

LEADERSHIP STAFF CONNECTIONS

National Conference of State Legislatures

July 2006 | Volume 1, Issue 2

NCSL ANNUAL MEETING

Join us in Nashville, Tennessee, August 15-18, 2006, for the NCSL Annual Meeting. It promises to be better than ever with enormous opportunities available for leadership staff to share ideas with others and learn from national experts on a variety of topics facing legislatures today.

The Leadership Staff Section will hold several sessions during the NCSL Annual Meeting. The programs highlighted in blue on the list below are sponsored by LSS or are designated for all legislative staff. The programs highlighted in pink are important for LSS officers.

Monday, August 14

7:30 am-5:00 pm	Registration
8:00 am-5:30 pm	Meetings of Task Forces considering NCSL Policy
9:00 am-4:45 pm	Training Track for Personal Staff
1:00 pm-3:30 pm	Legislative Staff Coordinating Committee (LSCC) Task Force Meetings
1:00 pm-2:45 pm	Exemplary Member Services
3:00 pm-5:00 pm	The Effect of Direct Democracy on State Constitutions
3:30 pm-5:30 pm	NCSL Executive Committee Program, Planning & Oversight Committee

4:30 pm-5:30 pm	NCSL Executive Committee Budget Committee Meeting
5:45 pm-6:45 pm	NCSL Steering Committee Meeting

Tuesday, August 15

7:30 am-5:00 pm	Registration
7:30 am-8:30 am	Continental Breakfast
8:30 am-10:00 am	Opening General Session for All Participants
10:15 am-5:15 pm	NCSL Standing Committee Meetings
11:30 am-1:00 pm	Leadership Staff Section Executive Committee Meeting and Lunch
1:15 pm-3:15 pm	Supreme Court Update

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WIN A HOT AIR BALLOON RIDE
(See Page 3 for Details)

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Learn more about the NCSL Leadership Staff Section by visiting us on the Web at:

<http://www.ncsl.org/programs/legman/lss/lsshome.htm>





LSS CHAIR'S COMMENTS

**By Mary Sue Jones, Chair
NCSL Leadership Staff Section
Executive Committee
2005-2006**

GREETINGS FROM IDAHO!

I hope you are all having a wonderful summer.

....Session ends... Primary elections begin... Primaries end... and the "beat goes on" and on, and on... Does this sound familiar? Never A Dull Moment!

However, we have had a bit of an unusual situation occurring on the Idaho front. Our now former Governor, Dirk Kempthorne, has been appointed the new U.S. Secretary of the Interior by President Bush. He was not seeking re-election as governor so he would have been gone by next January in any event. However, this appointment means that our Lieutenant Governor, Jim Risch, who is also the Senate President, is now Governor until the first Monday in January. This also means that he will appoint his own temporary replacement - as he is still running for Lieutenant Governor in the general election.

The last two weeks have been interesting to say the least. Risch, former Senator, current Governor, and possibly soon to be Lieutenant Governor again, is a real go-getter and has hit the ground running in his new position. He inherited several huge issues from Day One, including GARVEE highway bonding, property tax problems, water problems, and a Department of Health and Welfare that is in serious need of repair. He has already replaced the Director of that department and has indicated that he has several plans in the works for a complete re-vamping. In the meantime, the inauguration celebrations proceed and the media

is refusing to let the talk of a Special Session in August slide to the back burner. There has been much speculation about the need for the session to address property tax relief (a huge, hot button topic in Idaho as well as probably most of the other 49 states!).

To all of us political junkies, this has all been more exciting than watching the finale of *American Idol* - we can hardly wait to get to work to find out what happened since we left the night before.

Is it fair to say that politics, the arena in which we all work, is never stagnant, never boring, and always fascinating? I'm sure many of you find yourselves in similar situations at the moment. Never mind our personal lives. Unfortunately, it seems those lazy, hazy, crazy days of summer we all dream about are really nothing more than a remote figment of our imagination.

However - - DO NOT DESPAIR!!! I have GOOD news for us! Coming in September - the 19th through the 23rd to be exact - we invite you to escape to Santa Fe, New Mexico, for some well-earned, greatly deserved, and much needed rejuvenation! Come and be empowered as we discuss the role and needs of leadership staff through credibility, influence, and negotiation. Learn to be your best self by being able to manage stress, make better decisions, enhance clearer communication, resolve conflict and emerge as the leader you are! Hear how your legislators may view you and how you might learn from their perspective to even further improve your skills. Be better informed on Agro Terrorism, Border issues, and how these and other hot topics affect you and those with whom you work and live.

I encourage you to take this opportunity

to meet with your colleagues from around the Nation and to learn and to grow from shared experiences. In fact, I challenge you to take away at least three ideas that you can immediately implement upon your return home to improve your effectiveness as a leadership staffer.

Don't forget to also take advantage of the pre-conference leadership development program at the Santa Fe Mountain Center -- It is promising to be a great experience that will teach us even more about our strengths, talents, and challenges as a leader, manager, and team member.

I look forward to renewing old friendships and making new ones in beautiful Santa Fe in September! Until then, hang on, fasten your seat belt, and enjoy the ride!

"Anyone who stops learning is old, whether at 20 or 80. Anyone who keeps learning stays young."

Henry Ford



LEADERSHIP STAFF SECTION—ANNUAL MEETING

Greetings and welcome to New Mexico, the site of the 2006 NCSL Leadership Staff Section Professional Development Seminar, September 19-23, 2006.

Santa Fe, the host city, is one of the most unique capitals in the world. At an altitude of 7,000 feet, Santa Fe offers a magnificent landscape and incredible weather. Once here, you will be greeted with friendly and caring people, diverse cultures, beautiful architecture, wonderful restaurants, world famous art, historic sites and a very unique capitol building.



New Mexico State Capitol—Santa Fe, New Mexico

Our pre-conference event at the Santa Fe Mountain Center will challenge your physical abilities while developing your leadership skills. This experience kicks off a full agenda that includes interesting speakers, exciting activities, and opportunities to interact with your colleagues from around the country.

I encourage you to join us and explore everything we have to offer in New Mexico. I am confident you will leave with a lifetime of memories.

Sincerely,

A handwritten signature in cursive script that reads "Rosina Boyd".

Rosina Boyd
Chief of Staff
House Minority Office
New Mexico, Host State



WANT TO RIDE IN A HOT AIR BALLOON?

Attend the Leadership Staff Section Professional Development Seminar where drawings will be held for two Hot Air Balloon Rides (2 people can ride for each drawing)

Your dream may come true!





Welcome to the Land of Enchantment

New Mexico is a blend of three cultures — Native American, Spanish, and Anglo; its charm is that the old ways are not completely cast aside in favor of the new.

<p>Ancient cultures</p>	A photograph of an ancient cliff dwelling, showing stone masonry structures built into a natural rock overhang on a cliff face.
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Native American groups have inhabited the territory of New Mexico since shortly after the time of Christ. Their cliff dwellings and pit houses, ancient kivas, abandoned cities along ancient trade routes, and mysterious symbols etched in rock serve as strong reminders that New Mexico was home to native cultures several centuries before the Europeans reached the Americas.

You will find the Rocky Mountain range from the northern border with Colorado and ending within miles of the border with Texas, with the Ski Apache slopes just 2½ hours from Mexico. The northern reaches of the Chihuahuan Desert reaches some parts of southern New Mexico, with Gila National Forest, comprising over 3,000,000 acres in the southwestern part of the State, being the largest National Forest in the U.S.



Diverse landscapes



Santa Fe is rich in culture. Its pure light and high desert landscape have attracted artists for decades. Today, it is considered the number two art destination in the U.S. and is clearly among the best in the world.

<p>World famous artists</p>	A vertical abstract artwork featuring vibrant, layered colors of red, orange, and yellow, resembling a stylized flame or a close-up of a flower.
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SANTA FE, NEW MEXICO

As the oldest state capitol in North America, Santa Fe is a city steeped in history. The City of Santa Fe was founded in 1610 by Don Pedro de Peralta.

Santa Fe's official name is "La Villa Real de Santa Fe de San Francisco de Asis" - that is, the Royal City of the Holy Faith of Saint Francis of Assisi. Santa Fe was originally a part of the colony of New Spain, and it served as a trading hub with the rest of the Spanish world through "El Camino Real", the Royal Road that linked Santa Fe with Mexico City. After Mexico gained independence from Spain, Santa Fe continued its history as a city of commerce with the opening of the famous "Santa Fe Trail," a trade route stretching more than

1,000 miles from Independence, Missouri, to Santa Fe, New Mexico and became a territory of the United States in 1848.

Historic St. Francis Cathedral, pictured here, was built under the direction of Archbishop Jean Lamy, celebrated in Willa Cather's beautiful novel *Death Comes for the Archbishop*. It is a remarkable example of French Romanesque architecture and is complemented by the nearby Loretto Chapel, which is built in the Gothic style. Both of these landmarks are near the famous Plaza of Santa Fe, which to this day remains the cultural center of our city.

We are proud of our rich past and the several cultures that make us "the City Different". We invite you to come experience our unique city!

Population: City: est. 65,800 County: 141,000 State: 1,903,289
Facts: Area — City: 36.9 square miles Elevation: 7,000+ feet
County: 1,931 square miles State: 121,356 Square miles, 5th Largest State

Climate: Average annual rainfall: 14 inches
Average annual snowfall: 32 inches
Average temperatures: January—High 40, Low 19
July—High 82, Low 57

	Sept
Avg High	75° F
Avg Low	44° F
Mean	60° F
Avg Precip	2.10in
Record High	95° F
Record Low	20° F

2006 LSS Professional Development Seminar—Preliminary Agenda (as of June 6, 2006)

Tuesday, September 19

- 9:00 am – 3:30 pm Optional Pre-Conference Leadership Development Program at the Santa Fe Mountain Center (additional fee—see page 7 for details)
- 2:00 pm – 5:30 pm Registration/Information Desk
- 6:30 pm – 9:00 pm LSS Executive Committee Meeting and Dinner

(LSS AGENDA—continued on Page 6)



LEADERSHIP SKILLS DEVELOPMENT

Pre-conference Event

You are cordially invited to participate in a day of renewal with your colleagues at the Santa Fe Center for Leadership Development, a program of the Santa Fe Mountain Center.

September 19, 2006 - 9:00 am to 3:30 pm

\$125.00 — Lunch & transportation included.



**Santa Fe
MOUNTAIN
CENTER**



WHAT IS THE SANTA FE MOUNTAIN CENTER?

Founded in 1979, the Santa Fe Mountain Center (SFMC) is a private, nonprofit educational organization that conducts experiential and adventure-based programs in educational, therapeutic and professional arenas.

The Santa Fe Center for Leadership Development specializes in addressing all aspects of leadership, both with individuals and teams. The work we do creates, deepens, and integrates profound change, helping individuals, groups, and organizations stretch and grow personally and professionally toward desired goals.

- Assess and develop your strengths, talents, abilities and challenges as a leader, manager, and team member.
- Develop new ways of working together by building trust and respect, by creating a common language and fostering deeper understanding among team members.
- Clarify your values and goals.
- Develop and enhance skills in communication, conflict management, decision-making and stress management.
- Integrate your learning through experience and practice.

LEADERSHIP FROM THE HEART



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(COMMITTEE—continued on page 9)



LEADERSHIP LESSONS IN HISTORY

Many leadership traits can be learned from history. This feature in the *Leadership Staff Connections* will use historical stories about people to demonstrate how leadership traits help us all achieve success. In this issue we will see “loyalty” through the eyes of America’s Founding Fathers.

It has been said, “Unless you have something worth dying for, you have nothing worth living for.” Although this statement seems rather bold, there is an undeniable ring of truth to it.

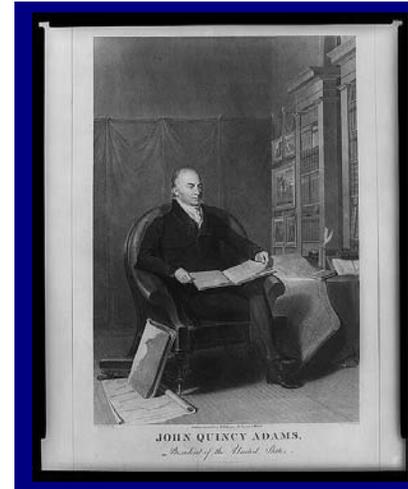
The American Founding Fathers faced war, persecution, and the possible loss of life for their cause. It was with such consideration that they sacrificed for their children, grandchildren, and all generations to follow.

Our Founding Fathers demonstrated genuine loyalty to the cause of American liberty and independence, and that loyalty is evident in the very words of the Decla-

ration of Independence...”For the support of this declaration, with a firm reliance on the protection of Divine Providence, we mutually pledge to each other, our lives, our fortunes, and our sacred honor.”

Another example of this loyalty was expressed by John Quincy Adams when he said, “Posterity—you will never know how much it cost my generation to preserve your freedom. I hope you will make good use of it.”

“Loyalty means nothing unless it has at its heart the absolute principle of self-sacrifice.”
Woodrow Wilson



John Quincy Adams
Sixth President of the U.S.

COMMITTEE (continued from page 8)

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STAYING POSITIVE IN A NEGATIVE WORLD

By Julie Fuimano, Executive Coach
Nurturing Your Success, Inc.

If you attended the LSS Annual Meeting last October in Providence, Rhode Island, you will remember Julie Fuimano as one of the speakers.

Probably one of the hardest things we must do as leaders is to stay positive when everyone else around us is negative. It's not easy to maintain a positive attitude and not be drained or consumed by the negativity that surrounds you. But as a leader, that's exactly what you must do. You have the opportunity to be the beacon of light for others around you. You can demonstrate and teach by your actions and responses how to behave in an appropriate, positive and professional manner.

It's easy to be positive in a positive environment. It's when things are emotionally draining and negative that you are challenged to step up to the plate and behave differently. By doing so, you make a difference—a positive impact that sends ripples throughout the community in which you work. The fact is that positive energy catches on just as quickly as negative energy. Sometimes, people are simply stuck in a habit or pattern of behavior. They are accustomed to acting a certain way. If the environment is really caustic, then it's been that way for a long time. This is what people are used to; it's familiar to them and it may be all they know. In addition, by the very fact that it's been happening this way for this long and no one has done enough to change it, it's considered "acceptable" even though it's not.

It takes some time and effort on your part, as well as a commitment to do something different in order to create sustainable change. You must be willing to identify and stop tolerating what's not

working, do the right thing even if it's unpopular at first, and then teach others to do the same.

Here are five things you can do to be the positive force in your workplace.

1. Observe yourself in action. In what ways are you contributing to the negativity around you? Are you listening to gossip or participating in conversations where the only focus is to denigrate, diminish or criticize people or things? If the conversation feels bad, it's probably negative. Stop being negative! Stop saying or doing anything that is negative. It all starts with you. Language matters. Everything you say has an impact and when you say something negative, not only does it dishonor the person you're speaking about and the person you're speaking with, it makes you feel bad even if you don't realize it. Putting someone else down is disrespectful of them and it disrespects you. Learn to respect people's humanity and their right to be themselves. Complaining without end does not focus on creating solutions; rather its impact is only to perpetuate and magnify the problem wasting everyone's precious time and energy.

2. Recognize negativity when it occurs around you. Sometimes, you can even feel your energy being drained by the words being spoken. Again, if it feels bad or uncomfortable then it's negative. These feelings are your inner messengers. They are a form of intelligence similar to a tap on the shoulder letting you know something is not right. How do you feel? What is happening? What behavior is being displayed? If you can identify what is happening, then you can make good choices about handling it. The first step is awareness.

3. Speak up! Tell the other person how

you feel. Use the words, "This doesn't work for me." It's non-judgmental and it's about you, not them. People often don't realize they are being negative. Point out to the person that they are being negative in a gentle and caring way. "Do you realize you are complaining?" Sometimes, just bringing it to their attention is enough to shift the conversation. Over time, people will learn what they can and cannot talk about with you and it won't be an issue. If you say nothing, then your silence gives them permission to continue.

4. Make your conversations constructive, meaning that the conversation should be positive, meaningful and beneficial. What's the point or purpose of the conversation? Is it to hurt or help? And at the end of the conversation, what would you like to have happen? Is there an action step to take? Constructive conversations feel good. They are empowering and have the effect of leaving people a little better off from having participated in them. Become the kind of person who takes your time seriously and who takes your words seriously!

5. Offer praise! It's amazing what a few words of praise and acknowledgement can do to make people feel good. You want people to feel good after being in your presence. You want to be the kind of person people gravitate to because they know they will be uplifted by you, not put down or drained of their life-sustaining energy.

Learning how to be positive as you navigate through life is part of life's lessons. And no matter what is going on around you, you control your inner environment and how you choose to respond to external events and situations. It's your responsibility to become the kind of person



(STAYING POSITIVE— continued from page 10)

you enjoy being and with whom others enjoy being around. It takes a true leader to walk a path different from the crowd.

So when others are negative, stretch your boldness muscles and be positive in spite of what others do or think. It's the only way to create a ripple of change. And we know that from small beginnings come great things. If each of us does our part, then slowly but surely, we will make a difference in our work environment and the community at large.

Julie Fuimano, MBA, BSN, RN is The Coach with Nurturing Your Success, Inc., working with people who are frustrated, stressed and unhappy and who are ready to give up the overwhelm for the time, peace and happiness they desire. Clients report increased clarity and focus, confidence, and control in situations. They say no to what they don't want - without guilt - and yes to what they do; they receive more respect, have more time for themselves, and have more fun. Sound good to you? Julie works by phone and is currently accepting new clients!

Call today (610) 277-2726 or write to Julie@nurturingyour success.com to explore how coaching would work for you or your organization. Julie is a popular speaker, world renowned writer and author of "The Journey Called YOU: A Roadmap to Self-Discovery and Acceptance." the manual for personal leadership—available in bookstores. Sign up for her e-newsletter at www.nurturingyoursuccess.com.

*"If you don't like something, change it.
If you can't change it,
change your attitude.
Don't complain."*

Maya Angelou

(ANNUAL MEETING— continued from page 1)

- 3:15 pm-5:00 pm Legislative Documents as Public Records: Why? Why Not?
- 5:30 pm-6:30 pm Steering Committee of the NCSL Standing Committees
- 6:30 pm-8:30 pm Social Event: Music City Country Fair

Wednesday, August 16

- 7:30 am-5:00 pm Registration
- 7:30 am-8:30 am Continental Breakfast
- 8:30 am-10:00 am General Session for All Participants
- 10:00 am-5:00 pm Exhibit Hall Open
- 10:15 am-11:30 am NCSL Standing Committee Meetings

11:30 am-12:45 pm Orientation for New Staff Section Officers

- 11:30 am-12:45 pm Lunch in the Exhibit Hall
- 1:00 pm-2:30 pm Dilemmas That Go Bump in the Night
- 1:00 pm-2:30 pm More Concurrent Sessions
- 2:45 pm-4:15 pm Legislative Staff Diversity
- 2:45 pm-4:15 pm More Concurrent Sessions

Thursday, August 17

- 7:30 am-8:30 am Continental Breakfast

- 8:00 am-5:00 pm Registration
- 8:15 am-9:45 am Crafting a Successful Diversity Strategy
- 8:15 am-9:45 am More Concurrent Sessions
- 10:00 am – 5:00 pm Exhibit Hall Open
- 10:00 am-11:45 am NCSL Annual Policy & Business Meeting

12 noon-2:00 pm Legislative Staff Luncheon

- 12 noon-2:00 pm Democratic & Republican Lunch-eons
- 2:15 pm-4:00 pm Concurrent Sessions
- 3:30 pm-4:30 pm Exhibit Hall Event
- 4:15 pm-5:30 pm NCSL Staff Section Officers/LSCC Reception

- 6:30 pm-9:30 pm Host State Event: Concert with LeAnn Rimes at Tennessee Legislative Plaza

Friday, August 18

- 8:00 am-10:00 am Registration
- 8:30 am-10:00 am Closing General Session and Breakfast
- 9:00 am-12 noon Exhibit Hall Open
- 10:15 am-12:15 pm Special Briefings



THE PROFESSIONAL JOURNAL OF THE AMERICAN SOCIETY OF LEGISLATIVE CLERKS AND SECRETARIES — CHECK IT OUT!

Who among us, while waiting in the dentist’s office and leafing aimlessly through magazine collections full of works such as *Modern Anarchism*, *Southern Garden Sheds*, and *Celebrity Shy People*, hasn’t wondered, “why isn’t there a high quality publication that has information relevant to my life as a legislative staffer?” Well, wonder no more! NCSL does, in fact, have such a publication, the *Professional Journal of the American Society of Legislative Clerks and Secretaries*. However, most legislative staffers have likely been unaware of the *Professional Journal* and how to access it.

The *Professional Journal* is published twice a year and includes articles on a wide variety of topics relating to the legislative process. For example, the Fall 2005 edition contained articles addressing how legislatures can be evaluated (what makes a ‘good’ legislature and how would we know it when we see it?), the use of consent calendars among states, how term limits affect legislative staffing, and how one state has addressed issues relating to video conferencing of committee meetings.

The difference between the *Professional Journal* and NCSL’s *State Legislatures* magazine, which most legislative staffers receive each month, is essentially one of depth and space. While *State Legislatures* contains a lot of information, its focus is on state policy and articles are generally short – often only a couple of pages. In contrast, articles in the *Professional Journal* are often 10 to 15 pages in length, allowing for an in-depth examination of topics relating to the legislative institution. *Professional Journal* articles also include bibliographic references, which enable folks interested in getting more information about a topic to readily identify these resources.

The ASLCS *Professional Journal* committee was created in 1993 and the first edition was published in 1996. While many of its articles have addressed topics related to chamber management, the editors welcome manuscript submissions that would be of general interest to legislative staff, topics such as parliamentary procedures, management and technology. The articles will go through a peer-review process to ensure that they are high quality and of general interest to legislative staff. However, the *Professional Journal* also accepts letters to the editor which provide a forum for discussion.

You can access the *Professional Journal* and view back issues via the ASLCS website at <http://www.ncsl.org/programs/legmanascls/JournalIndex.htm> Information on how to submit articles is located on page 3 of each edition. If you have further questions please contact Hobie Lehman, the Journal Editor, at hlehman@sov.state.va.us.

NEWSLETTER CONTRIBUTIONS NEEDED

Comments about this issue, or suggestions or articles for the next newsletter are gladly received by the Outreach, Newsletter and Web Site Committee.

We encourage you to contact the committee co-chairs or newsletter editor with your ideas.

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