

Overview of CPM Program

Focus Group
April 9, 2008



History of the CPM Program

- Developed in the mid-70s in Georgia
- National CPM Consortium created 1979 to
 - Accreditation
 - Assist new programs
- American Academy for CPMs
- Almost 9,000 CPM graduates

What is the CPM Program?

- Nationally accredited
- Comprehensive leadership/management development program
- Designed for supervisors/managers in government and non-profits—no prerequisites

National CPM Consortium

- Purpose:
- Promote CPM programs
- Provide & monitor accreditation standards
- Facilitate program development
- Encourage innovation and development of linkages with organizations with similar interests

CPM Consortium Vision

World-class leaders and managers for public service.

CPM Consortium Mission

- Promoting professionalism, excellence & quality principles in public management through:

CPM Consortium Mission

- Endorsement of dynamic leadership, high ethical standards, development & training, dedicated to serving the public interest.
- Adherence to the Certified Public Manager Program as the ideal comprehensive management development process
- Performance as a professional association/accrediting body to maintain the highest standards

CPM Program Benefits

- Enhanced leadership skills & increased knowledge of government practices
- Increased productivity & quality of work in government organizations
- Organizations & individuals exposed to new ideas & approaches

CPM Program Benefits (2)

- Graduates join network of professional public managers at state and national level
- State level: Missouri Society of Certified Public Managers - TBD
- National level: American Academy of Certified Public Managers

www.cpmacademy.org

Current CPM Programs

- 27 accredited programs—23 states, Federal & DC, Metro DC COG
- Management Development Institute of MSU
– Associate Member November 2007
- Programs vary widely

Member States

Alabama	Kansas	New Hampshire	USDA Graduate School
Alaska	Kentucky	New Jersey	Utah
Arizona	Louisiana	North Carolina	Virginia
Arkansas	Massachusetts	Ohio	Washington
District of Columbia	Metropolitan Washington Council of Government	Oklahoma	Wisconsin
Florida	Mississippi	South Carolina	Iowa
Idaho	Nevada	Texas	



Program Requirements

- Address NCPM Competencies
- 300 hours of 'structured learning activities'
- At least 250 hours are instructor or facilitator directed (these do not all have to be in-class hours, they can be independent study, projects, etc.)
- At least 200 hours are related to the CPM Competency Model
- Written demonstration of effective application of core materials to job environment (normally a major applied project)

National CPM Competencies

- Personal and Organizational Integrity
- Managing Work
- Leading People
- Developing Self
- Systemic Integration
- Public Service Focus
- Change Leadership

Program Standards

Program Design:

- General Administration & Organization
- Technical & Conceptual
- Analytical & Conceptual
- Human Skills

Program must provide substantive evaluation of subject matter in these four areas.

Variation in Programs

- Length: 9 – 36 months
- Format: residence, almost no online; many meet monthly for 2-3 days; sequenced cohorts and individual courses open to everyone
- Cost: \$1,380 - \$6,000

Variation in Programs (2)

- Eligibility: Most limited to current public agency managers/supervisors; 16 require agency nomination or supervisor approval
- Program Structure: all require one or more projects; total program hours 300-492; project hours 15 – 100.

Variations in Programs (3)

- 16 programs offer undergraduate or graduate credit (i.e., MPA) for CPM
- Undergraduate credit ranges from 0 to 26
- Graduate credit ranges from 0 to 9

Missouri CPM Program

- MDI at MSU – Associate Member 11/07
- Arkansas CPM Program is our mentor
- Proposed length: 12 months over a calendar year beginning Winter or Spring 2009
- Proposed format: mix of residence and online, monthly courses that a cohort takes in sequence

Missouri CPM Program (2)

- Proposed Cost: \$3,500 (est.) including books
- Proposed Eligibility Requirements: Current public agency managers & supervisors (1yr.), with recommendation from supervisor and approval from advisory board. No prerequisites

Missouri CPM Program (3)

- Proposed Program Structure: 300 total hours; 100 hours for a major applied project (similar to Capstone with KU)
- Proposed undergraduate and graduate credit: TBD
- Coordinate with State Management Rule; possible credit applied to CPM
- Advisory Board
- Focus Group

Missouri CPM Program (4)

- Timeline to Implement
 - Winter/Spring 2008; Focus Groups
 - Summer 2008; Curriculum Design & Instructors
 - Late Summer 2008; Nat'l Consortium Program Review; Initial Promotion Campaign/Endorsements
 - Fall 2008; Finalize Program Details; Receive Applications
 - January 2009; Inaugural MOCPM Cohort
 - Summer 2009; Obtain final Accreditation

Working Group Charter

- Content and sequence of the curriculum
- Plan for developing the curriculum
- Review draft curriculum
- Provide perspectives from different levels of government and non-profits
- Identify/recommend instructors
- Suggest Advisory Board members
- Suggestions and assistance with marketing

Working Group Charter (2)

- Suggested Endorsements and how to get them
- Recommend grants and sources of support
- Additional recommended presentations (who, where, etc.)
- Suggested Cohort locations
- Suggestions for establishment of state professional association

Contact Information

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