

OYA *In the Loop*

October 28, 2008

The culture/climate survey closed on October 17, and we have already learned that 70 percent of our staff responded to the survey. This is an *outstanding* turnout, and I wish I could thank everyone personally for participating. I am eager to learn the what it says; the last I heard we should have some information around Thanksgiving. You, of course, will get to see the results and analysis.

Last week DAS posted the recruitment announcement for **OYA Director**. If you are interested in learning more, you can find it at:

<http://www.oregon.gov/DAS/jobs/ES415001.shtml>.

Applications will be accepted through November 14. Please forward this link to any interested parties.

Cabinet decided earlier this month to ask recorders to **post meeting minutes** in public folders for all staff to read. Those folders will be set up within a few weeks, and you will have yet another venue to learn about our agency's issues, activities, discussions, opinions, actions and results.

It may be right before Halloween, but planning for the annual **Holiday Toy Drive** is underway. Our agency coordinator, Debbi Martin, is excited to lead the charge. Her team will comprise an elf from each field office and facility, and she is looking for volunteers. I also heard that a lot of fun activities are on the drawing board to boost donations, which go directly to the Salvation Army's Toy for Joy Program. It is a sad fact that the need grows larger every year and with the state of the economy this year, I am afraid we will see the largest need ever.

As an agency, and I hope individually, we have been thinking and talking a lot about **values** recently. You have heard me speak of accountability – to me that word describes the actions we take to demonstrate our values and keep our word. Effective with the beginning of my tenure as your interim director earlier this month, I will have a personal conversation with every person who is promoted or hired into management or executive service. I not only want to get to know members of the management team, but also want to ensure that every person understands and embraces our values.

Applications are open for **Willamette University's Certificate in Public Management Program**. Our own interim assistant director, Sue Wilson, directs that program in her "spare" time. Classes are held every Friday morning, and are considered work time. Homework, however, is on your own. OYA has traditionally reimbursed half of the tuition for one or two people upon passing. If you are interested in earning this credential,

please contact Robyn Cole in Central Office before November 7. For more information, please go to <http://www.willamette.edu/agsm/cpm/>.

At **Cabinet** yesterday, we discussed confusion over the old name for the group (OYA Director's Group) and the new name (OYA Cabinet). We decided to adopt the new name because it more accurately describes my expectations of the team's work. The name of the distribution list will be changed on Outlook, and as policies and rules are updated, changed there as well.

As you read in the last "In the Loop," we have a new deputy director starting next month. **Fariborz Pakseresht** will soon be out visiting facilities and field offices to get to know you. I think you will be impressed with how he can make things happen, and I hope you will share with him the hospitality and candor you have shared with me.