

**American Academy of Certified Public Managers®  
Board of Directors Teleconference Meeting  
June 22, 2020**

**Board Members Present:** Gregory Hyland, President; Bill Herman, Secretary; Debbie Smith, Treasurer; Dennis Martino, Past President; Becky Bryant, Director of Membership and Hope Obika Waobikeze, Director of Education

**Also Present:** Patty Morgan, Red Shoe Solutions

The President confirmed a quorum was present and convened the meeting at 12:10 PM (EST).

**May 13, 2020 Meeting Minutes:**

**Becky Bryant moved to approve the May 22, 2020 meeting minutes as presented. Seconded by Dennis Martino. A vote was taken, all were in favor, the motion carried.**

**Treasurer's Report:**

The Treasurer provided a written report in advance of the meeting which reviewed the expenditures and revenues with the Board through June 22, 2020. The Treasurer reported an Askew Award medallion has been forwarded to Brian Remer for the Vermont CPM Program. With a supply running low, Debbie will be getting pricing on purchasing a supply of 24 Askew Award medallions. She estimated the cost would be around \$1,000.

**Greg Hyland moved to authorize the Treasurer to purchase the new Askew Award medallions. Seconded by Becky Bryant. A vote was taken, all were in favor, the motion carried.**

**Becky Bryant moved to place the Treasurer's Report on file for audit. Seconded by Hope Obika Waobikeze. A vote was taken, all were in favor, the motion carried.**

*Debbie Smith will order a resupply of Askew Award medallions for the AACPM.*

**AACPM Membership Report:**

Becky Bryant reviewed the current membership report provided by Patty Morgan which indicates the AACPM has 94 active members, of which 34 are overdue in renewing their memberships. It was noted a large number of these are from Fulton County, Georgia. Following discussions, Greg Hyland agreed to draft a letter from the AACPM President to encourage the lapsed members to renew their membership. Becky Bryant volunteered to assist Greg with this effort, and Patty Morgan will send the message out to the individuals.

Denis Martino noted AACPM is not alone in the area of shrinking memberships. He reported ASPA has lost membership, and they have cancelled their annual conference and meeting. His observation is that younger individuals tend to want to do more virtually versus face-to-face trainings and conferences. His observation for the AACPM was that when the House of Delegates was dissolved after the last Idaho conference, the organization lost members because the membership was no longer tied to voting. Becky Bryant indicated there has always been an active CPM society in Arkansas, but attendance at meeting has started to dwindle, even though the membership remains strong. And she noted it was tough to find people will to serve in an officer capacity. Greg Hyland agreed with Becky's observations, saying employers nowadays are not financially supporting employees' participation or providing the time to participate in outside professional organizations. He felt the younger work force is focused on their work/life balance, and belonging to professional organizations may not be in people's futures. He indicated it looked like the Arizona CPM will be shutting down again. Greg noted for most of the AACPM Board members, the in-person networking was what bonded us together and attracted us to the AACPM. Hope Obika Waobikeze suggested the AACPM could hold a virtual meeting through Zoom where we could offer a presentation and have an open discussion with other CPMs. She felt having an active social media presence should really help the AACPM to boost membership. Greg noted that was on our "To Do" list from the last meeting, but he felt we had to have a following first so people know how to find us. Becky Bryant stressed we needed to start with our current membership.

*Patty Morgan offered to work with Hope Obika Waobikeze on a plan for the development of a social media presence and a virtual workshop of some kind for the AACPM.*

*Greg Hyland will prepare a President's Message for the Academy members whose dues have lapsed with assistance from Becky Bryant, and will provide it to Patty Morgan for distribution.*

Bill Herman joined the meeting at 12:20 PM (EST).

### **Continued Discussion on Idaho Conference and Annual Board Meeting**

Greg Hyland raised the issue of the Idaho Conference and AACPM Annual Board Meeting in October. Becky Bryant noted we have discussed just making the event an annual AACPM Board meeting instead of a membership meeting and conference, in addition to also spending with the NCPMC Board to cement our common interests. Greg Hyland asked if we wanted to survey our current membership to see if they plan to attend, noting some folks are still afraid to fly due to the Covid-19 issues. Bill Herman noted he has been pretty consistent on this issue for months now. He felt we should follow the lead of most other state-wide and national professional organizations and not hold a membership meeting, conference or Board meeting in Idaho. He felt as a professional organization for mainly public sector employees, it was just the right thing to do. Bill also noted he has no plans to travel for the remainder of this year. Dennis Martino noted his obligation to both the AACPM and the NCPMC, and also indicated he had a couple of New Hampshire individuals that want to attend an Idaho conference. Greg Hyland reported his employment situation has changed and, as a result, he would not be able to attend a meeting or conference in Idaho later in the year. Debbie Smith also indicated that as things stood now, she also would most likely not attend a

meeting in Idaho in the fall. However, she felt we had a financial obligation to help with the costs incurred for the annual meeting as the AACPM did agree to partner with the NCPMC. Patty Morgan indicated there was not a need to make a decision now. She reported the hotels and conference facility is working with the NCPMC and the costs will now be based not on a pre-determined number, but on a per person cost for those attending. So there is not financial threshold to cross for the event, and the NCPMC can easily add an event or two to the schedule to accommodate an AACPM component should people want to attend.

**Greg Hyland moved for the Academy to financially support the attendance of Becky Bryant, Hope Obika Waobikeze and Dennis Martino at the Idaho NCPMC Meetings in October. Seconded by Dennis Martino. A vote was taken, all were in favor, the motion carried.**

### **AACPM Elections**

Dennis Martino asked to have this item on the agenda as he recalled the AACPM puts out a call of nominations during the summer for elections to be held in the fall. He felt if we want to ask people to run, we need to determine how stable we are as an organization. Greg Hyland suggested the pitch should be for folks to run to help us determine the future of the Academy. Becky Bryant suggested before we look at elections, we needed to get feedback from the membership about the future of the Academy. She felt if Hope and Patty can put together a virtual membership meeting soon, we should be able to discuss our future and perhaps we could get enough feedback to determine where we are headed. “What do you want from the AACPM?” “What can we do with the limited resources we have?” “Do we have a viable purpose for CPM graduates once they graduate?” She noted some states continue to work with their graduates after graduation, but not all. Dennis Martino agreed the idea of a virtual membership meeting would allow the Board to take a pulse of the membership. But he suggested that if we are trying to stay together for nostalgic purposes, that’s not a good enough reason to continue on. Bill Herman noted that we had this same conversation a year ago and said then we would give it until the October conference to determine whether there was a viable future for the Academy or if we would declare “Mission Accomplished”. He felt it sounded like we were now suggesting we will take another year for that same purpose, and he was not fully comfortable with that.

After further discussion, Greg Hyland recommended the Board set a deadline of the November 2020 Board meeting to make a determination as to whether to continue to move forward or potentially close down the AACPM. Dennis Martino suggested part of that process would be to determine how the assets of the organization would be handled if we dissolve. He suggested that we should have prepared motions to vote on at that November meeting should we need to head in that direction. Bill Herman recommended holding a virtual membership meeting in the near future and laying out this potential to gauge the reaction of the members which could be helpful to the Board overall before having to make any decision.

Greg Hyland felt the Board needed to do what is best for the organization and that should we decide in November to close down, it would give us about 45 days or so to wind down operations and obligations.

Dennis Martino noted we have made allowances in the past with respect to nominations and elections as the situations have required. He suggested we hold off on elections until after the November 9<sup>th</sup> meeting and we have a better sense of the direction of the AACPM. There was unanimous concurrence of the Board members on that suggestion.

Patty Morgan encouraged the Board members to look at their current business model and see if there is a way to continue to provide a place for CPM graduates to go. While she understood the business and financial concerns, she also suggested the Academy is bigger than the checkbook balance shows. She also felt CPM graduates will add to the discussions to be held by the NCPMC when they meet in Idaho.

### **Next Meeting**

With the regular July meeting only two weeks from now, it was agreed the Board would not meet in July and the next regularly scheduled meeting would be held on August 10<sup>th</sup> at 12:00 PM EST.

### **Other Business**

Dennis Martino described the materials he had shared with the Board at the May meeting, and encouraged the Board to look at them as something the AACPM could offer our members. He was thinking that they could be placed in a “Members Only” section on the AACPM web site and promoted to the members as such. Debbie Smith was in general agreement with the idea, but expressed a concern for any potential trademarked materials. The overall suggestion was to begin with materials that Dennis had personally created for various classes and programs he has taught.

### **Adjournment:**

There being no further business to conduct, Greg Hyland adjourned the meeting at 1:13 PM (EST).

Respectfully submitted:

William G. Herman, CPM  
Secretary

*(Meeting notes taken by both Patty Morgan and William Herman, then composed by William Herman.)*