Is your organization prepared when a senior-level manager leaves or retires? Good personnel planning is to prepare a talent pool of educated and qualified individuals who are prepared to step into positions that become vacant.

“Federal and state statistics claim that as many as 80 percent of senior executives have begun their retirement eligibility. Demographic data for ICMA membership show a similar trend: up to 50 percent of senior managers are approaching retirement eligibility” (Bob Carty, ICMA)*

The tuition and fees for each track are $595. This includes all textbooks, training materials, coffee breaks, and some lunches provided as part of the program. The total cost of the full CPM Course is $4,165 for 21 sessions. Payments can be spread over the program coinciding with each respective track to accommodate individuals and/or sponsoring agencies. Payments are accepted by check only and mailed to the address above.

*CPM Certification requires that a participant attend at least 19 of the 21 provided sessions. An individual may attend individual Tracks or even sessions without completing the full CPM Certification Process, but please note that all 7 Tracks must be completed for a participant to be considered for CPM Certification.

Since CPM tracks are often treated as short courses, which are directly related to an individual’s professional development, course fees are often paid by the participant’s organization.

We will refund 90% of the registration fee prior to the start of each track. Requests must be received in writing prior to the start of each track. No refund will be given after the start of each track. In the event of insufficient registration, Texas Tech University reserves the right to cancel the track. In this case, a full refund will be made to registrants.

*http://icma.org/en/Article/100047/BOOM_Managing_a_Retirement_Tidal_Wave

The Texas CPM Program is accredited by the National Certified Public Manager Consortium
Overview of the National Certified Public Manager Program

The Certified Public Manager (CPM) program is a nationally accredited, comprehensive management development program. Our CPM program aims to address not only the unique challenges of the public and nonprofit management profession as a whole, but it also seeks to develop each participant’s professional achievement goals. The CPM program focuses on combining theory with practical management skills, taught primarily through interactive cases and group exercises. The overall format is designed to form a comprehensive and integrated practical management program that benefits both the CPM participant individually as well as the organization that he or she serves.

Participation in and successful completion of an accredited Certified Public Manager (CPM) program leads to a professional designation. Approximately half of the states have fully accredited CPM programs. CEU credits are offered for completion of each track.

Formed in 1979, the National Certified Public Manager Consortium establishes and preserves standards for the Certified Public Manager designation. Information regarding the accrediting organization and history of the program can be obtained at www.cpmconsortium.org.

Format and Participant Focus

The program format is geared to public and nonprofit sector employees with professional experience. The sessions provide opportunities to interact and build on the work experiences of program participants. The program serves the needs of managers and executives who wish to gain new administrative skills and broaden their management knowledge. The program reserves the right to decline those whose career profile or current position is not suitable for the class.

Faculty and Administration

The tracks are taught by academic and practitioner faculty drawn from the public and nonprofit sectors, universities, and consultants. Dr. Sung Kwon coordinates and facilitates the program. Dr. Kwon has experience with urban and local government and nonprofit management.

The Texas Certified Public Manager Curriculum

The curriculum is made up of seven tracks. To receive the CPM designation, participants must complete all seven tracks. However, each track is treated as a separate unit, and participants may register for individual tracks.

Each track consists of 18 contact hours. Classes will be held in Lubbock, TX in a place to be determined. Each track will meet a total of three Fridays in a two month period. Class sessions are interactive and participation oriented with practical applications and assignments.

Track 1: Human Resource Management
This track covers essential HR functions, employment law and managing employees in a diverse environment. Dates: To Be Determined
Session 1: Essential HR functions
Session 2: Employment Law
Session 3: Managing Diversity, Best Personnel Practices

Track 2: Managing for Quality
This track covers Leadership in organizations, personal development, strategies for building quality in organizations. Dates: To Be Determined
Session 1: Leading in organizations, Role as administrators/managers
Session 2: Personal development planning
Session 3: Building a quality organization

Track 3: Organizational and Public Communication
This track covers communication with the public, employees, and interest groups. Dates: To Be Determined
Session 1: Internal and External communications
Session 2: Media relations - Open Meetings Act, Public Information Act

Track 4: Budgeting and Finance
This track covers the financial aspect of local government. Dates: To be determined
Session 1: Preparing operating & capital budgets
Session 2: Revenue streams and determining spending priorities, cost effectiveness
Session 3: Economic and community development

Track 5: Performance measurement and Program Implementation
This track covers methods of analyzing and evaluating programs and policies and effective program implementation. Dates: To be determined
Session 1: Developing performance measures. Determining costs of government services
Session 2: Productivity Improvement
Session 3: Implementing programs, cooperation and collaborating; Best Practices

Track 6: Information Systems; Ethical decision making
This track covers tools and systems in information technology and ethical issues. Dates: To be determined
Session 1: Effective IT Systems
Session 2: Privacy issues, user friendly websites
Session 3: Ethics in public service, making ethical decisions

Track 7: Applied Projects
During this track students review the other tracks and prepare an applied project related to their organization or interest areas. Dates: To be determined
Session 1: Review of other sessions and development of projects
Session 2: Feedback on progress in completing projects
Session 3: Presentation of projects