



DEPARTMENT OF
PERSONNEL &
ADMINISTRATION

CSMA
COLORADO STATE
MANAGERS ASSOCIATION

SUMMER 2004

A RETROSPECTIVE... FROM CSMA'S FY 04 PRESIDENT

BY RICK DUVAL, DEPARTMENT OF LABOR AND EMPLOYMENT (RETIRED)

On May 19th and 20th I attended what will probably be my last CFMA / CIMA / CSMA Spring Conference. It was a great conference with some truly interesting and inspiring speakers addressing very timely and appropriate topics. Of the Spring Conferences I have attended, I think it was the best one yet. Even the comedian who closed out the conference seemed funnier than those in the past.

The theme of this year's conference, as those of you who attended already know, was, "The Changing Face of State Government". For me, that phrase has a very literal and personal meaning. I have recently retired from State government after 28 years. A large number of my contemporaries have also either retired or are contemplating doing so in the next few years. As we go, we are passing the torch to a new generation. The real faces of State government are definitely changing.

We are experiencing the same phenomenon on the Colorado State Managers Association Board of Directors. This year, several of our long-standing Board members left the Board for various reasons, and we now welcome several new members who I'm certain will bring fresh perspectives, new ideas and energy to our Board and organization.

As my term as President winds to an end on June 30th, I pause to reflect on the accomplishments of the FY 04 Board of Directors. Among the highlights was the launching of a series of Brown Bag Workshops on a variety of "Practical Management" topics. The workshops provided a convenient way for busy managers and professionals to gain some valuable insight and earn CPE credits. The series was so successful that the Board has voted to continue it in FY 05. (*Ed.:* See *The Calendar* in this issue for scheduled dates.) The Legislative Luncheon in January attracted the largest number of legislators in its history and featured an impressive lineup of legislative leaders and executive directors as speakers. The Spring Conference, as already noted, was outstanding this year. Also, the Board voted to institute a retired membership category open to all retirees from state government, at a substantially reduced cost. And all FY 04 members were treated to new CSMA pins and membership cards.

Looking back, I'm proud of the many successes that our Board has achieved in FY 04. For that success, I thank the FY 04 officers: Vice President **Ken Doby**, Secretary
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Jon Reitan, and Treasurer **Andrea Smith**, who all did a terrific job with their respective roles; our Administrator, **Kathy Barta**, who provided so much help and support to the Board; and the entire Board of Directors for all of their good work this year on behalf of CSMA. I also want to give special thanks to CSMA's Spring Conference Committee representatives **Yvonne Anderson** and **Jon Reitan**, and the Conference Chair (also representing CSMA), **Joe Montoya**, for the wonderful job they did in helping to organize the Spring Conference on our behalf. **Jane Crisman** also deserves an individual thank you for her longstanding and continuing great work on the Leaders Digest, as does **Vickie Robb** for putting together the very successful Workshop Series.

I, for one, am looking forward to the "Changing Face" of State government and CSMA. New faces will keep CSMA relevant and viable in the future and ensure that there will always be a professional organization with a dedication "to improve the quality of Colorado State Government for the benefit of the citizens of Colorado within the field of State management."

As for my future, I intend to be one of the first to take advantage of our new, reduced cost Retiree Membership which the Board established this year. I hope in this way to maintain some of the many friendships I have developed within CSMA and also keep up with what's happening in State government. I hope that all of my fellow retirees will do the same. CSMA would love to have you as members.

To those of you continuing your careers with State government and especially to those who are continuing the good work of CSMA, I wish the best of luck and the greatest success.

CSMA BROWN BAG WORKSHOPS RETURN

After taking a break for the summer, CSMA's Brown Bag Workshop will resume on September 16th as the first in the series of four helpful workshops. While details are still pending, the Workshop Committee is looking at host sites and contacting prospective speakers. Feedback from the series' debut run is being used to plan the FY 2005 workshops. Look for one or two workshops to expand beyond the lunch hour, perhaps to a half-day, and for "part two" of a popular topic (tentatively – pending speaker availability). Check the CSMA Calendar elsewhere in this issue for Workshop dates, and stay tuned to the CSMA website (www.csma.info, "Events" tab) for details as they become available.

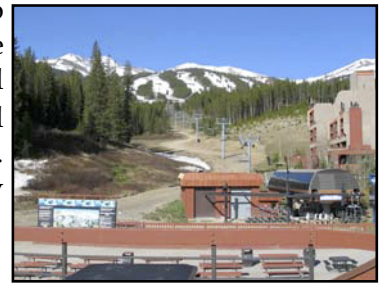
Current (FY 05) CSMA members will receive their first workshop at no cost. Subsequent workshops for members will be priced at \$15 each, or \$40 for the entire series. Non-members will pay \$25 for their first workshop. That fee can be applied to a CSMA membership, so that the member rate applies for subsequent workshops. If you want to renew your membership or join CSMA, an on-line FY 05 application, as well as a printable version, are available on the website ("Membership" tab), and credit cards are accepted. Annual membership remains a bargain at \$25.

If you would like to offer some input on the workshops, sign up to be a host site, or suggest a presenter, please contact one of the Workshop Committee members: **Tim Hand**, **Marie Valenzuela**, **Barbara McBride** or **Ken Doby** (see the back cover for contact information). If you are a CSMA member, we are always on the lookout for time, talent and enthusiasm. Get involved and make a difference!

CFMA, CIMA AND CSMA PROMOTE AND HONOR EXCELLENCE AT SPRING EDUCATIONAL SEMINAR

BY JANE CRISMAN, CSMA'S EDITOR FOR LEADERS DIGEST

The Colorado Fiscal Managers Association (CFMA), the Colorado Information Management Association (CIMA), and the Colorado State Managers Association (CSMA) hosted their Annual Spring Educational Seminar in Breckenridge on May 19th and 20th. Over 240 state and local government employees attended, along with 39 vendors and sponsors. Thirty-plus speakers and facilitators were involved in the two-day seminar.



Each of the associations, as well as a group from Higher Education, provided a “track” for its members in their respective areas of interest or expertise, and at least one keynote speaker to address the entire assembly.



Brent Voge (President, CFMA), **Rick DuVal** (President, CSMA) and **Lee Baughman** (President, CIMA) welcomed the attendees and introduced the first keynote speaker, Michael O'Donnell, who shared his experiences in *Pioneering the Impossible*. Mr. O'Donnell related the thrilling story of how he and a team of “unknowns” achieved what all the so-called experts said could not—getting the first blind person to the top of the world, Mount Everest. As attendees learned, money can buy the best equipment but it cannot buy teamwork or team spirit. That was a good thing to hear coming out of two years of the most challenging budget situation in two decades.

The afternoon keynote was given by **Russell George**, Executive Director of the Department of Natural Resources, who is also a former state legislator and Speaker of the House of Representatives. Mr. George has a unique perspective on state government, having been involved first as a citizen/lawyer/jurist, a local government official, a legislator, as a division director (Wildlife), and now as a cabinet member. In his experience, George noted, he believes the more educated we've become, the more information we have available to us, the less willing we seem to be to think for ourselves or stand up to the crowd.

Thursday morning, a panel of public and private sector experts shared their view on best practices and challenges in meeting the information technology demands and regulatory requirements for State Government, and some of the risks and trade-offs that drive “e-government” today, and into the future. The focus on Homeland Security is impacting almost every facet of cyber information, cyber asset security, and assessment of cyber threats.

The remainder of the two days was packed with state employees, industry experts, and renowned facilitators sharing their insights, knowledge, and practical, “what-works” information at track-oriented breakout sessions. Attendees were free to choose from all sessions, no matter the track, and some sessions were repeated to give more people the opportunity to participate in them. Presenters ranged from **Richard Pennington**, Director of the Division of Finance and Procurement within the Department of Personnel & Administration(DPA); to Dr. Sam Cassidy, Chair of the Department of Engineering at the

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CSMA BOARD ELECTS NEW OFFICERS FOR FY 2005

At the June 2nd Governing Board Meeting, four officers were elected to lead the Colorado State Managers Association in Fiscal Year 2005. **Ken Doby** (Dept. of Human Services), current Vice President, was elected to the office of President. **Jon Reitan** (Dept. of Agriculture), current Secretary, will serve as Vice President. **Andrea Smith** (Dept. of Public Health and Environment) will remain the Association's Treasurer, and **Judy Rose** (Dept. of Revenue) will serve as Secretary. **Rick DuVal**, the President for FY 04, was thanked by those in attendance for his outstanding service to CSMA, and for his career in state government. DuVal recently retired from the Department of Labor and Employment.

*Reality is that which refuses to go away
when I stop believing in it.*

Phillip K. Dick

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Business Ethics and Legal Studies at the University of Denver; to Joe Wienand, Acting Director of Federal Edgewood Chemical Biological Center; to Tom Ryan, a nationally prominent humorist who has appeared on The David Letterman Show. There were too many presenters to mention all of them here, but the diversity of topics and combined experience was phenomenal.



Awards Luncheon One of the Conference Highlights

On Thursday, the associations honored the excellence we have in our State's government. At a festive lunch of steak, chicken or salmon, **Dave Cuneo**, CFMA Awards Committee Chair, presented **DPA's Central Accounting Unit** with the CFMA Outstanding Fiscal Office of 2004 Award. This unit is managed by DPA's Department Controller **Todd Olson** and Deputy Controller **Brenda Berlin**. Other members of the unit are **Sue Brooks**, **DeAnn Royval**, **Adam Bannister** and **John Donnelly**. State Controller **Art Barnhart** was named the CFMA Fiscal Manager of the Year, and **Ruth King**, Department of Natural Resources, was honored as the CFMA 2004 Employee of the Year.

Phil Green, CIMA Treasurer, introduced **Mr. Greg Yando**, then-Deputy Commissioner of Agriculture, who presented **John Picanso** of the Department of Agriculture with CIMA's Chief Information Officer (CIO) of the Year.

CSMA presented two awards at the luncheon. The CSMA 2004 Manager of the Year award was presented to **Jillian Jacobellis**, Ph.D. M.S., from the Department of Public Health and Environment. **Jane Crisman**, CSMA Awards Committee Chair, also introduced the recipient of CSMA's Distinguished Career Award, **Annie Mabry**, from the Department of Human Services.

The Spring Conference Committee is taking a well-deserved break, then they then will compile all of the feedback received from this year's seminar attendees. Work will begin soon to set the stage for the 2005 Annual Spring Educational Seminar. If you missed this year's seminar, we hope to see you next year. And, if you joined us this year, we hope you will agree that it was a wonderful educational opportunity.

Photos courtesy of Phil Green of DNR - Water Resources

YOU'RE ONLY AS HAPPY AS YOU DECIDE TO BE "OUTSWIMMING THE SHARKS"

By Harvey Mackay

We convince ourselves that life will improve after we get a better job, make more money, get married, have a baby, buy a bigger house and so on. Yet the accomplishment of any of those events may not make a single difference.

There is no magic secret to happiness. It may, quite literally, be all in your head.

It has been scientifically proved that our minds have great influence over our health. For example, excess stress can over-stimulate hormone production, making it more difficult for us to cope. Happiness and laughter do just the opposite. Laughter triggers nerves in the brain, which begin a chain reaction: The body secretes natural painkillers and tranquilizers, while other substances aid in digestion, and relaxed arteries improve blood flow. The end result is that your mind and body are better able to handle life's slings and arrows.

In other words, you can have a change of heart without the transplant surgery. Be your own cardiologist.

Happiness is the American way. After all, the Declaration of Independence says we are endowed "with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness." We have a right to be happy! But rights come with responsibilities, and I would take the right to be happy and make it a responsibility. You are responsible for your own happiness.

And how, you may ask, does this relate to my work life? Most Americans spend roughly one-third of the week working and commuting. If you aren't happy at work, you're wasting a tremendous amount of time and energy being unhappy. When people aren't happy doing what they do, they don't do it as well as when they're happy.'

Happy workers enjoy their ability to use their skills and talents. Finding good people and paying them well is no guarantee of productivity or job satisfaction. As Josh Billings said, "Money will buy a pretty good dog, but it won't buy the wag of his tail." With that in mind:

If you are the boss, make sure your employees are doing what they do best.

If you are the employee, find a job that will showcase your abilities. It doesn't matter if it's a glamorous job with a fancy title. Maybe it's what you accomplish on that job that determines how happy you can be.

A man saw two workers breaking granite and stopped to chat. He asked one of the workers what he was doing.

"I'm trying to break this granite," he replied through gritted teeth.

The man asked the other worker the same question.

"I'm with a team of people working to build a cathedral," he said.

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Hugh Downs put it very well: “A happy person is not a person in a certain set of circumstances, but rather a person with a certain set of attitudes.”

And it’s that certain set of attitudes that has helped many entrepreneurs see a way to turn big failures into even bigger successes. Before the Civil War, Edmund McIlhenny operated a sugar plantation and a saltworks in Louisiana. He and his family fled the area when Yankee troops invaded in 1863. According to family tradition, at some point before the self-imposed exile, McIlhenny bought and planted some hot pepper seeds from a traveler who had recently arrived in Louisiana from Central America.

Upon his family’s return to their home several years later, McIlhenny found everything in ruins, except for some of the hot Mexican peppers that continued to grow in the kitchen garden. With little income and nothing to lose, he decided to experiment with them, to develop a sauce that would spice up his family’s diet.

We’ve all heard that when life gives you lemons, you should make lemonade. Well, when life gave McIlhenny peppers, he developed Tabasco sauce. You probably have a bottle in your refrigerator now.

So what are you waiting for? The truth is there’s no better time to be happy than right now. Life will always be filled with challenges – and opportunities. Both are best faced with a positive attitude and sincere effort to turn the challenges into opportunities and the opportunities into successes.

Then, my friends, you should be happy!

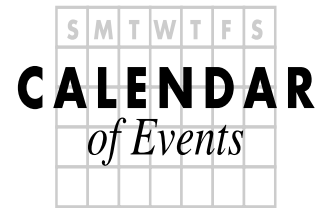
Mackay’s Moral: May it your business to be happy, and your business will be happy.

Reprinted with permission from nationally syndicated columnist Harvey Mackay, author of the New York Times #1 bestseller “Swim With The Sharks Without Being Eaten Alive.”

How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in your life you will have been all of these.

George Washington Carver

Colorado State Managers' Association Upcoming Events



- | | |
|--------------------|--|
| September 16, 2004 | CFMA Brown Bag Workshop
Details pending, check www.csma.info for updates |
| October 21, 2004 | CFMA Brown Bag Workshop
Details pending, check www.csma.info for updates |
| February 17, 2005 | CFMA Brown Bag Workshop
Details pending, check www.csma.info for updates |
| March 17, 2005 | CFMA Brown Bag Workshop
Details pending, check www.csma.info for updates |

MONTHLY GOVERNING BOARD MEETINGS

All meetings run from Noon until 1:15 p.m.

- | | |
|-------------------|---|
| July 7, 2004 | Simms Landing Restaurant
6 th & Simms, Lakewood |
| August 4, 2004 | Lottery (Department of Revenue)
720 S. Colorado Blvd., Denver |
| September 1, 2004 | State Controller's Office
1525 Sherman #250, Denver |
| October 6, 2004 | CDPHE Laboratory
8100 Lowry Blvd., Denver |
| November 3, 2004 | Corrections
12157 W. Cedar Drive, Lakewood |
| December 1, 2004 | Human Services (Fort Logan Campus)
3350 W. Oxford Avenue, Denver |

CSMA members are welcome to attend the Board's monthly meetings!

Please check the CSMA website or contact a board member (listed on the back page of this publication) for details. If your department does not have a board representative (see list on back cover) and you are interested (or know someone who would be interested) in serving, please contact one of the officers or board members.

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