



OFFICE OF THE STATE TREASURER
LYNN FITCH
TREASURER

February 20, 2017

Leslie Scott, Executive Director
National Association of State Personnel Executives
1776 Avenue of the States
Lexington, KY 40511

Dear Ms. Scott:

It is my honor to nominate Deanne Mosley for the 2017 Eugene H. Rooney, Jr., Leadership in State Human Resources Management Award.

After my appointment as Executive Director of the Mississippi State Personnel Board in 2009, I appointed Deanne as my Chief of Staff. She was a critical part of my team to introduce a new day to our agency and to human resources management in our State agencies, boards, and commissions.

After my election as Treasurer of the State of Mississippi, Deanne was appointed to serve as MSPB's Executive Director. As Executive Director, Deanne is responsible for the management of the central HR organization for our State workforce of approximately 30,000 employees and administering the Personal Service Contract Review Board and the Employee Appeals Board.

In her five years in the position, Deanne has worked tirelessly to continue to improve the delivery of services to our State entities and in turn to those we serve throughout the State of Mississippi. Her "MSPB+" initiative continues to result in improvements for the State workforce and cost savings for the taxpayers of Mississippi. As you will see in her nomination form, her vision and determination have resulted in outstanding accomplishments. Deanne is a leader who exemplifies true character and one who others seek to role model.

I am pleased to nominate Deanne for the 2017 Rooney Leadership Award and ask that the Awards Committee favorably consider her nomination.

Sincerely,

A handwritten signature in blue ink, appearing to read "Lynn Fitch", written in a cursive style.

Lynn Fitch
State Treasurer

2017 NASPE AWARD

Eugene H. Rooney, Jr. Award Nomination
Leadership in State Human Resource Management

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

NOMINEE INFORMATION

Nominee: Deanne Mosley Title: Executive Director (2012-current)

State: MS Agency: Mississippi State Personnel Board

Telephone: 601-359-2702 Fax: [Click or tap here to enter text.](#)

E-mail: deanne.mosley@mspb.ms.gov

Brief Biography of Nominee (One paragraph, please):

Deanne Mosley was appointed Executive Director of the Mississippi State Personnel Board in January 2012. She received a Bachelor of Public Administration and a Juris Doctorate from the University of Mississippi. A graduate of Leadership Mississippi, the Certified Public Manager Program, and the State Executive Development Institute, 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, she has taught legal courses at Belhaven University, Jackson State University, and Millsaps College. A native of Meridian, she has been honored as a "Top 12 Leading Business Women in Mississippi," a "Top 40 Under 40," and one of the "50 Leaders in Law" by the Mississippi Business Journal. The past recipient of the Mississippi Bar Association's Outstanding Young Lawyer of the Year Award, she was inducted as a Fellow of the Young Lawyers Division and elected Chair of the Mississippi Bar's Government Law Section and Chair of the Labor and Employment Law Section. In 2013, Deanne was honored by the Mississippi Association of Personnel Administrators with its Award of Distinction. She has served in a number of leadership positions with the National Association of State Personnel Executives and is the first Mississippian to serve as NASPE President. In 2015, she was named a Henry Toll Fellow by the Council of State Governments.

NOMINATOR INFORMATION

ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

2017 NASPE AWARD

Eugene H. Rooney, Jr. Award Nomination
Leadership in State Human Resource Management

Nominator: Lynn Fitch Title: Treasurer of the State of Mississippi (2012-current),
Executive Director of MSPB (2009-2012)

State: MS Agency: Office of the State Treasurer

Telephone: 601-359-3600 Fax: 601-359-2001

E-mail: lynn.fitch@treasury.ms.gov

DETAILS

1. Describe how the nominee has demonstrated leadership by participating on major state government committees, task forces and/or special projects related to state human resource management.

Deanne is a member of the Governor's Cabinet. Her leadership is also reflected by the

following examples: providing annual "State of the State Workforce" briefings to the Mississippi

Legislature; serving as Chair of Personal Service Contract Review Board (which received contracts in

excess of \$706 million in FY 2016); representing the state workforce as a member of the State and

School Employee Health Insurance Management Board; and serving as a member of Mississippi State

University's Master in Public Policy and Administration Advisory Board.

2. Describe how the nominee has demonstrated exceptional leadership in the field of human resource management beyond your state human resources organization.

In addition to her NASPE leadership (discussed below), Deanne is a frequent speaker on HR issues

ranging from speaking at eRepublic/Governing magazine's "Smarter Cities, Smarter States" conference

to Rotary clubs and college classes. She currently serves as Chair of the Mississippi Bar's Employment

and Labor Law Section, and she is actively involved with the Stennis Institute of Government's State

Executive Development Institute. She has organized and hosted HR Summits for agency personnel to

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Leadership in State Human Resource Management

not only provide substantive updates but to allow them an opportunity to network. She is a frequent conference speaker for the Mississippi Association of Personnel Administrators, who honored her with the 2013 Award of Distinction.

3. Describe the nominee's leadership and/or management skills in implementing human resource management programs.

Deanne's leadership style is to lead by example and to work collaboratively both in her agency and throughout State government. As a result, she has achieved many reforms without requiring

legislation/regulations and with the support of line agencies. For example, she annually surveys line agencies for their feedback and suggestions on her agency and then takes action on the survey results.

Another example, Deanne successfully implemented shared services with smaller agencies, boards, and commissions. Because of the trust she had established with the agencies, they voluntarily agreed to participate in a shared services model when she called and offered it to them.

Deanne's approach to leadership and management is best summed up by a sign in her office which reads: "EVERY EMPLOYEE MATTERS. EVERY QUESTION MATTERS. EVERY DAY."

4. Describe how the nominee has demonstrated leadership within the NASPE organization in support of NASPE's mission to share information on human resource issues so that members can better achieve their state's mission and business objectives. Include evidence of local or national acclaim in the field and influence on other states' personnel executives.

Deanne has participated in and chaired various NASPE committees. She has served on the Executive Committee and as Secretary/Treasurer, Vice President, and President. She and her staff also hosted the 2016 NASPE Annual Conference in Biloxi, Mississippi.

5. Describe any relevant state human resource management programs or initiatives that were successful because of the nominee's involvement.

In 2012, Deanne launched the "MSPB+" initiative, which represented her agency's commitment to do more for those they serve by implementing significant reforms and discovering innovative ways to

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support their stakeholders. Components of this initiative include:

-Maximize the State's buying power and streamlining the procurement process for service contracts by establishing preapproved lists of providers at set prices. This reform has turned a process that could take months into a process that can be finalized within days, and with remarkable cost savings.

-Provide eLearning to maximize opportunities for employee training and minimize costs to agencies.

The first eLearning session was offered in 2012. The 2016 additions are employee onboarding and an Ethics and Legal Compliance suite. The success of eLearning is illustrated by Governor Phil Bryant's Executive Order requiring all state employees to complete the sexual harassment eLearning course.

-Implement the MSPB Sharing Human Resource Personnel program to assist smaller agencies by outsourcing their human resource needs to MSPB at no cost.

-Ensure greater transparency by publishing Employee Appeals Board decisions on the MSPB website.

-Establish and promote a college student internship program for agencies, boards, and commissions.

-Facilitate the sharing of best practices among governmental entities. In addition to hosting HR summits and briefings, the Excellence in Government Awards were established and are presented annually by the Governor to recognize best practices at both the state and the local/district levels.

-Revise MSPB policies and procedures to focus on performance, efficiencies, and accountability.

Examples of significant policy changes include streamlining the grievance process; putting in place the mechanisms for a performance based pay system and successfully piloting it at her agency; and changing the reduction-in-force policy from being seniority based to performance based.

It should be noted that MSPB+ was done with existing resources and without a request for additional staff or funding. Yet, it has resulted in significant efficiencies and savings for the State.

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