



### **New Essentials Program, 2018 – 2019**

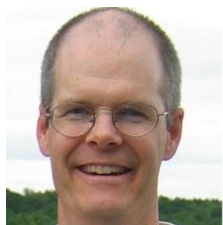
The State Academy for Public Administration (SAPA) promotes excellence in public service and fosters commitment to the highest standards of performance and integrity in public administration throughout New York State. One of the ways we strive to meet this mission is by providing professional development opportunities for new professionals. New this, year, we are offering a **New Essentials Program**. This program will provide New Professionals in state or local government an opportunity to learn more about relevant issues of state public administration and to network with one another and with mid-career and senior public administrators in New York State. Below is a description of tonight’s event and presenters, as well as information about all of our mentors and participants, and our full program schedule.

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### **New Essentials Program 2018-2019 Mentors**



**Dan Cunningham** **Daniel J. Cunningham, SPHR** currently serves as Deputy Commissioner for Administration & Operations at the New York State Office of General Services (OGS). Mr. Cunningham also spearheads the agency’s deployment of Lean Management practices and principles as the agency’s Lean Champion and executive sponsor. Prior to joining OGS, Mr. Cunningham served in the Executive Chamber, Governor’s Office of Employee Relations, and the NYS/CSEA Labor-Management Committees. Over the course of his career in public service, Mr. Cunningham has been recognized as a Change Agent adept at transforming underperforming organizations into strategically aligned, customer-focused, results-oriented operations. Mr. Cunningham is a Fellow of the New York State Academy for Public Administration and recipient of the State Academy’s 2018 Public Service Excellence Award. He is certified as a Senior Professional in Human Resources (SPHR) through the Human Resource Certification Institute.



**Robert Curtin** is Treasurer of SAPA. He is a Certified Public Accountant and currently the Director of Financial Administration for the NYS Office of General Services where he is responsible for operation of the Procurement, Budget and Accounting Units as well as implementing agency wide changes brought on by the Statewide Financial Management System (SFS), the Business Services Center (BSC) and changes in agency policy. Prior to assuming this position, Bob was an internal auditor at OGS and was responsible for the operation for the Internal Audit Unit

From 1997 to 2015. Previously he worked with the New York State Comptroller’s Office Bureau of Management Audit beginning his career in October of 1986.



**Raquel Gonzalez** is a SAPA board member. She currently serves as the Deputy Commissioner for Administration, and previously served as Director of Policy, at the New York State Department of Agriculture and Markets. Prior to joining the Department in 2016, Raquel was an appointee in the Obama administration at the U.S. Department of Agriculture, Peace Corps, The White House, the U.S. Department of Education, and the U.S. Department of Energy. Raquel is a 2018 Fellow of the Capital District New Leaders Council, a Class 17 Fellow of LEAD New York, and was named a 2018 *40 Under 40 Rising Latino Star* by The NY

Hispanic Coalition. She serves on the Board of the NYS Academy for Public Administration. Raquel earned a Master of Science and Bachelor of Arts from George Mason University, and a Master of Arts from the University of Malta.



**Mary L. Hines** is a former SAPA board member. After 34 years of service, Mary L. Hines, retired in 2016 from the New York State Governor's Office of Employee Relations (GOER) where she held the position of Administrative Officer from 2007 to 2016. Prior to that, she was the Deputy Commissioner for Administration & Chief Financial Officer for the New York State Department of Labor in Albany, holding this position since 2001. Previously, Ms. Hines served in various state positions, including Assistant Administrative Officer at GOER (1988 to 2001); Senior Court Analyst and Fiscal Manager for the Office of Court Administration of

the Third Judicial District, Albany; and Director of Community Relations for the New York State Division of Parole in Albany from 1982 to 1984. She received her Bachelor's Degree in Political Science from American University in Washington, D.C., and a Master's Degree in Public Administration from New York University.



**David Howard** is the Northeast Campaigns Director for the National Young Farmers Coalition. In that role, David pursues state and local policy change in the Northeast to improve land access for young farmers, and to help them be successful in growing their farm businesses. David previously served on former Iowa Senator Tom Harkin's staff, and in the Obama Administration under former USDA Secretary Tom Vilsack. He hails from the small town of Marble Rock, Iowa and holds a BA in political science from the University of Northern Iowa.



**David Liebschutz** is a former SAPA board member and the principal of DSLeadership, LLC, a consulting and coaching firm specializing in leadership training and strategic planning. In addition, he is a long-term public service professor at the University at Albany's Rockefeller College of Public Affairs, where he currently teaches the senior capstone in public policy and an upper level course in administrative leadership. He is also an adjunct professor of management at Siena College, where he teaches the strategic management senior capstone course. He has served in leadership roles on several local and national volunteer boards and committees, including the United Jewish Federation of Northeastern New York and the Yale Jewish Alumni Association. He is a board-certified life coach and earned his undergraduate degree in

economics from Yale University and holds law and policy degrees from Duke University.



**Tom Lukacs** is Vice Chair of SAPA. He Tom is Director of Risk Management for the New York State Department of Financial Services (DFS) and serves as DFS's Internal Control Officer, and Emergency Management Planning Coordinator. Tom oversees DFS's internal control program and monitors compliance with the State's cyber security requirements and standards. From 2000 through 2013, Tom led the NYS Division of the Budget's statewide implementation of the Internal Control, Internal Audit and Federal Single Audit programs and initiated the NYS Internal Control Task Force. In 2007, Tom created the NYS Internal Control Act Executive

Briefing Book.

### **Program Administrators**



**Stephen Schechter**, Ph.D., is Program Chair of SAPA. He is Professor of Political Science at Russell Sage College. Previously he has served as Director of the NYS Commission of the Bicentennial of the U.S. Constitution, Research Director of the NYS Regionalization Commission, Chairman of the Rensselaer County Bicentennial Commission, Vice Chairman of the Albany County Charter Commission, advisor to the Chairman of the U.S. Advisory Commission of Intergovernmental Relations, contractor to the U.S. State Department, and director of grant programs from the U.S.

Education Department. In the field of federalism, he directed the Center for the Study of Federalism, founded the Federalism Section of the American Political Science Association, founded the *Publius Annual Review*, and co-founded the International Association of Centers for Federalism and Intergovernmental Relations. He is the Editor-in-Chief of the 5-volume *Encyclopedia of American Governance* (Macmillan, 2013) and has written and edited numerous books.



**Paul Shatsoff** is presently the Executive Director of SAPA. Formerly he was Director of Government Relations and Clean Energy Programs for the Workforce Development Institute (WDI) which is a non-profit that supports programs intended to improve the lives of working families across New York. Prior to WDI, Paul was the longtime Director of Administration for the NYS Governor's Office of Employee Relations and also was on the adjunct faculty at UAlbany's Rockefeller College of Public Affairs and Policy where he taught graduate courses in Public Finance and

Human Resources Management. He also had administrative responsibility for New York's 457 Deferred Compensation retirement plan. Paul holds a Bachelor's Degree from the University of Connecticut and a Masters of Public Administration from the University of Rhode Island. Though mostly retired, Paul is a part-time consultant in the field of clean energy and energy efficiency.

## New Essentials Program 2018-2019 Schedule

### November 7, Wed—Two Cultures of Administration

How can institutionalists and program specialists in your agency overcome differences to move the agency's missions forward? **Paul Shatsoff**, former Director of Administration Governor's Office of Employee Relations, and former Adjunct Professor, Rockefeller College (University of Albany); and **Stephen Schechter**, Professor, Russell Sage College, who has worked for or served on various federal, state, and local commissions.

### December 5, Wed—Politics and the Permanent Bureaucracy

Much has been made of the tension between the needs of elected officials and their appointees and the policies that have been put into place by civil servants in the permanent bureaucracy or what is disparagingly referred to as the so-called "Deep State." This New Essentials presentation will be led by **David S. Liebschutz**—a Public Service Professor at Rockefeller College (University at Albany), and a proud member of the bureaucracy at federal, state and local levels. David will guide us through consideration of how agencies should reconcile the needs of these two constituencies.

### February 6, Wed—Working for the Hollow State

How to work with a dwindling workforce and increased reliance on outside partners. **Richard Rose**, retired, Director, Bureau of Proprietary School Supervision, Adult, Career, and Continuing Education Services, NYS Education Department; currently, Professor of Educational Leadership, Russell Sage College.

### March 6, Wed—The Ethical Administrator

What are the benchmarks of ethical behavior and how do you deal with unethical behavior in the workplace? **Sorelle Brauth**, former Director of Administration, NYS Department of Public Service.

### April 3, Wed—Less is More

How do you distill mountains of raw information and report the essentials concisely? **Raquel Gonzalez**, Deputy Commissioner for Administration, NYS Department of Agriculture and Markets.

### May 8, Wed—Embracing Diversity

What are alternative ways to maximize workplace diversity instead of simply "dealing with it"? **Lourdes Zapata**, NYS Chief Diversity Officer (tent.)