified user of the Myers-Briggs Type Indicator having completed his training at the University of Florida's Center for the Application of Psychological Type. He serves on the Board of The FishTale Group, a non-profit performing arts organization in Jackson, Mississippi. Chuck and his wife, Corinne, have three children and make their home in Madison, Mississippi.
<b>Renee' Scales, CPM</b>	During her 11 year tenure as a state employee, Renee was employed by the State Personnel Board and the Department of Rehabilitation Services. She has conducted numerous training sessions for state employees. Renee is a Certified Public Manager (CPM), a Certified IPMA (International Personnel Management Association) Instructor, a Certified Writing Advantage Instructor, and qualified to administer and interpret the Myers Briggs Type Indicator. Renee received a Bachelor of Arts degree from Millsaps College and has completed graduate work at Mississippi State University.

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<b>Jennifer Sledge, CPM</b>	Jennifer Sledge presently serves as the Mississippi Certified Public Manager Program Director for the State Personnel Board where she has been employed since 2004. Ms. Sledge has worked in various capacities in federal government, state government and in corporate recruiting since 1994. She also served on active duty in the U.S. Navy where she received a Navy Achievement Medal for her work in personnel while stationed in Keflavik, Iceland. A native Mississippian, Ms. Sledge is a Certified Public Manager, holds an undergraduate degree from Old Dominion University and a Master in Public Policy and Administration from Mississippi State University.
<b>Julia Summers, CPM</b>	Julia Summers is employed with the Mississippi State Personnel Board. She is the Administrative Support Certification Program Coordinator. She is a graduate of the Certified Public Managers Program and has completed the Workforce Training and Development Certification Program through the University of Southern Mississippi. She has over 19 years in State Government.
<b>Rebecca D. “Becky” Baum Tilton, CPM</b>	An accomplished trainer and organizational development specialist, Becky Baum brings over 25 years of professional expertise both in the public and private sectors. In 2008, she opened her own consulting and training company, Organizational Resource Solutions, in Ridgeland, MS. After Hurricane Katrina, Becky was called into service to manage the Multi-Areas Staging Area, the donations’ receiving and distribution center for relief goods from throughout the county and around the world. Following the closure of the donations center, she returned to state government to handle Katrina Related Special Projects for the Department of Finance and Administration and then went on to Mississippi Emergency Management Agency as the Project Manager for the MS Alternative Housing Pilot Program, a \$2.8 million grant from FEMA. Becky spent over 14 months on the Gulf Coast managing the design, construction, and distribution of the Mississippi Cottages and Park Model modular homes build as an alternative to the FEMA travel trailer and mobile homes. Her previous experience include over five years in the private sector as the managing partner of The Whitten Group and over twelve years executive management of the MS Certified Public Manager Program, a nationally accredited program providing comprehensive management training for the public sector. In addition, she was a key player in the development and management of Mississippi’s Basic Supervisory Program, an innovative statewide vehicle used to develop the public sector’s front line supervisors. Becky holds an undergraduate degree from Mississippi University for Women and a Masters in Public Policy and Administration from Mississippi State University. A Certified Public Manager, Becky is also a graduate of the State Executive Development Institute (SEDI). In active support of her dedication to public service, Becky is past Commander of the Mississippi Wing of the Civil Air Patrol, the first woman to hold the post in Mississippi. She remains an active member of CAP, the nation’s civilian auxiliary of the United States Air Force and currently holds the rank of Colonel. She currently serves as Deputy Chief of Staff for Plans, Requirements, and Programs for the Southeast Region. Becky is a former recipient of the Governor’s W.I.N.N.E.R award for public service and a finalist for the Henning Award, a national award which honors contributions to government management training. She is a member of the MS Certified Public Manager Society. Becky’s current areas of expertise include customer service, organizational development, training development and evaluation, diversity, time and stress management, organizational communication, human resource management, ethics, and a number of other professional development topics.
<b>Hazel J. Turner, CPM, IPMA-CP</b>	Since 1985, Hazel has served in various capacities at the State Personnel Board. Currently, Hazel is a Bureau Director within the Office of Classification and Compensation and serves as the Classification Director. Hazel ensures that on a statewide basis, job classifications are appropriate and positions are properly classified based on the scope of responsibility assigned. In addition to supervising staff, Hazel provides training to staff and personnel administrators. Hazel is a 2003 graduate of the Certified Public Manager Program and is designated as a Certified Professional from the International Personnel Management Association. To bolster her career as a human resources manager, she also attended and completed the certification program offered by the John C. Stennis Institute of State Government and has taken the initiative to attend various conferences and workshops focusing on human resources and customer service. She enjoys being with family and friends, decorating, designing, shopping and traveling.
<b>Sheree Tynes, CPM</b>	Sheree Tynes holds a B.S. degree from Mississippi University for Women and a Master's degree in Communication from Mississippi College. She began speaking in public around the age of six and has not ceased. This has included speaking engagements at luncheons, retreats, Garden Clubs, training sessions, etc. “Death” and “Public Speaking” are not her top two “fears.” Ms. Tynes is employed with Mississippi State Hospital, where she has worked since 1981. She began

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	<p>her assignment there as a Social Worker. After 5½ years, Ms. Tynes was assigned to oversee a division of a new department -- Residential Living. From 1987 - 2001, she served as the Residential Living Director of the Admission Units, a division which included approximately 400 employees. In this capacity, she accumulated 14 years of supervisory experience. She then served as an Administrative Assistant to the Nurse Executive until December 31, 2002. In January, 2003, she accepted the offer to serve as a Program Supervisor with Clinical Services. In July, 2005, she transferred to Oak Circle Center, the child/adolescent unit, where she served as Program Administrator until November of 2008. Ms. Tynes presently serves as Rehab Services Director, an assignment which covers Adult Education, Art, Library, Music, Recreation, Rehab Therapies (PT, OT, KT, Speech and Hearing), Specialized Treatment (Beauty/Barber, Horticulture, Supportive Employment), and the Transitional Living Unit. She earned her Certified Public Manager's diploma in 1996.</p>
<p><b>Shelton Vance, CPA, CPM</b></p>	<p>Shelton N. Vance, CPA, CPM, holds a degree from the University of Southern Mississippi in Accounting. He is a Certified Public Accountant and has been employed with the Mississippi State Tax Commission since 1990. After serving in various audit and audit support capacities, Shelton is currently the director of the agency's Office of Audit &amp; Compliance. This role is responsible for directing audit and collection activities of more than 200 employees throughout the State of Mississippi. Prior to working with the State Tax Commission, Shelton was a Medicaid Auditor for Blue Cross &amp; Blue Shield of MS. Shelton has completed the State Personnel Board's management development program - Certified Public Manager. He has served as Chair of the CPM curriculum committee. Shelton is a member of the Jackson State University Accounting Advisory Board.</p>
<p><b>Jan Walker, CPM</b></p>	<p>Jan Walker is the president of Insight Consulting, P. A., a management training and consulting firm specializing in leadership and performance management and individual development. A former State Training Director, Ms. Walker retired from state government with over 25 years management experience in a variety of agencies and has provided training and consulting in the private and non-profit sectors as well. Focusing on human resource management and training, she most recently guided the Mississippi Department of Transportation's succession planning program, including competency development, assessment, feedback and accelerated leadership development. This program was judged the best public sector training program in the United States in 2005-2006 by the National Association of Government Training and Development. Ms. Walker has a Bachelor's degree in Psychology from Mississippi University for Women, a Master's degree in Psychology from the University of Southern Mississippi and holds the Certified Public Manager designation.</p>
<p><b>Taheti Watson</b></p>	<p>Taheti has over fourteen years of experience in management and human resource development in both the public and private sector. Her skills include leadership development, facilitation, and course design. She is a trainer and project manager for The Whitten Group, P. A. who provides training to assist organizations with developing a strong workforce for the 21<sup>st</sup> Century. She holds a master's degree in Workforce Training and Development from The University of Southern Mississippi, a bachelors' degree in Human Resources and holds a nationally recognized professional trainer certificate in Training and Development. Taheti is the past President for the Mississippi Chapter of the American Society for Training and Development (ASTD) and a member of the Capital Area Human Resources Association (CAHRA).</p>
<p><b>Amy Whitten, J.D.</b></p>	<p>Amy Whitten is an attorney, law professor and management consultant with over 20 years experience. A former Assistant Attorney General for the State of Mississippi and Counsel/Court Administrator to the Mississippi Supreme Court, Ms. Whitten has extensive experience in public sector management and its related legal issues. Ms. Whitten is a graduate of the State Executive Development Institute (SEDI), serves as a permanent faculty member of the Mississippi Certified Public Manager Program and has over 15 years teaching experience at both the University of Mississippi Law School and the Mississippi College of Law. She is the author of <i>The Mississippi Guide to Government</i>, a manual used by public officials and managers. Mississippi's Woman Lawyer of the Year in 2000, Ms Whitten also serves as a trustee on the Board of Institutions of Higher Learning and is a Commissioner on the Commission of Volunteer Services. As a principal in the Whitten Group, Ms. Whitten currently provides services to over 50 public sector and non-profit organizations and a number of private corporations.</p>