



## 2011 Member Survey Summary





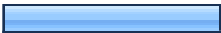
Final Results – as of May 31<sup>st</sup>

- 1,605 members asked to participate in the survey
- 1,084 did not respond, 1 member “opted out”, 60 invitations bounced back, as undeliverable.
- 476 responses as of the survey closing date on Friday, May 27<sup>th</sup> 2:00 p.m. on May 24<sup>th</sup> (MST) or 29.66% of the invited members have participated
- 521 members began the survey, with 476, or 91.4% completing it.
- Most responses are from members (41.5%) with less than 5 years of membership (50.1%), 77.7% have been members less than 10 years. Only 7.3% of the respondents have been members with more than 15 years. 5.2% of the respondents are former members.
- Nearly 46% support the changes proposed for the Academy
- Nearly 43% would support the addition of a “Retiree” classification of membership
- Most respondents (43.4%) would support a dues increase to \$50.00 per year for the Academy. Nearly 10% would remain members with any reasonable dues increase. 16% would discontinue their membership with any dues increase.
- Nearly ½ of the respondents (49.6%) support a stronger national organization, and nearly 44% support standardization of bylaws between the Academy and the Societies.
- Over 50% had no opinion on the ASPA/CPM issue
- 27.7% do not support paid staff support for Academy activities.

Detailed breakdown of all percentages and responses to “open ended” questions are contained in the report that follows.

**Respectfully Submitted by**  
Greg Hyland, CPM, Academy Past President

**You were told about our membership recruitment and retention issues, including only 5% of eligible members captured and over 30% turnover last year alone. What do you feel is the cause of our membership struggles? (select all that apply)**

		Response Percent	Response Count
It's the Economy – people can't get their agencies to pay and they don't have the personal funds		73.5%	363
It isn't worth it - AACPM doesn't provide the value for the money to recruit or retain members		33.0%	163
People only belong long enough to have AACPM on their resume for a specific job opportunity		9.3%	46
The programs don't let new CPMs know about the history of CPM or the availability of AACPM		13.8%	68
It's the Societies that aren't delivering enough value at the local level to recruit and retain members		32.4%	160
	Other - please explain		134
		<b>answered question</b>	<b>494</b>
		<b>skipped question</b>	<b>27</b>

**Page 2, Q1. You were told about our membership recruitment and retention issues, including only 5% of eligible members captured and over 30% turnover last year alone. What do you feel is the cause of our membership struggles? (select all that apply)**

1	Travel restrictions prevent participation in the national conferences, except when it was held in my state.	May 27, 2011 12:06 PM
2	People retire and don't need the networking access, continuing education, etc.	May 27, 2011 11:09 AM
3	There is no active buy-in from organizational leadership from the higher levels. Membership sees non CPM employees advancing from same old networks and associations. Higher levels have little understanding of value added CPM membership in the workplace. Is it worth it if leadership becomes apathetic about the CPM accomplishment?	May 27, 2011 6:51 AM
4	There does not seem to be a lot of communication regarding events and benefits.	May 27, 2011 4:42 AM
5	The problem is with the CPM, not the State Societies or the AACPM. The CPM, as a product, needs to be sold to decision makers at the State (Society job) and National (AACPM's job) level.	May 26, 2011 8:10 AM
6	I think largely those who enroll in a CPM class and graduate often are already members of a specific professional association such as for engineers, planners, public safety etc. and they either can't afford or don't want to pay to also join AACPM or they don't have time and energy to truly participate in both.	May 26, 2011 7:10 AM
7	My organization encourages team member to certified in areas line Six Sigma, PMP, BA and CPM however great has a smaller following of support from the higher manager levels than these others. Also we seem to get more media advertisement about them than AACPM. AACPM seems to send only to its members and I do not know how some of these guys got my name but I get something from them all the time.	May 26, 2011 6:54 AM
8	I think most people go thru the CPM program for the education and the potential job advancement. Many are just too busy to take on another membership.	May 26, 2011 5:45 AM
9	Time is another part.... to busy to participate.	May 26, 2011 2:18 AM
10	I think the biggest issue is the economy. However, I do think the other items on the list here are contributing factors in the decrease.	May 25, 2011 8:40 PM
11	Maybe some of all above b ut the State administration of NJ is not promoting the CPM as previous administrations have.	May 25, 2011 2:46 PM
12	Resourse demands during a time of stagnant hiring have made it very difficult to participate in Society events, long work days and weeks. I haven't seen evidence that my employer values my membership in the Society.	May 25, 2011 2:27 PM
13	Need to spread the word to previous CPM members who did not take advantage of the membership or may not have been awaver of it's value.	May 25, 2011 2:08 PM
14	Economy/value - I know several perople that attended the CPM and none of them can tell me any value other than a nice spot on the love me wall - DOT does not appear to value the program but they keep sending people	May 25, 2011 1:49 PM
15	Increasing the visibility of the Association is also very important. It would be ideal if I did not need to explain to prospective employers what CPM stands for.	May 25, 2011 1:41 PM

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16	I believe a contributing factor is lack of agencies support in providing time off or letting them be available for time off and also with fiduciary commitments.	May 25, 2011 11:35 AM
17	I'm not qualified to theorize on whether the other 4 causes might be affecting membership.	May 25, 2011 11:33 AM
18	Time	May 25, 2011 10:44 AM
19	With so many activities, memberships, organizations, training and regular job duties to perform, I don't see the benefit outweighing the time it takes to participate. I am also removing myself from numerous emails and tweets. Participation overload.	May 25, 2011 10:30 AM
20	I think communications has some part of it. I don't get very many.	May 25, 2011 10:11 AM
21	for me, it is the increased workload as I work in public welfare and as the volume of customer has more than doubled, our staff has been cut 30% and I simply don't have time during the work day to be involved.	May 25, 2011 10:05 AM
22	There is a misperception about the value the AACPM provides to members. There is a need for AACPM and member societies to do a better job educating CPMs.	May 25, 2011 9:51 AM
23	Its a combination of both. With reference to Monroe County, the linear aspect (125 miles long) of the Keys severley hampers the ability to meet with other members.	May 25, 2011 9:39 AM
24	Lack of funds and time to attend meetings.	May 25, 2011 9:31 AM
25	Not real sure...	May 25, 2011 9:30 AM
26	in South Carolina the local chapter is very active in providing continued leadership for all members and outsiders as well.	May 25, 2011 9:23 AM
27	Am a member, but asked if there were more activities throughout the state than just primarily in the Raleigh area. Was told mainly Raleigh... Can't really attend activities in Raleigh since I do not live close by.	May 25, 2011 9:08 AM
28	outreach - often a personal phone call or note will encourage participation from new - as well as seasoned CPMs.	May 25, 2011 9:08 AM
29	I am fine with paying for membership, but being a State Employee my Supervisor will not let me leave work and drive up to SLC to the meetings unless I use vacation time. In the past I ask if we couldn't have some of the trainings in Provo. Is there a way that if you are a CPM Graduate/Member your department you work for must allow you to attend if you would like? The State Paid for my CPM Course and now that I have completed it, I am not allowed to attend any of the monthly meetings. That's a lot of money to invest in an employee and the employee is cut off cold turkey on being involved with CPM. It doesn't make sense.	May 25, 2011 9:06 AM

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30	As a local society board member, it does not appear that there is any benefit derived from the AACPM membership other than association with the name. Members do not understand the basis of a portion of their local membership going to the AACPM other than it being a requirement to maintain the affiliation.	May 25, 2011 9:06 AM
31	I sent my application and check and it was never processed but the check cashed.	May 25, 2011 8:51 AM
32	I don't see that it really has any value to me other than supporting my local Society.	May 25, 2011 8:50 AM
33	It's the Economy but not where people don't have personal funds but are saving their personal funds for "priority" items and this membership is not seen as a priority. It's not worth it when one asks, "What do I as a recruit GET for my money or membership?"	May 25, 2011 8:45 AM
34	If my agency stopped paying for my membership, I would not be able to afford it out-of-pocket.	May 25, 2011 8:35 AM
35	I don't see any benefit from belonging to AACPM. My local chapter-yes	May 25, 2011 8:33 AM
36	Professional development isn't held in as high regard as in the past. People are doing more of what they're bosses are requiring.... which is focusing more on their jobs than their personal growth.	May 25, 2011 8:27 AM
37	The key to membership growth is a successful retention policy. The cornerstone of a successful retention policy is getting individuals involved as volunteers in Society activities and causes and frequent, widely desiminated recognition of their efforts. The success of AACPM rides on the success of the Societies.	May 25, 2011 8:26 AM
38	Competing with other professional organizations such as American Society of Public Administrators, American Planning Association, International City Management Association, etc.	May 25, 2011 8:23 AM
39	There is no benefit for people to belong.	May 25, 2011 8:20 AM
40	the number of on going projects that I am involved with has left me with very little time to effectively participate in the chapter's activities.	May 25, 2011 8:19 AM
41	Any all-volunteer organization is going to suffer as the volunteers "age-out" of the system - not a lot of value-added for retirees. Also, it's not just that the economy causes agencies not to pay, but in our state there are not many agency heads who know about or are members of the CPM society and so there is no longer any "political" advantage to supporting the organization.	May 24, 2011 11:16 AM
42	The CPM is not a well recognized credential. For example, I've had people ask if it meant "certified purchasing manager". Without that recognition, it will be a hard sell.	May 23, 2011 5:49 PM
43	For many members is appears that about the only thing that is provided is an annual conference that is very expensive. We receive a newsletter but is does not have any substance in regards to improving my management / leadership skills. All local training / conference are through the local CPM Societies.	May 23, 2011 12:09 PM

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44	CPM's need to have requirements for annual training and memberships in order to maintain certification. This would provide both the need for membership and a benefit to members.	May 23, 2011 10:30 AM
45	Employers, most notably the State of Wisconsin, do not consider the program of value in hiring and promotion.	May 23, 2011 9:14 AM
46	With cut backs, people are doing more work and do not have time for anything extra.	May 23, 2011 8:18 AM
47	Marketing. I am a new member to the Oklahoma program and with each meeting I attend I ask the question of the benefit to being a member. I've been seeking real stories on how membership is of benefit. In my mind this type of information should be the lead in for every meeting. People will spend money if there is a benefit to membership or if they believe in the mission enough to support the efforts being made to achieve a level of benefit. I would recommend spending more time bragging on yourselves and giving real case scenarios on how membership has benefitted its members.	May 23, 2011 8:18 AM
48	In my case, I also belong to a professional society directly related to my area of specialization. That costs in the neighborhood of \$400/year, so in an economic pinch I would drop the AACPM if necessary.	May 23, 2011 7:32 AM
49	AACPM Board members spend too much money on travel and not enough on benefits to members.	May 22, 2011 1:45 PM
50	AACPM is too expensive and does not provide and value to me except for having a "nationwide" CPM professional organization. AACPM dues could be better spent by having a Continuing Education Program or returning AACPM's portion of our dues back to the states so they can provide local CPM training / events	May 22, 2011 6:40 AM
51	Same old people at the lead no one is new. I am retired it is not happening in this generation. In Oklahoma a number of agencies have their own leadership management programs and are not supporting CPM	May 21, 2011 5:56 PM
52	Where is the ROI?	May 20, 2011 12:06 PM
53	The program is not recognized and valued in the State of Washington. I	May 20, 2011 11:41 AM
54	Lack of management support for implementing methods of CPM, lack of ongoing learning opportunities.	May 20, 2011 9:26 AM
55	Budget restrictions effect the number of applicant opportunities. In addition, increasing demands of do more for less is restricting available time for participation by current members.	May 20, 2011 9:05 AM
56	Economy is key however personal funds probably are available but people may be resistant to using personal funds if they do not have the support of their agency.	May 20, 2011 8:00 AM
57	credits earned in becoming a cpm cannot be transfered to a masters degree program	May 20, 2011 6:30 AM

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58	I don't have enough knowledge about the reason(s) to respond.	May 20, 2011 6:30 AM
59	No value from either the national or local society for being a member.	May 20, 2011 6:12 AM
60	Need to be more aggressive in promoting and advancing - marketing - the value of holding a CPM designation.	May 20, 2011 4:27 AM
61	The lack of a retiree member category is also a contributing factor with many Members having already retired or will be retiring shortly. The issue of Societies not delivering sufficient values varies widely with some doing a great job and others doing little or nothing.	May 19, 2011 7:46 PM
62	The vision is not catching on with new members. Need to talk to Ken Henning for suggestions.	May 19, 2011 6:41 PM
63	Most people can't get to the conference (time/money) so they see academy activity only through what their societies do	May 19, 2011 6:00 PM
64	The agency I work for does not appear to be supportive of the society although it supports the training.	May 19, 2011 3:14 PM
65	I think the members don't see that they benefit from belonging,	May 19, 2011 2:42 PM
66	Some societies do not publish availability -- but my agency has never paid for anything as far as membership dues.	May 19, 2011 1:26 PM
67	As I am a new member, I'm not aware of all that AACPM offers or the background on it so I can only comment from my limited time in the organization. I don't know about other states but Kentucky has had a tremendous amount of retirements over the last couple of years and I think this is a contributor. Also, our CPM Program has been put on hold due to funding...another huge contributor.	May 19, 2011 12:43 PM
68	It's a little bit of all of the above.	May 19, 2011 12:31 PM
69	The membership fee is not high enough to be related to the ability to pay. As to the second item, it is hard to escape the old adage "you get what you pay for." One can have two of the following three, but never all three at the same time: low cost, timely delivery, quality. If one opts for low cost and timely delivery, quality will necessarily suffer; if one opts for timely delivery and quality, the cost will be greater; if one opts for low cost and quality, delivery will become an issue. I have no opinion on the third item because I do not personally know anyone else with the designation. I believe history and availability are non issues.	May 19, 2011 12:03 PM
70	Similar material is frequently included in other societies and conferences; i.e. not enough unique content.	May 19, 2011 11:44 AM
71	It is more than just personal funds. I can swing the cost but I do not have time to attend anything because I am doing 2 and 1/2 jobs now and I barely have time to eat lunch. This is related to the economy as well so I wanted you to know that time is a BIG factor for me.	May 19, 2011 11:43 AM
72	It appears that the agencies do not care unless they need to have a project done. They otherwise ignore your completion.	May 19, 2011 11:39 AM

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73	Other - the "it's all about me" generation. People don't even show up for a free lunch anymore.	May 19, 2011 11:30 AM
74	If undergraduate/graduate level credits were available, membership and participation would increase.	May 19, 2011 11:22 AM
75	New member want to know how the society will benefit them and what is the advantage for becoming a member.	May 19, 2011 11:07 AM
76	Our department is understaffed in most every area which means everyone is carrying a higher than average workload. Leaving the office to attend training regardless of the value creates extra stress.	May 19, 2011 11:06 AM
77	I think part of it is because of the economy. However, it is puzzling to me when I hear people say that if their agency doesn't pay, then they are not willing to pay. This seems short sighted on their part as I have always paid from my funds as I saw the value of the membership.	May 19, 2011 11:02 AM
78	I think the bottom line is VALUE. Value of the organization on both the state and national level and the value of attaining CPM. In NJ the state used to sponsor the CPM Classes they no longer do so. The local CPM Society is a great group but they don't do much. The dues are \$50 (of which they send a portion to you) and I have been paying them for years more to support the program as I haven't gotten anything from the group. I'm in Law Enforcement administration and find CPM is one of best things I done to help me in these trying times. However when you mention CPM no one else knows what it is. An ad campaign such as "Certified Public Managers have the tools to get us through these hard times" and a blurb about CPM would go along way. The public wouldn't mind paying for dues and training if they need in the long run they would save money.	May 19, 2011 10:53 AM
79	I don't think individuals understand the value of belonging	May 19, 2011 10:51 AM
80	There is not much support from management to carry on the principles of CPM once a person completes the program. The CPM program is a hollow program in the workplace after completion of the classes.	May 19, 2011 10:37 AM
81	Our state reorganized the supporting universities from 4 to 1 in an effort to improve the program, but made it less accessible by public employees.	May 19, 2011 10:02 AM
82	My agency will not allow me to attend on work time any longer.	May 19, 2011 9:51 AM
83	Everything is in Eastern Kansas which makes it difficult economically for others involved.	May 19, 2011 9:33 AM
84	Time, people are busy and involved with so many different areas of their lives.	May 19, 2011 9:29 AM
85	Meetings and events that are held during normal business hours are difficult to attend with the downsizing and workloads of most agencies.	May 19, 2011 8:43 AM
86	There is not enough buy-in from Agency leadership where we work. When we are first approved as candidates there should be a commitment of support from members' respective agencies.	May 19, 2011 8:35 AM

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87	I work for a law enforcement agency. The sworn officers that run the agency only see CPM as a value to the sworn for promotional development. The CPM is seen as a career enhancement program only for sworn; which is why they attend on duty and paid for by the agency. For civilians like myself, the leadership in the agency don't view their civilian administrators as equals when it comes to management; hence CPM is not a development program offered to civilians. I had to attend on my own time paid for from my own pocket. So, I'm not allowed to attend CPM meetings on duty. You have to remember that police departments are a two-class system; basically a lords and serfs system. So until I change that mindset (which won't happen), it is difficult to near impossible for me to participate in CPM.	May 19, 2011 8:32 AM
88	Not enough information is heard or sent about AACPM and the benefits of belonging. I don't think I renewed my membership because I wasn't aware it had expired.	May 19, 2011 8:29 AM
89	Those in authority do not give the program the recognition or the support that it should get.	May 19, 2011 8:27 AM
90	I have been a paying member from before I even finished with my CPM program and I am still a paying member but communication on a local level is lacking. I don't recall that I have ever even gotten any evidence that I ever paid. Like an annual trade license/AAA membership/Good Sam's Club etc. We at least get a wallet card to let us know they got our money and that we are a member in good standing for that year. I don't know what happens to my money unless I pay with a check and my check stub comes back to me through my bank. If there was some evidence of belonging for those of us that don't have the opportunity to get out to the monthly mtgs. it would be good.	May 19, 2011 8:18 AM
91	Lack of Communications at the State Level	May 19, 2011 8:16 AM
92	I was forced to choose an answer but honestly, I don't think it's that simple; I think it is a combination of the above reasons. I also believe people are being forced to "choose" a membership whether they pay for it themselves or their agencies do, and AACPM isn't the one being chosen.	May 19, 2011 8:12 AM
93	Wisconsin state government leadership is not aware of the advantages that CPM has provided to the graduates of the program, therefore it provides minimal advantage when seeking promotional opportunities.	May 19, 2011 8:04 AM
94	I think that having continuing education would be helpful for CPM members. It would give them a reason to continue being members. I also think that thinking longterm for CPM there should be an effort for seeking licensure. This would then make the AACPM very valuable, especially in regards to CEUs	May 19, 2011 7:59 AM
95	Employees are active in other organizations and can't belong to every one.	May 19, 2011 7:46 AM
96	General overextension in everyday workload and social obligations. Hard to find time to be a contributing member.	May 19, 2011 7:44 AM
97	I also believe that the current societal culture (Think Facebook and X-box) doesn't lend itself to professional or fraternal association as it has in generations past.	May 19, 2011 7:39 AM

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98	There is no incentive to attend training sessions because it doesn't matter whether they attend or not. Their certification does not require anything to re-certify other than pay your dues. I am a member of NIGP from our local State procurement organization SCAGPO and we are required to attend trainings, work on committees and attend the annual conference for Re-Certification Points. We have to accumulate a minimum number every five (5) years in order to maintain and retain our professional certification. AACPM has no requirements like that, so the local members after graduating can always be a certified CPM and never get involved or attend training sessions or conferences.	May 19, 2011 7:26 AM
99	Another by-product of the poor economy is that managers are required to spend more time in the trenches rather than big-picture, strategic planning which includes learning and sharing new ideas. We were formerly afforded the time and opportunities to network, attend training, keep up with the latest management trends, etc. There's just no time or money, and attending anything within the normal business day is almost impossible. I don't think people see the value in belonging to a cyber-association. I do, and enjoy getting my information this way. Perhaps this should be your shift in structure. I would continue to pay in order to receive info.	May 19, 2011 7:13 AM
100	My county in Florida has had severe budget cuts and layoffs. Not only is it monetary, but with the staff shortages, participating members cannot devote time to do any additional participation.	May 19, 2011 7:12 AM
101	The NH managers group performs alot of the same functions..and people dont have the time to be active in both.	May 19, 2011 7:10 AM
102	I am not sure why I would want to be a memeber - the benefits are not clear.	May 19, 2011 7:08 AM
103	What is the Mission and Vision and how is that being achieved with the Leadership to drive it passionately? No buy-in comes from a lack of interest and weak leadership.	May 19, 2011 7:08 AM
104	Being retired, it doesn't do anything for me except to retain CPM status just in case I decide to go back to work.	May 19, 2011 7:08 AM
105	I don't believe enough agencies/departments value the effort or know enough about the CPM process to value the effort of folks who complete the CPM program. Some want the value of membership to be recognized and rewarded by employer and when none is received the person may think/feel that the value of membership has little merit to personal goals.	May 19, 2011 7:04 AM
106	Even though my agency is not currently paying for certain registrations/fees,the main reason is shortage of staff, which means we are doing more with less.	May 19, 2011 7:01 AM
107	Members need to be reminded of why the society is of value and the society needs to demonstrate more influence in networking and promoting members to more leadership roles.	May 19, 2011 6:43 AM
108	Could it be supervisors are not letting employees attend thinking they have invested so much time to get their certification.	May 19, 2011 6:42 AM

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109	We should come up with continuing training. It seems once your initial training is over there isn't much to keep you current after you complete the intitial course. Other groups have continuing training.	May 19, 2011 6:38 AM
110	There should be an other checkbox. It seems like there is too much leadership change at the national level. There needs to be better communication throughout the entire AACPM. Also, CPM isn't a widely used name in many states, nor am I aware if the federal government views the CPM designation as an equivalent to a CPA, CFP, etc. Brand recognition is key.	May 19, 2011 6:30 AM
111	Some managers want staff to have the education, but then don't let them participate beyond taking the classes.	May 19, 2011 6:24 AM
112	Shrinking government budgets causing more work with less people. Employees cannot become involved due to work commitments. Also retirements are a concern in my opinion.	May 19, 2011 6:21 AM
113	Professional societies in general are experiencing difficulty with membership. People are pressed for time and cash strapped. Professional organizations need to provide something members value in order to retain members.	May 19, 2011 6:14 AM
114	I really loved my experience in the CPM program, but as a graduate, there just doesn't seem to be an interest in the monthly luncheons. Just not sure what the problem is.	May 19, 2011 6:09 AM
115	Doesn't carry the same level of prestige/credibility as other accredited professions (for example CPA, CFA).	May 19, 2011 6:01 AM
116	It's the Economy - people have to cover a lot more job duties since positions are being left open and they don't have time to devote to "extra" activities that are not part of their job requirements.	May 19, 2011 6:00 AM
117	I think if there were more certificates offered through CPM I would be more inclined to attend classes and events through the CPM program. Possibly a master's degree or something comprable.	May 19, 2011 5:49 AM
118	Potential members don't see what they are getting for the money. Also, I believe with a change in generational times people don't want to be in a networking group.	May 19, 2011 5:49 AM
119	All events seem to be based in Phoenix and agencies are not paying for travel or lodging for these events.	May 19, 2011 5:48 AM
120	In Missouri I didn't even hear about CPM until 2 years ago and the AACPM until I was in the class. When I have told other City Administrators about the CPM program, they seem interested to find out more. I think the competition among training programs and associations plays a big factor in our area.	May 19, 2011 5:48 AM



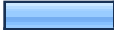


**Page 2, Q1. You were told about our membership recruitment and retention issues, including only 5% of eligible members captured and over 30% turnover last year alone. What do you feel is the cause of our membership struggles? (select all that apply)**

121	<p>The training and experiences I had getting my CPM Credentials was extremely great training for one in a professionally ran organization but it had zero influence in the state government agency I work for and especially my department (IT) which was more helter skelter oriented than professional. I worked in manufacturing for more than 20 years and was a Certified Manufacturing Engineer and professionalism was promoted. Manufacturing in the USA had been going downhill since the early 70s and after my second plant closing and a 3rd layoff in 11 years I made a family decision to take a significant cut in income to change careers going into IT work for a state agency - this has proven to have been a mistake career wise. To be fair about it, I did not take the CPM course until late in my state government career. I feel that the time I spent working with the CPM course actually hurt my IT career because the IT manager did not believe in management training and also others in my department (including my subordinates) worked on new projects that I gained little experience with - I became the last person the IT manager would go to for information and he had no problems going directly to my subordinates. I was hoping the CPM program would help me get a better paying job in other areas within state government. That just has not happened because most of the better paying jobs are going to the folks from within the respective areas and I believe that is the way things should really happen. In my state agency there are no career paths for advancement. Since we change administrations every 4 years it has proven that political/personal favoritism is more of a factor in the better jobs.</p>	May 19, 2011 5:46 AM
122	<p>Hiring and raise freezes that do not allow the benchmark are part of the problem, people have so many things going on in their lives due to our fast paced society that they don't want to commit the time and effort especially when they can see no immediate personal benefit.</p>	May 19, 2011 5:45 AM
123	<p>Trainings and other benefits have been restricted to the Columbia area here in South Carolina. I don't know whether long distance learning or webinar trainings would help. I don't know the costs, benefits, etc. Members feel somewhat isolated and this contributes to the lack of participation.</p>	May 19, 2011 5:35 AM
124	<p>There is no wow factor with the AACPM. In reading through the material sent a few weeks back, I could easily recognize that factor in the ASPA website. You have to be a resource that people can find useful and beneficial. There are really no benefits to the AACPM membership, other than stating that you belong to this Society on a resume.</p>	May 19, 2011 5:23 AM
125	<p>Extended family obligations and commitments..</p>	May 19, 2011 5:22 AM
126	<p>Seeing AACPM on your resume provides only limited value. A resume gets you in the door, but they want to KNOW you can manage. I myself have seen no real value from membership with the AACPM. I do not know how to make the membership fee worthwhile, but I feel like I am essentially paying for nothing. I have considered canceling my membership. I just don't see what is being offered of value. Being in IT, it's not like I can read documents all day and "learn about management", so even offering learning materials online is of little value. I am busy working all the time!</p>	May 19, 2011 5:17 AM

**Page 2, Q1. You were told about our membership recruitment and retention issues, including only 5% of eligible members captured and over 30% turnover last year alone. What do you feel is the cause of our membership struggles? (select all that apply)**

127	On a national level I don't see what the value added is. If it is there we don't seem to communicate it very well. On the local level I am not very happy with our current leadership. They aren't very proactive at promoting CPM sponsored events and they certainly don't market CPM. Unfortunately, due to the economy the state has stopped supporting new classes and recruiting new people into the program.	May 19, 2011 5:15 AM
128	Agencies need to see a difference made by those who belong to AACPM especially if they are paying their fees. Maybe AACPM can think of a way where their members will have a bigger effect on their workplace and/community	May 19, 2011 5:11 AM
129	I'm a member in Ohio. In the past, I mailed my annual renewal dues (including the AACPM funds) to the Ohio CPM Society each year based on when I thought they were going to expire, i.e., in the past 7 years prior to this year, I've never been notified by the Ohio CPM Society that my dues were due. This year I forgot to guesstimate when my dues were due and thus forgot to be proactive about mailing my payment. I received a renewal notice from the Ohio CPM Society in March 2011 and promptly paid my dues, including the \$20.00 that was for AACPM membership. However, I received an e-notification from AACPM in April 2011 that I had not renewed my membership. I think the Societies need to do a better job of communicating membership information to their members on a timely basis, not to mention communicating regularly with AACPM regarding who has paid their membership. I'd prefer to mail my payment to AACPM directly if you are able to set up that type of billing system.	May 19, 2011 5:10 AM
130	many public managers become CPM's to get out of work and there is no follow up from the government unit to expect more from those employees. Lack of commitment all around	May 19, 2011 5:05 AM
131	There has been no local chapter to join.	May 19, 2011 5:04 AM
132	My SRAA told me that being a member of AACPM and then winning the Gene W Childress Leadership is "inappropriate" for the Department for Protection and Permanency, we use the Academy at ECU.	May 19, 2011 5:00 AM
133	It is the local chapters where the value gets delivered to its members. Agencies are not spending on CPM classes and members see that as a reason to no longer continue being a member in a chapter.	May 19, 2011 4:55 AM
134	It's also the time involved to really take advantage of the opportunities. I am now performing the duties of two positions, I think twice about any time commitments because of my work obligations.	May 19, 2011 4:48 AM

**Current Academy membership classes include Fellow, Member-at-Large, Associate, Consortium and Honorary members. Do you feel additional membership categories are necessary to help offset some of the membership decline and turnover being experienced? (select all that apply)**

		Response Percent	Response Count
Yes – a Retiree class would help retain our retiring members		42.4%	215
Yes – a Spouse/Partner class would provide an opportunity for additional members		7.7%	39
Yes – a Friend of AACPM class would provide an opportunity for additional members		16.0%	81
<b>No – I believe the current membership classifications are sufficient</b>		<b>43.6%</b>	<b>221</b>
No – I believe there are already too many options		12.8%	65
	Other Classification Ideas		52
		<b>answered question</b>	<b>507</b>
		<b>skipped question</b>	<b>14</b>

**Page 3, Q1. Current Academy membership classes include Fellow, Member-at-Large, Associate, Consortium and Honorary members. Do you feel additional membership categories are necessary to help offset some of the membership decline and turnover being experienced? (select all that apply)**

1	Unless you have made a lot of friends in the organization, I don't know why one would continue after retirement.	May 27, 2011 12:07 PM
2	CPM Mentors	May 27, 2011 6:53 AM
3	I did know about the Fellow, Member at Large, or Honorary memberships	May 26, 2011 1:11 PM
4	It might be worthwhile to get newsletters and keep in touch.	May 26, 2011 8:12 AM
5	If you create classes that offer a discount to the regular membership fee, that should help; such as for retirees, students, the unemployed professional or those who have salary below a given threshold and/or work for an entity that is below a given size.	May 26, 2011 7:13 AM
6	Instead of adding new categories, can you expand the descriptions of some of the existing categories to include new membership base incase the problem is the description is too narrow?	May 26, 2011 7:06 AM
7	Time is valuable.... CEH already come into play.	May 26, 2011 2:22 AM
8	Didn't know there were classes for memberships.	May 25, 2011 7:07 PM
9	Maybe a CPM Emeritus.	May 25, 2011 2:48 PM
10	A retiree class would allow AACPM to have members with more time to help with activities. Right now because of the economy, working schedules are busy.	May 25, 2011 12:44 PM
11	Although I think members should be CPMs, I wonder what a "friend" would be???	May 25, 2011 9:43 AM
12	The additional opportunities only detracts from the main purpose and appears to be strictly a monitary/numbers initiative.	May 25, 2011 9:15 AM
13	I still believe that if you are a CPM member you should have the choice to attend the meeting with out using your vacation time.	May 25, 2011 9:11 AM
14	Honestly I really don't know.	May 25, 2011 9:09 AM
15	Possibly a Candidate classification for people who are not sure in which category they belong.	May 25, 2011 9:00 AM
16	I think you have to do a better job of explaining the benefits of being a member first. None of these categories will interest me if I was not already actively involved or saw the benefits of getting involved in one of these roles (retiree, spouse/partner, friend).	May 25, 2011 8:51 AM
17	Members should be educated to know that retirees can still be members.	May 25, 2011 8:39 AM
18	The current classifications are sufficient. However, a spouse/partner class would be a nice benefit. Spousal support is a great motivational tool.	May 25, 2011 8:28 AM
19	In addition to retirees, people who leave government positions should be able to retain their AACPM membership	May 24, 2011 10:39 AM

**Page 3, Q1. Current Academy membership classes include Fellow, Member-at-Large, Associate, Consortium and Honorary members. Do you feel additional membership categories are necessary to help offset some of the membership decline and turnover being experienced? (select all that apply)**

20	Too many classifications dilutes the purpose of membership.	May 23, 2011 5:50 PM
21	Honestly, to date I don't understand why there are so many options and the benefit derived from each level. Recognizing that there are those who like "Titles", I think the majority would rather have a simplistic membership with a clear understanding of the opportunities afforded under that membership.	May 23, 2011 8:24 AM
22	I am in favor of a Retiree class only if AACPM reduces / waives their dues so that my state will receive my dues and be able to deliver local CPM events / training.	May 22, 2011 6:45 AM
23	I once proposed to my chapter that we set up a life-time membership - with rules and fees. Rules might include when a person retires from current public employment - a fat fee - and the chapter's understanding that they would have to continue to pay AACPM fees and other required fees	May 20, 2011 2:47 PM
24	Change Fellow (I never understood it) to Certified Member and Open membership to all public managers with General member. Drop Member-at-Large. It's hard to know without knowing how many members are in each category.	May 20, 2011 7:42 AM
25	The retiree category is most critical because of the aging population of Academy Members. The Honorary category needs clarification. Ken Henning as the CPM Founder should be listed as Emeritus Honorary. All others selected to be Honorary Members should be listed together as a separate group.	May 19, 2011 7:53 PM
26	"Spouse/Partner" and "friend" are already possible to members-at-large as an associate member category. If societies offered these categories that AACPM could also bring them in as assoc members.	May 19, 2011 1:23 PM
27	To generate interest early, consider extending membership to enrollees/students in good standing while attending classes. Benefits could include publication of CPM assignments recommended by faculty and exposure to motivational speakers and to change agents.	May 19, 2011 12:11 PM
28	Student - not only program, but perhaps regular college, or even high school students.	May 19, 2011 11:31 AM
29	I believe active membership must be a requirement...exclusive membership in organizations tend to encourage others to become members.	May 19, 2011 11:23 AM
30	It is not about the number of members - it is about the quality of members - set the criteria, give value to membership, retain retirees and go with it. Don't water down the reason to join just to say we have X number of members.	May 19, 2011 10:55 AM
31	Affiliate membership class (from another organization) might be helpful.	May 19, 2011 9:00 AM
32	Some of us get tired of certain number of members that use the meetings as brag sessions or a way to pad their egos. I believe in the CPM program because it is a firm foundation to be a better person and a better state employee; not to gratify my ego or anyone else's ego.	May 19, 2011 8:31 AM
33	I marked this because I am close to retiring. Other expansions may be as valid	May 19, 2011 8:18 AM






**Page 3, Q1. Current Academy membership classes include Fellow, Member-at-Large, Associate, Consortium and Honorary members. Do you feel additional membership categories are necessary to help offset some of the membership decline and turnover being experienced? (select all that apply)**

34	I do believe the current membership classifications are sufficient, however, a retiree membership class might have some added value to the members and Academy.	May 19, 2011 8:18 AM
35	I have peers that would bring their partners to help them increase their knowledge base. Also there are many people who have leadership certificates that don't have a professional society associated with them and would join CPM, especially if CEUs were offered to show their continued efforts in learning about leadership	May 19, 2011 8:01 AM
36	Downsize the membership class option to Active, Associate and Retiree	May 19, 2011 7:46 AM
37	Most members don't care about the classifications and for those that may care it is just plain confusing. What is the advantage to having so many classifications? Can't we just all be members.	May 19, 2011 7:41 AM
38	I do not oppose opportunities to network with folks who are not certified, but we need to develop national requirements that require participation of our membership in order to put some teeth and incentive in the system!	May 19, 2011 7:29 AM
39	Need to have explanation of some benefit to keep up membership	May 19, 2011 7:10 AM
40	Perhaps one for educators/instructors.	May 19, 2011 7:09 AM
41	I answered yes above ONLY if they are considered to be Honorary members and may NOT add CPM to their title and resume, other than as an HONORARY member of an organization.	May 19, 2011 6:26 AM
42	I think people appreciate these memberships during these times, because it is something additional they can list on their resume	May 19, 2011 5:54 AM
43	Many associations have Partner Membership that are valuable sponsors of national meetings. Partner memberships tend to be the same or higher to have access to membership.	May 19, 2011 5:48 AM
44	The society might consider including other societies which have stringent requirements like, Leadership South Carolina here in this state, to increase membership, standing in the community, and finances.	May 19, 2011 5:38 AM
45	I don't believe retirees would be interested. Their work-life is over. Not sure this is really the root of the problem at all, actually.	May 19, 2011 5:18 AM
46	I feel there needs to be a more robust marketing program for promoting CPM. We need to be telling more people about it. There are so many that don't even know what it is.	May 19, 2011 5:17 AM
47	I was not aware these were the classifications in use. I thought the only classifications were "student" and "fellow."	May 19, 2011 5:12 AM
48	if people want to belong, they will pay; if not willing to pay, they are not committed.	May 19, 2011 5:05 AM
49	Having not been involved in a Chapter I have no idea.	May 19, 2011 5:05 AM

**Page 3, Q1. Current Academy membership classes include Fellow, Member-at-Large, Associate, Consortium and Honorary members. Do you feel additional membership categories are necessary to help offset some of the membership decline and turnover being experienced? (select all that apply)**

50	AACPM 'Emeritus' class may be considered for older retired/disabled members.	May 19, 2011 5:02 AM
51	Student membership	May 19, 2011 4:52 AM
52	I think all members should somehow be involved in the CPM program, as a candidate or retired CPM.	May 19, 2011 4:49 AM

**What are your thoughts about the ASPA Section on Certified Public Management (ASPA CPM Section)? (select all that apply)**

		Response Percent	Response Count
I don't see this as relevant to CPMs since certification is not required for membership		11.0%	54
This is a great development that provides additional opportunities for CPMs		19.8%	97
I am concerned that this organization may compete with AACPM for potential new members		23.4%	115
I am concerned that existing members may choose to leave AACPM for this organization		18.9%	93
<b>I don't have any opinion about the ASPA CPM section</b>		<b>50.9%</b>	<b>250</b>
	Any other thoughts regarding ASPA		61
<b>answered question</b>			<b>491</b>
<b>skipped question</b>			<b>30</b>

**Page 4, Q1. What are your thoughts about the ASPA Section on Certified Public Management (ASPA CPM Section)? (select all that apply)**

1	Have no idea what ASPA is.	May 26, 2011 2:25 AM
2	I am not familiar with the ASPA CPM Section and do not feel I can accurately answer this question.	May 25, 2011 2:00 PM
3	Don't know much about it.	May 25, 2011 10:12 AM
4	I see it as an organization to benefit CPM's by equipping the candidates as well as CPM alumni' with additional information pertaining to Public service and effective government services processes.	May 25, 2011 9:57 AM
5	Comparason would need to be based on both national recognition as well as strength at local level. One of the key elements appears to be chapters of the national organization versus the disconnect associated with local society identification.	May 25, 2011 9:20 AM
6	The ASPA section is aimed to bring in new CPM programs and has little to do with graduates/societies.	May 25, 2011 9:08 AM
7	I don't know what this is	May 25, 2011 8:52 AM
8	I do not know enough about this to have an opinion.	May 25, 2011 8:51 AM
9	I don't remember reading this	May 25, 2011 8:41 AM
10	A joint membership into the AACPM and ASPA CPM could bring a lot of value and benefits to our members. We should look at ways we can align with well respected professional associations. I selected that "Economy" is a major reason our membership is down. Maybe if our members can gain joint membership to AACPM and ASPA CPM for the same price - wow! Big bang for the buck!	May 25, 2011 8:40 AM
11	I think AACPM should merge with ASPA and eliminate the "competition" factor and serve as a premier alumni section of ASPA.	May 25, 2011 8:26 AM
12	something needs to be in place to recertify to keep CPM designation AT THE LOCAL LEVEL	May 25, 2011 8:22 AM
13	This "could be a great development that provides additional opportunities for CPMs". We have a history of "competition" with ASPA, both with membership and with conflicting agendas. I have tried to maintain membership in both. However, in this state, ASPA is college/university affiliated and CPM is not. Even though the instructors are almost all university-affiliated (and therefore usually ASPA members), the CPM instructional program is managed by a state agency (DHRM), while the state CPM organization is not agency affiliated. Historically, CPM conferences were affiliated with the governor's office, but run as "joint ventures". I'm not sure whether the current governor is even aware of our existence. Because all states have a different structure for both their instructional programs and their CPM organizations, we don't have a united front with which to market our viability as a value-added professional organization. I think that support from all fronts (political, state/local government agency, and university support) will be necessary to "survive". I like the idea of a CPM section in ASPA, but I am also concerned that we could be swallowed up in an organization with paid staff if we don't have paid staff for AACPM.	May 24, 2011 11:30 AM

**Page 4, Q1. What are your thoughts about the ASPA Section on Certified Public Management (ASPA CPM Section)? (select all that apply)**

14	I have not looked at their website or done any research on the group	May 24, 2011 10:45 AM
15	The ASPA could require membership in the future once its base is developed.	May 23, 2011 6:05 PM
16	As a newby, I don't have the background or the knowledge of the acronyms used in the letter. It may or may not be a good idea right now I don't have an opinion.	May 23, 2011 8:26 AM
17	Not enough information has been provided about the details of ASPA's CPM section, but either way AACPM or ASPA must provide value for their membership. I'd like to learn more about the CPM Consortium members' opinions on ASPA and AACPM because they are the organizations delivering CPM training and are the backbone of any nationwide CPM organization.	May 22, 2011 6:49 AM
18	I feel there may be a way that AACPM and ASPA could work together to promote the value of CPM something I feel is lacking in the AACPM	May 20, 2011 5:14 PM
19	People go where there is the greatest value. If you produce something of value if they know about it they will come.	May 20, 2011 2:23 PM
20	Had not heard of ASPA before the start of your recent conversations.	May 20, 2011 1:36 PM
21	I never heard of them until just now. Looked at their web site. The two groups might well be in competition, but I did wonder, if you don't have to be certified to belong, what do they talk about? Are there incentives for us to work together?	May 20, 2011 9:11 AM
22	Unless we can offer the same or better service we should join them and force the Consortium to create a standard test that does not restrict the credential to AACPM membership. The AACPM should open membership to all public managers because the Consortium has made membership available in a non-CPM society.	May 20, 2011 7:42 AM
23	I have no knowledge about the ASPA. In fact, before receiving a request to reply to this survey, I haven't really had communication from AACPM before. Maybe that's a problem to be addressed in retaining membership? I readily identify as a member of my state organization, but not really as a member of the national organization. I am a member of another national organization and receive regular communication from them and will probably elect to renew my membership, even though I have to pay for that myself and it is \$175. I see a value in the membership. (Grant Professionals Association). Do you expect members to come to you for information? If so, that is a problem - by nature, we are busy people so you need to come to us, so to speak.	May 20, 2011 6:37 AM
24	Opportunities are part of SWOT - AACPM needs to cultivate this one.	May 20, 2011 4:29 AM
25	This is the first I've heard of it, and I can't find anything about it on the AACPM site. The only thing I do find is the link for the application, and it locks me out when I click on it.	May 20, 2011 3:15 AM
26	My concern is that the ASPA CPM Section allows anyone to join. You do not to have earned your CPM to join. The Academy has already lost one Society where the graduates formed an ASPA Section rather than a Society.	May 19, 2011 7:58 PM
27	Not familiar with it.	May 19, 2011 6:44 PM







**Page 4, Q1. What are your thoughts about the ASPA Section on Certified Public Management (ASPA CPM Section)? (select all that apply)**

28	This is an opportunity to "sell" the CPM idea, leading, hopefully, to more enrollments in CPM programs.	May 19, 2011 6:01 PM
29	I think that it may be beneficial for AACPM to work with ASPA to merge and have it be a requirement to be CPM certified to belong to that section of ASPA. I don't see how AACPM can survive.	May 19, 2011 2:45 PM
30	The competition for new members will be influenced by the CPM program directors and staff - what organization do they recommend to their students for networking?	May 19, 2011 1:24 PM
31	I don't know enough on this subject to comment.	May 19, 2011 12:46 PM
32	If AACPM cannot be self-sustaining, a membership class within ASPA should be explored. CPM could be promoted as an alternative to the MPPA degree. A CPM track at ASPA conventions would be possible.	May 19, 2011 12:28 PM
33	I am a member of both, but have a major concern with the programs pushing ASPA over the Academy.	May 19, 2011 11:31 AM
34	I am not opposed to the ASPA CPM section, but I do have these concerns.	May 19, 2011 11:27 AM
35	don't worry about others - look into the mirror.	May 19, 2011 10:57 AM
36	I'm not sure what ASPA is.	May 19, 2011 10:31 AM
37	AACPM should look into partnering with ASPA	May 19, 2011 9:02 AM
38	I believe that certification should be required if ASPA markets its CPM section since the CPM designation is trademarked for a purpose. Maybe both organizations should merge?	May 19, 2011 8:45 AM
39	I am unaware of the issue	May 19, 2011 8:19 AM
40	ASPA has a huge membership, which means they are doing something right. We should be partnering closer with them rather than seeing them as a threat.	May 19, 2011 8:16 AM
41	I had no knowledge of this. I looked it up on the internet and read about it. One of the problems with AACPM is that it is not talked about much. Outside of my state organization I am unaware of the national society. We should get a quarterly newsletter or something to keep us informed about what is happening at the national level. There is a large disconnect.	May 19, 2011 8:04 AM
42	Unfamiliar with this section	May 19, 2011 7:48 AM
43	This may be a great opportunity or it may be the demise of all that is good and just in the Academy. The Academy needs to try and rectify the affiliation with CPM without the certification. This is not right and must be addressed and fixed. At that point this could be a great opportunity to grow and improve both organization.	May 19, 2011 7:43 AM
44	I would like additional information about ASPA and its goals/objectives, etc.	May 19, 2011 7:29 AM
45	My responses all depend on how it is viewed--there are pros and cons either way.	May 19, 2011 7:08 AM

**Page 4, Q1. What are your thoughts about the ASPA Section on Certified Public Management (ASPA CPM Section)? (select all that apply)**

46	I think they will aggressively recruit CPMs through state programs.	May 19, 2011 7:05 AM
47	Sorry but I am showing my ignorance - I do not know what ASPA is.	May 19, 2011 6:51 AM
48	I do not see how the society helps individual maximize the certification or shows its members where this certification is appreciated and actually utilized in the job market.	May 19, 2011 6:45 AM
49	I have not researched ASPA to make a decision.	May 19, 2011 6:44 AM
50	The CPM could be a piece of ASPA.	May 19, 2011 6:34 AM
51	this may provide a way for the CPM program to survive.	May 19, 2011 6:25 AM
52	I frankly didn't know there was a connection between ASPA and CPM.	May 19, 2011 6:11 AM
53	Is there a way to "merge" the CPM with the ASPA as a group within this organization?	May 19, 2011 6:05 AM
54	With the mentioning of CPM, it widens the knowledge of CPM and opens the possibility for new CPM participants, and thus, new AACPM members. It can be used a a great recruiting tool. (I had to answer one of the selections above, but none really fit my actual thoughts.)	May 19, 2011 6:05 AM
55	I am not sure what ASPA is - I have not been aware of this before.	May 19, 2011 5:57 AM
56	Viewing it strictly from an economics point of view. If people are unable or unwilling to pay \$20 a year for an AACPM membership, will they be more able or willing to pay over \$100 a year to another organization?	May 19, 2011 5:33 AM
57	Not sure what they offer compared to CPM.	May 19, 2011 5:25 AM
58	their dues are much to high for this economy especially as under paid as state workers are.	May 19, 2011 5:25 AM
59	I am not sure I completely understand what the ASPA is, what it's mission is, and how it relates to AACPM.	May 19, 2011 5:21 AM
60	I am not familiar with the ASPA Section.	May 19, 2011 4:53 AM
61	For the same reason, we all have only so many dollars and so much time to devote to organizations. If one is perceived as offering greater value/networking opportunities then folks will lean that way...	May 19, 2011 4:51 AM

**What level of support do you have for a proposal to restructure the Academy as a top down organization? (select all that apply)**

		Response Percent	Response Count
I support a stronger national organization that takes the lead in marketing and benefits		49.6%	235
I support having membership activities, including renewal invoicing, dues collection and dispersal, and membership roster development through AACPM		30.8%	146
I support having Societies accountable to the Academy through annual activity and financial reporting		31.9%	151
I support standardization of basic provisions of bylaws and procedures by the Academy for all Societies to follow.		43.7%	207
I do not support restructuring and prefer to leave the organization as it is		9.9%	47
I do not support restructuring, and would prefer more local Society control and less AACPM control		17.1%	81
		Other	69
<b>answered question</b>			<b>474</b>
<b>skipped question</b>			<b>47</b>

**Page 5, Q1. What level of support do you have for a proposal to restructure the Academy as a top down organization? (select all that apply)**

1	I am not sure that I would continue membership if the dues went up significantly. I am not active in my chapter, but appreciate the training opportunities.	May 27, 2011 12:09 PM
2	Undetermined	May 26, 2011 9:55 AM
3	Have the AACPM collect National and State dues, but allow the State flexibility in setting the level of the State Dues (based on services provided). Any increase in AACPM dues needs to be preceded by an increased benefit coming from the AACPM.	May 26, 2011 8:15 AM
4	Most national societies have national control over some marketing, invoicing, basic bylaws that chapters can add to, and financial accountability of state level chapters.	May 26, 2011 7:26 AM
5	no opinion. either can work, if the right people are running things	May 26, 2011 5:47 AM
6	I don't know enough about the internal structure of the organization to make a sound decision.	May 25, 2011 8:43 PM
7	I don't know that there's enough information to base an opinion on this.	May 25, 2011 11:40 AM
8	I am not qualified to weigh in on AACPM restructuring options.	May 25, 2011 11:36 AM
9	N/A - I am looking for the responses to include more about the pupose of membership. How will it benefit me?	May 25, 2011 10:32 AM
10	I will pass to the active members on this section.	May 25, 2011 10:22 AM
11	Support above only if value can be recognized through AACPM membership regardless of local society membership.	May 25, 2011 9:33 AM
12	Currently, societies and local activity is most relevant. To most of our members, AACPM is irrelevant. I believe AACPM could create a better national identity, but just creating more taxing bylaws, SOPs, and other control restrictions will speed collapse of local societies.	May 25, 2011 9:14 AM
13	So new to this, not really sure.	May 25, 2011 9:11 AM
14	I have not researched the options to give a valid comment.	May 25, 2011 8:45 AM
15	I haven't seen a restructuring proposal	May 25, 2011 8:42 AM
16	The national Academy should be providing guidance at the local level to assit in creating sustainable programing to CPMers. They should have continuing education curriculum that builds on and strengthens what was learned through the initial program. The national Academy, should help the local entities create value within the state.	May 25, 2011 8:42 AM
17	No opinion	May 25, 2011 8:41 AM
18	Since I can't afford to particpate in national level activities, I think more local control is needed.	May 25, 2011 8:39 AM

**Page 5, Q1. What level of support do you have for a proposal to restructure the Academy as a top down organization? (select all that apply)**

19	As stated previously, I support restructuring in the form of a merger with ASPA. If CEU's become a requirement, AACPM could serve as the continuing education certification arm of ASPA. As a professional organization, standardized provision and bylaws for societies make sense.	May 25, 2011 8:32 AM
20	I think some of the new societies don't have the guidance they need to get going and keep going. They need ideas and guidelines, but still have some sense of control themselves.	May 25, 2011 8:31 AM
21	We are struggling here in Arkansas to keep the membership that we do have. Dues are \$45 a year, and yet many graduates cannot either afford to join or their agencies won't pay their dues. If we wind up paying the salaries of a national staff, this will likely cause many local chapters to close. People just can't afford the dues in this day and age.	May 25, 2011 8:26 AM
22	I see real benefits through my local society, not AACPM.	May 25, 2011 7:27 AM
23	I wish I could say I trusted the AACPM to run everything, but I don't. Not sure why; however, the standardization of bylaws and procedures would be a good thing. Just not sure if I trust AACOM to do the right thing with that.	May 24, 2011 1:17 PM
24	Early in my affiliation with our state society as part of my role as the By-Laws chair, I surveyed all of the societies in existence at that time, and would really have liked to have had more guidance/ standardization after which we could model our state by-laws. Now that we have by-laws in place, it doesn't seem as important but I would support standardization of bylaws and procedures if that would strengthen the local societies and not just the national. I have been a member of a number of organizations with strong state, regional, and national components, and found that being on the board of a state society runs much more smoothly when there is strong national guidance - but I'm about ready to retire, and am not sure how restructuring would impact those who are "left behind".	May 24, 2011 11:37 AM
25	I have been a CPM since 2000 and don't think I have ever taken the time to truly understand what AACPM and how it relates to our Florida organization.	May 24, 2011 7:38 AM
26	I would like to see a solid "model" before deciding. There is a very wide range of professional organizations and I'd like a better picture of what I'd be buying into.	May 23, 2011 6:05 PM
27	I support restructuring but want local control with national support and guidance. AACPM has become very rigid in their management decisions taking months, at times, to make decisions. AACPM should provide leadership and new directions to assure that the State CPM Societies are healthy and State of the Art. They need to provide National publicity.	May 23, 2011 12:15 PM
28	Unless we see a significant increase in the value of national membership, I can't support additional dues for my state. We currently pay \$20 per member to AACPM and the only tangible outcome we see is the newsletter which could be much better. We have been able to maintain our membership numbers over the last few years at the state level but have had to increase benefits to membership to justify people paying the dues mostly out of their own pockets because agencies won't pay due to budget cuts.	May 23, 2011 10:40 AM

**Page 5, Q1. What level of support do you have for a proposal to restructure the Academy as a top down organization? (select all that apply)**

29	Again, I don't have enough knowledge on this, however, every good organization needs leadership and consistent direction. What is our basic mission and the objectives toward achieving our goals. Who is looking at our performance and evaluating areas of improvement or picking up on best practice opportunities to share.	May 23, 2011 8:29 AM
30	not sure	May 23, 2011 8:21 AM
31	Until AACPM can deliver value for my membership, we must keep local society control. Currently I receive no value for my AACPM membership, but my state provides me with a lot of value.	May 22, 2011 6:51 AM
32	Follow ASTD structure	May 20, 2011 2:24 PM
33	I think the bigger issue is: what value does AACPM present to current or future members? With significant public sector employment reductions being proposed or implemented nationwide, the purpose of the CPM program becomes questionable.	May 20, 2011 1:41 PM
34	don't have enough information to make an informed decision about this important topic.	May 20, 2011 12:25 PM
35	I'm still kind of stuck on the previous question. Why not try to work more somehow through ASPA?	May 20, 2011 9:15 AM
36	The current method of reporting and collecting dues is clunky. A service like ClubExpress allows national dues to be collected from state accounts electronically. I would like to see the AACPM take the lead in establishing consistent Society names and membership categories.	May 20, 2011 7:42 AM
37	I do not have enough knowledge about the current structure to form an opinion.	May 20, 2011 6:38 AM
38	National coordination of dues collection, announcements, with local - state - branches holding specific educational and professional development events.	May 20, 2011 4:30 AM
39	I'm not familiar enough with the situation to offer a valid opinion on the matter...sorry.	May 20, 2011 3:16 AM
40	The Academy's future survival is predicated on making this change to be a top down organization.	May 19, 2011 8:01 PM
41	I don't have a strong opinion on this.	May 19, 2011 3:28 PM
42	I think our members don't see a benefit from AACPM. If there was a merger, there may be more benefit. Having state organizations be responsive to the needs within the state would be better.	May 19, 2011 2:47 PM
43	You may risk losing more membership when dues increase. Our SC state society is fairly active. Membership is promoted through the CPM course.	May 19, 2011 1:51 PM
44	I think we need to look at ways to get the Public Sector to recognize the contributions of the CPM certification as a requirement for job postings in managerial level positions. That would promote sustaining our organization with that support.	May 19, 2011 1:13 PM






**Page 5, Q1. What level of support do you have for a proposal to restructure the Academy as a top down organization? (select all that apply)**

45	This is a VERY difficult question. A stronger national organization could benefit us all, but it will increase costs and complexity. Strong local groups can be very successful and productive, but they are hard to achieve. My hope is that the national org can be strengthened somewhat, but that local Societies can maintain significant control.	May 19, 2011 11:31 AM
46	I do not have an opinion.	May 19, 2011 11:10 AM
47	It would work better if the dues, etc. came from the top, but you must leave a active local organization as that organization is the one that is doing the recruiting for the future.	May 19, 2011 10:59 AM
48	That is if the decision is made to keep the organization.	May 19, 2011 10:20 AM
49	I don't know enough about the structure to given an opinion	May 19, 2011 10:16 AM
50	I need to learn more about before commenting.	May 19, 2011 9:31 AM
51	I will terminate my membership if AACPM determines they want to pursue reorganization as a top-down reorganization.	May 19, 2011 9:05 AM
52	If the national organization would make re-certification a criteria so members will be more inclined to participate, I would support the national level taking the lead role evenif dues are increased.	May 19, 2011 8:42 AM
53	Unfortunate, in our business community the perseption is that anything "free" probably isn't worth much. We somehow need to create a perception of value and desirability of the state Societies as well as the AACPM.	May 19, 2011 8:39 AM
54	I would like to hear the discussion before reaching a conclusion	May 19, 2011 8:21 AM
55	I believe that thir should be an effort to work with the Consortium to combine professional, academic, and social functions to this society. Get together with an academic counterpart so we can continue learning and provide CEUs. We are supposed to be life long learners, but currently this is not facilitated by the AACPM	May 19, 2011 8:06 AM
56	This is an excellent question and taxes my CPM soul. I'm not sure the local societies need a strong national organization and I don't think they want one. I don't think our state really benefits from the Academy. However, if we are going to thrive as an organization perhaps a strong top down national organization is needed. I do think we need to move away from our current position and either allow states more flexibility or step up as a strong national organization.	May 19, 2011 7:50 AM
57	Actually, I don't know enough about the structure of the national organization to provide good input.	May 19, 2011 7:47 AM
58	Not familiar enough with what is going on. Being a member of one should include the other. I get no benefit from the AACPM at this time. Collaboration between the two is imperative. Autonomy at the state level seems better, with dues to national in return for reciprocal membership and some benefit!!	May 19, 2011 7:13 AM
59	Review the division of invoicing. State invoices and recruits for the state society; AACPM recruits for its membership and invoices separately	May 19, 2011 7:07 AM

**Page 5, Q1. What level of support do you have for a proposal to restructure the Academy as a top down organization? (select all that apply)**

60	If there is not some standardization how does this help us even recruit people. This is a society, right? I want to know it means something to belong and for people who have never been, to know what it means!	May 19, 2011 6:51 AM
61	I support restructuring but I am fearful that the increase in dues that would be imposed on members would basically "price me out" of the organization. Due to the economy, the Division for which I work has been spending less, not more, on membership fees.	May 19, 2011 6:20 AM
62	Before fully supporting any of the above, more details of each need to be fleshed out.	May 19, 2011 6:07 AM
63	I am a member of PMI and the local PMI chapter and having this "Parent/Child" relationship seems to work well for us	May 19, 2011 6:05 AM
64	I would participate if there were conference and classes in Wisconsin. My county does not allow for out of state travel unfortunately, and I cannot afford to pay for this on my own.	May 19, 2011 5:58 AM
65	Local Societies do have to have local control and would not be receptive to AACPM control but would probably welcome templates and standard structures for by-laws and other such things. Structure within reason. I belong to SHRM and their model is perfect....we need to be more like them.	May 19, 2011 5:51 AM
66	While I support restructuring for a stronger national organization, our Florida chapter has made real strides in development of its own programs that I would like to see them continue. that said, I believe a stronger national organization would be beneficial to the Academy and its members.	May 19, 2011 5:31 AM
67	More control and direction needs to come from AACPM rather than from local Societies. I've worked in multiple state agencies in Ohio and very few people - especially mid-level to top managers - know about the OCPM program, much less its value.	May 19, 2011 5:14 AM
68	While top down leadership can be effective; it all depends on who is at the top and the level of loyalty and commitment to the program. I don't see that happening, and see increased fees which will cause more loss of membership.	May 19, 2011 5:08 AM
69	The current structure is failing to influence it's value to State Government.	May 19, 2011 5:04 AM

**Do you support the concept of a paid Executive Director or other staff person(s) as described in the Evolution Committee letter? (select all that apply)**

		Response Percent	Response Count
Yes - on a part time basis to create an Academy headquarters and to handle communications only		25.6%	119
Yes – full time to do the above plus to handle regulatory/statutory filings and to pay the Academy’s bills on an ongoing basis		27.1%	126
Yes – full time to do the all of the above as long as Board positions are modified or eliminated as a result		13.8%	64
More than one staff member is needed to do all the above plus to handle publications and to do conference/workshop planning		25.4%	118
<b>I do not support paid staff for the Academy</b>		<b>27.7%</b>	<b>129</b>
	Other (please explain)		75
		<b>answered question</b>	<b>465</b>
		<b>skipped question</b>	<b>56</b>

**Page 6, Q1. Do you support the concept of a paid Executive Director or other staff person(s) as described in the Evolution Committee letter? (select all that apply)**

1	I would advise to start small and see if you can afford a full time employee (or more).	May 27, 2011 12:10 PM
2	If you create an academy headquarter then wouldn't this limit the potential for participation due, possibly, to logistics? How could someone come into the position if they live in another state?	May 26, 2011 9:57 AM
3	Hire a clerk to handle communications and billing. Ask for a volunteer (AACPM would pay travel and expenses) to be Exec Dir to act as an ambassador only.	May 26, 2011 8:18 AM
4	No decision at this time	May 26, 2011 7:35 AM
5	I'm not familiar with the letter but I am a member of APA and the APA Florida Chapter; the national and statewide level organizations do have paid Exec Dir and at least 1 part time assistant.	May 26, 2011 7:28 AM
6	I support paid staff only if the organization grows to the point that it is necessary	May 26, 2011 5:48 AM
7	I think the word support maybe the key - do I think you need it yes but how much am I or other willing to pay will be key	May 25, 2011 1:52 PM
8	No opinion.	May 25, 2011 12:25 PM
9	Yes, but I do not have enough information to support either full time or part time.	May 25, 2011 11:42 AM
10	Paid staff will increase AACPM overhead which would require some increase in revenue. I think increasing membership dues is ill-advised. Perhaps charging each Society a membership fee?	May 25, 2011 11:41 AM
11	I pass to the active member's choice here.	May 25, 2011 10:22 AM
12	A paid staff person would reduce the learning curve for new leaders, but care would need to be taken so that the staff member was held accountable for their actions.	May 25, 2011 9:59 AM
13	One part or full time staff as is necessary to get the job done with volunteers for other positions	May 25, 2011 9:50 AM
14	I am not clear on the duties and responsibilities to be designated.	May 25, 2011 9:21 AM
15	I believe the staff should start with one part-time director and work up to full-time with staff over a period of a few years as benefits materialize commensurate with rising dues. If dues just shoot up before benefits materialize, members will leave. The initial director may need to understand that this contract may start as a labor of love, with less compensation than deserving.	May 25, 2011 9:20 AM
16	Sounds like this would be for more than one person to do.	May 25, 2011 9:13 AM

**Page 6, Q1. Do you support the concept of a paid Executive Director or other staff person(s) as described in the Evolution Committee letter? (select all that apply)**

17	Consolidate your resources with ASPA. They have everything in place. Join forces and add significant value to both AACPM and ASPA. I would pay more in annual membership fees if the two entities were one. AACPM strength and niche is CPM graduates. Position AACPM within ASPA as the premier designation for those in public administration. Shift from a professional development focus to an outreach, support, fundraising, scholarship, award & recognition, benevolent organization within the broader ASPA family.	May 25, 2011 8:56 AM
18	This is not the right time to be creating a paid position, because you would have to significantly raise due to support such a position. If you think the member number is low now, raise the dues and I think you will see a big drop in membership. This is just the wrong time for this.	May 25, 2011 8:55 AM
19	research would need to be done to see how many hours this position would require. You could start out part-time and if need lead to a full-time position	May 25, 2011 8:46 AM
20	I think with at least one full time staff member, time can be designated to figure out how the society can create value to their members and that staff person can be used as a resource to societies around the country.	May 25, 2011 8:44 AM
21	i'd have to know more about the Society's budget and whether we have the funds to pay for someone and would it increase membership dues? Not enough info was provided to answer this question	May 25, 2011 8:42 AM
22	No opinion	May 25, 2011 8:41 AM
23	I am highly against this! I wouldn't want to pay dues, only for the money to go to pay someone's salary. We struggle to keep our current membership at the level it is. This would only increase dues and drive even more people away.	May 25, 2011 8:28 AM
24	I would need more information before offering an opinion. How much is the salary, what levels of responsibility are we asking from the Director or other staff, What can we afford realistically and how would the money be raised are just a few.	May 25, 2011 8:25 AM
25	Not sure	May 25, 2011 8:22 AM
26	We may find that the resources to function in this capacity are beyond what the current membership can support.	May 24, 2011 9:51 AM
27	The Society does not have the budget for an Executive Director.	May 23, 2011 12:17 PM
28	I am uncertain at this time.	May 23, 2011 10:52 AM
29	I would have to see a list of tangible benefits and the associated increase in per member costs to make this determination. The letter sent provided a good overview but we need more specifics to vote on this issue. If AACPM were to require some type of CEUs to maintain the CPM credential after graduation, there might be value in having full time staff.	May 23, 2011 10:42 AM
30	Yes, contract with a business service to handle regulatory/statutory filings. If it seems reasonable to include payment of the Academy's bills on an ongoing basis, that could be included as well. Then Add to this a part-time Office manager to create an Academy headquarters and handle communications.	May 23, 2011 10:30 AM

**Page 6, Q1. Do you support the concept of a paid Executive Director or other staff person(s) as described in the Evolution Committee letter? (select all that apply)**

31	I'm not sure if this is a 501(c)(3) organization but, to be fiscally sound the organization must have separation of duties and a strong board that is involved in a decision making capacity to ensure the mission and management of the agency is being carried out in compliance with applicable laws.	May 23, 2011 8:32 AM
32	During these bad economic times when states are laying off people, a lot of people will not be able to afford to belong to the state society and AACPM if fees are raised. It's difficult enough for states to get people to join or renew membership at the current rates. I have been a member of the state society and AACPM for 20 years but I am retired and would not be able to pay a higher fee than what I'm currently paying.	May 22, 2011 1:52 PM
33	Until AACPM delivers value for my current membership, there is no reason for us to have a paid Executive Director and incur additional expenses	May 22, 2011 6:52 AM
34	I would like to see what the expectation for this type of position is. First I think the AACPM needs to look at past and present strategic planning documents and find out where the members are and what they are saying about the value of the Academy	May 20, 2011 5:16 PM
35	Until the long term future of the overall CPM program can be solidified, I would not support hiring any paid staff.	May 20, 2011 1:43 PM
36	I support a paid executive director but duties would depend on board structure, etc.	May 20, 2011 12:46 PM
37	don't know	May 20, 2011 12:26 PM
38	A time of low recruitment and high attrition seems like a bad time to hire paid staff.	May 20, 2011 9:17 AM
39	I don't have enough information to make an intelligent decision.	May 20, 2011 8:39 AM
40	The only way I would support an executive director is if they had the ability to make decisions without the board. Otherwise, leadership becomes too complicated to get things done. I also think we can take immediate action to deliver better services without a director.	May 20, 2011 7:42 AM
41	If the goal is to have a viable national organization, the yes, there needs to be paid staff with resources to support the organization.	May 20, 2011 6:39 AM
42	I, m not sure I would need to do additional study.	May 20, 2011 5:11 AM
43	This is the model the Association of Government Accountants - and other professional orgs follow. It does have a positive impact in keeping communication and activities on the same page.	May 20, 2011 4:32 AM
44	If two persons were hired, both could be part time with each having expertise in different areas (financial, conference planning, etc.).	May 19, 2011 8:04 PM
45	Would need to know more such as to whom ED is accountable, how would ED be disciplined, would AACPM be liable for ED mistakes, etc.	May 19, 2011 6:50 PM
46	It's not clear to me that the Academy has sufficient work for paid staff A bigger problem is continuity between presidents and executive committee members	May 19, 2011 6:03 PM





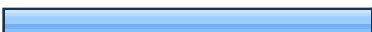




**Page 6, Q1. Do you support the concept of a paid Executive Director or other staff person(s) as described in the Evolution Committee letter? (select all that apply)**

47	A modest increase in dues would be appropriate. An all volunteer board is asking a lot for a national organization.	May 19, 2011 1:52 PM
48	Communications, record keeping, and manageing long term agreements	May 19, 2011 1:28 PM
49	This is only feasible if we have the national recognition of the state's effort and inclusion as part of the hiring process. It may be that we need more of a lobbying effort to get to be able to sustain the positions.	May 19, 2011 1:16 PM
50	Having a permanent office instead of rotating from state to state is always a plus and benefit. There would need to be options and safeguards put in place to fill and/or terminate the person in the position.	May 19, 2011 12:55 PM
51	Whether full-time or part-time, a paid staff is warranted. If the base of support cannot fund the effort we should look for a partner such as ASPA.	May 19, 2011 12:39 PM
52	You need a staff member to handle communications and in the future (hopefully) in the membership billing. Nonetheless, I don't think the organization should have a substantial dues increase to hire people when a lot of workers are being laid off. . . wrong timing . . .	May 19, 2011 11:20 AM
53	No opinion.	May 19, 2011 11:11 AM
54	Begin with a part-time position and grow from there as warranted bt resources and demands	May 19, 2011 9:47 AM
55	There is no need for any paid staff. If those who serve or are selected for participation are not able to manage their time and fulfill their obligations, they should resign. The selection process is very closed.	May 19, 2011 9:07 AM
56	If it can be accomplished with a part time position, that would be okay with me as well.	May 19, 2011 8:32 AM
57	Support as listed above as long as the associated cost is determined and funded before implemented	May 19, 2011 7:50 AM
58	The Board remains as a policy-making body. Conference planning etc. done with committes.	May 19, 2011 7:39 AM
59	I would love to think we could develop a staff and build a national headquarters, but that takes time and money. NIGP-National Institute of Governmental Purchasing is a great example!	May 19, 2011 7:32 AM
60	Full or part time depending of the demands. Pay should be modest to moderate so membership isn't gouged. There should be involvement with all levels of membership to help ensure perspective.	May 19, 2011 7:13 AM
61	A part time paid staffer could create an Academy HQ, handle communications, and handle the regulatory/statutory filings and bill paying.	May 19, 2011 7:09 AM
62	I don't even know how many board members there are? Before I would agree to pay for more than one to two people, I would need to see some serious results on those positions first, e.g. a national marketing campaign, however targeted, to increase awareness of the society.	May 19, 2011 6:54 AM

**Page 6, Q1. Do you support the concept of a paid Executive Director or other staff person(s) as described in the Evolution Committee letter? (select all that apply)**

63	The key item is to make the CPM designation as the standard across public management. Need people at the top level to lobby.	May 19, 2011 6:36 AM
64	I support paid staff but I am fearful that the increase in dues that would be imposed on members would basically "price me out" of the organization. Due to the economy, the Division for which I work has been spending less, not more, on membership fees.	May 19, 2011 6:22 AM
65	But, as in PMI, we need to remember it's all about volunteers and volunteers do not get paid! There needs to be an understanding that you can't get rich working here	May 19, 2011 6:08 AM
66	I think there are members who are willing to put the time in to do these jobs. I am one.	May 19, 2011 5:59 AM
67	I think it might help but I don't see where the funds would come from.	May 19, 2011 5:54 AM
68	start part-time; work up to full time if finances support it	May 19, 2011 5:54 AM
69	This reflects my view that a stronger National organization is needed	May 19, 2011 5:32 AM
70	Part time on a trial basis to figure out what is needed and strengthen the Academy.	May 19, 2011 5:27 AM
71	It might be a good idea to consider paying some staff members on a part time basis for a year or 2 then revisit the idea. Continue to do so if we see a +ve difference. Another idea would be to reward staff members at the end of the year based on actual results. So, payment would be delayed and not released unless they deliver.	May 19, 2011 5:17 AM
72	This will cause fees to rise and loss of membership.	May 19, 2011 5:08 AM
73	Professional full-time staff would add strength of purpose.	May 19, 2011 5:07 AM
74	I will always wonder about the decisions being made by the paid staff. If all the chapters and societies are doing it with volunteered staff, and that is where the majority of value is being created for members, why can't the AACPM do the same.	May 19, 2011 5:03 AM
75	I think anyone being considered as a national director should show demonstrated success in growing membership, adding benefits and bringing in sponsorships for conference scholarships and added value at a time when states are cutting away much more than fat. I don't believe there should be any long-term commitment to an individual's contract (at will employment with 30 day termination option), perhaps tie compensation to those previously mentioned metrics (percentage of the gains).	May 19, 2011 4:53 AM

**Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

		Response Percent	Response Count
Monthly magazine or journal		32.9%	157
Enhanced newsletter (frequency and/or content)		44.0%	210
E-Alerts or regularly transmitted news updates		39.2%	187
<b>Webinars or other on-line training opportunities</b>		<b>69.6%</b>	<b>332</b>
Regional conferences or workshops		55.3%	264
Online Member Forums		37.5%	179
Online Job Postings		63.3%	302
Group Insurance Program		13.0%	62
Credit Card Program		7.5%	36
	Other - please explain		50
<b>answered question</b>			<b>477</b>
<b>skipped question</b>			<b>44</b>

**Page 7, Q1. Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

1	Again, ask CPM's to provide training, articles, etc. There is a vast un-tapped talent pool that needs to be motivated.	May 26, 2011 8:21 AM
2	I think the e news letter and "SEEDS" e-mails are frequent enough for those interested. I don't support a printed magazine; too much overhead -- but perhaps an on-line version of one that is sent out via a web link within an e-mail alert.	May 26, 2011 7:30 AM
3	as a CPA with continuing education requirements, I like the seminars that CPM holds. Webinars would have this same benefit without the cost of travel.	May 26, 2011 5:49 AM
4	The Academy should have more of an advocate role for public managers in general and CPMers in particular.	May 25, 2011 10:43 AM
5	I don't know the difference between program types	May 25, 2011 10:33 AM
6	Local content on AACPM website.	May 25, 2011 9:36 AM
7	None of the above...	May 25, 2011 9:35 AM
8	I don't necessary see that any of these will make membership more desirable, if their is not a common thread with those that participate on a local level other than just being a CPM.	May 25, 2011 9:35 AM
9	White Papers and other useful dowloads available to members.	May 25, 2011 9:26 AM
10	For those that are not allowed to attend meetings/trainings. Send out a copy of the Training so I can read it.	May 25, 2011 9:25 AM
11	All of these could bring value however, it would take a significant resource investment in time, money and labor to achieve this.	May 25, 2011 8:56 AM
12	Other discounts may be nice.	May 25, 2011 8:45 AM
13	The society does a good job of sending out e-mail blasts with newsletters, etc., but unless you are involved on a national level, there is s disconnect.	May 25, 2011 8:29 AM
14	I would go qtlly or semi annual magazine or journal. You do not have the man power for more. May not have for this much.	May 23, 2011 12:31 PM
15	Monthly magazine or journal or newsletter that is based on changes in the profession.	May 23, 2011 10:31 AM
16	A place to share Best Practices would be nice.	May 23, 2011 8:33 AM
17	if finances are a problem, then I would suggest electronic for newsletter and/or magazine (with an email alert that it is available).	May 23, 2011 7:37 AM
18	I would like to see an increase in membership but if implementing any of the above would increase membership costs, I am not in favor of any of them.	May 22, 2011 1:54 PM
19	The most important benefit that I want to receive from AACPM is a nationally recognized CPM Continuing Education Program.	May 22, 2011 6:54 AM





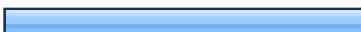




**Page 7, Q1. Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

20	Offer capacity buiding opportunities	May 20, 2011 2:26 PM
21	The membership directory needs to be electronic so we can easily see members across the nation. Again, look at ClubExpress as an example of a inexpensive service with a lot of benefits.	May 20, 2011 7:42 AM
22	All I get now is an email a couple times a year and no local Society support. Basically I paid to have an email sent to me once in awhile from the national level. When I have asked why there is nothing held on the side of the state, the answer I got was because there are few members on my side. Most of the graduates that I have talked to on my side of the state have said they haven't joined because there is no return on the investment or support from the employer to attend.	May 19, 2011 7:35 PM
23	Regional conferences would be great...allow neighboring states to collaborate, and reduce travel time and cost	May 19, 2011 6:04 PM
24	Any publication would only be effective if the States' Societies contribute regularly. Therefore a semi annual publication may be a better option.	May 19, 2011 1:18 PM
25	on-line publication (no USPS).	May 19, 2011 12:43 PM
26	I am not against increased membership benefits, but I do not consider this important for me. I would rather keep things simpler/less expensive and forgo benefits.	May 19, 2011 11:34 AM
27	other organizational discounts - theme parks, auto rental, airlines, etc	May 19, 2011 11:33 AM
28	The ones I selected are not high cost items and could be handled by one person after being set up professionally.	May 19, 2011 11:22 AM
29	Actually, I find the academy benefits adequate for the annual dues paid. Organizations that offer more benefits such as SHRM require more structure and more dues.	May 19, 2011 11:15 AM
30	CPE credits.	May 19, 2011 10:07 AM
31	Telling about trends in state government employment. Information on enhancing management skills. Stories of members work or advancement.	May 19, 2011 9:14 AM
32	Regional single-day seminars work well for other organizations. Most people drive to them. Less costs!	May 19, 2011 9:09 AM
33	Possibly a merger with ASPA, while retaining full certification requirements, would increase recruitment and retain membership.	May 19, 2011 8:48 AM
34	Anything that folks place value on, or that is not readily available elsewhere.	May 19, 2011 8:43 AM

**Page 7, Q1. Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

35	I hate email list servers as its nearly impossible to go back and research past topics. An online bulletin board that has an archive feature for postings and that is searchable would be fantastic. It you allow you to post a query, allow everyone to respond (if they desire to provide a responce); read posts and answers from others for future reference; and conduct research on past topics. I belong to the International Assoc. of Law Enforcement Planners and the Arizona Assoc. of Crime Analysts and they both use email list servers.....I would prefer them to move to bulletin boards.	May 19, 2011 8:36 AM
36	At least have a quarterly publication, or every other month as opposed to a monthly publication.	May 19, 2011 8:33 AM
37	A monthly mag is a good idea, but I think that may be cost-prohibitive. I like the idea of partnering with another org like ASPA, where you can get discounts on the membership fees.	May 19, 2011 8:21 AM
38	A regional networking system and a mentoring arrangement.	May 19, 2011 8:08 AM
39	Linkd In is a great professional resource. AACPM should use this as a forum for communication	May 19, 2011 8:07 AM
40	I'm in favor of keeping the services where they are but encouraging societies to provide a higher level of service.	May 19, 2011 7:52 AM
41	Actually, none of the above, but I had to choose one to move forward.	May 19, 2011 7:49 AM
42	Presence of a Board member at the State level Society conferences	May 19, 2011 7:40 AM
43	Because of limited resources the magazine or journal may be better served to issue quarterly then monthly with a goal of going monthly in the future!	May 19, 2011 7:34 AM
44	NONE OF THE ABOVE	May 19, 2011 6:33 AM
45	The magazine/journal needs to address topics that are relevant to role CPM plays within the public sector; include topics from the private sector that can be of interest	May 19, 2011 6:08 AM
46	I believe the Academy should go ahead and consolidate with a larger more stable professional public employees organization. I don't see long term viability.	May 19, 2011 6:05 AM
47	A quarterly on-line journal would be great.	May 19, 2011 6:00 AM
48	National recognition; seems the CPM program is not well-known. Perhaps we need to require continuing education credits to acquire respect of being a Certified Public Manager.	May 19, 2011 5:29 AM
49	Low cost with high visability through coordination of state programs	May 19, 2011 5:09 AM
50	The Cabinet for Health and Family Services awards a negetive value to AACPM and frowns on those that are members, yet cries out for leadership on every level.	May 19, 2011 5:09 AM

**Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

		Response Percent	Response Count
Monthly magazine or journal		34.6%	169
Enhanced newsletter (frequency and/or content)		40.0%	195
E-Alerts or regularly transmitted news updates		38.3%	187
<b>Webinars or other on-line training opportunities</b>		<b>65.4%</b>	<b>319</b>
Regional conferences or workshops		53.5%	261
Online Member Forums		34.0%	166
Online Job Postings		57.6%	281
Group Insurance Program		12.9%	63
Credit Card Program		7.0%	34
	Other - please explain		37
<b>answered question</b>			<b>488</b>
<b>skipped question</b>			<b>33</b>







**Page 8, Q1. Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

1	consider web based magazine and send link via e-mail alert	May 26, 2011 7:31 AM
2	The Academy should have more of an advocate role for public managers in general and CPMers in particular.	May 25, 2011 10:43 AM
3	You don't have a N/A option. I don't know the difference between membership types.	May 25, 2011 10:34 AM
4	Nothing will make the Academy more desirable from a membership benefits standpoint if there is not a common thread among the participating members other than being a CPM	May 25, 2011 9:39 AM
5	White Papers and other useful dowloads available to members.	May 25, 2011 9:26 AM
6	No opinion, but I had to select something	May 25, 2011 9:00 AM
7	Answered previously.	May 25, 2011 8:56 AM
8	The socity does a good job of sending e-mail blasts with newsletters, etc., but unless you are involved at a national level, there is a disconnect.	May 25, 2011 8:30 AM
9	Either a monthly magazine or journal OR an enhanced newsletter, not necessarily both.	May 24, 2011 11:40 AM
10	Qtly or semi annual magazines or journal. I don't think you have the staffing for more.	May 23, 2011 12:32 PM
11	Communication of the value of the certification to employers.	May 23, 2011 9:19 AM
12	this replicates the previous question, but I would explore electronic options for monthly magazine and newsletter (with email alerts of availability).	May 23, 2011 7:38 AM
13	I would like to see an increase in membership, however, if any of the above would increase membership fees, I'm not in favor of any of them given the current economy.	May 22, 2011 1:56 PM
14	The most important benefit that I want to receive from AACPM is a nationally recognized CPM Continuing Education Program.	May 22, 2011 6:54 AM
15	bulletin board to seek help for issues that are going on that others have dealt with - posting of Askew Projects with a contact person - this currently is a missed opportunity - others may be trying to do what the Askew receipient was successful at.	May 20, 2011 5:19 PM
16	Most people outside of state government have no awareness of the CPM designation nor the AACPM. Having a full time spokesperson that served as an expert on Governmental issues in the media might help to make the association and the designation more prestigous.	May 20, 2011 10:07 AM
17	The membership directory needs to be electronic so we can easily see members across the nation. Again, look at ClubExpress as an example of a inexpensive service with a lot of benefits.	May 20, 2011 7:42 AM
18	This selection is based on my being retired.	May 19, 2011 8:12 PM

**Page 8, Q1. Academy membership benefits are generally at a lower level than many other professional organizations. Which of the following would make the Academy more desirable from a membership benefits standpoint? (select all that apply)**

19	See other comments.	May 19, 2011 7:35 PM
20	Not sure	May 19, 2011 2:35 PM
21	duplicate to previous question	May 19, 2011 12:44 PM
22	I am not against more benefits, but it is not terribly important to me. I would rather have less benefits and keep things simpler/less expensive.	May 19, 2011 11:35 AM
23	The ones I selected are not high cost items and could be handled by one person after being set up professionally.	May 19, 2011 11:22 AM
24	Requiring CPE credits would help strengthen the certification.	May 19, 2011 10:08 AM
25	One day events	May 19, 2011 9:09 AM
26	Already answered this question	May 19, 2011 8:49 AM
27	Anything that folks place value on, or that is not readily available elsewhere.	May 19, 2011 8:43 AM
28	This is a duplicate	May 19, 2011 8:21 AM
29	Again. None of the above.	May 19, 2011 7:49 AM
30	Presence of a Board member at the State level Society conferences	May 19, 2011 7:40 AM
31	Monthly releases of a magazine or journal may be to much to bite off in the beginning, quarterly may be the best choice with the goal of going monthly when resources are secured to support it in th future!	May 19, 2011 7:36 AM
32	Magazine/journal must contain relevant/pertinent information/articles to the public sector and offer insight into how the private business community addresses many of our same issues.	May 19, 2011 6:10 AM
33	Association with a larger professional employees organization.	May 19, 2011 6:06 AM
34	Need National recognition; seems the CPM program is not well known. Perhaps we need to require continuing education credits to gain respect for being a Certified Public Manager.	May 19, 2011 5:30 AM
35	Duplicate question - already answered	May 19, 2011 5:20 AM
36	See previous answer	May 19, 2011 5:10 AM
37	Is this not the same question as the last?	May 19, 2011 5:09 AM

**The proposed changes from the Evolution Committee represent a significant revision from the current situation in the Academy. How do you feel about the proposed changes and the future of the Academy?**

		Response Percent	Response Count
I support the changes and am excited to see AACPM reinvent itself and move forward		45.3%	214
I do not support the changes and prefer to keep things the way they are now		4.2%	20
I will not renew my membership if AACPM can't provide the benefits and features I desire quickly and affordably		5.3%	25
Rather than take the time and effort to reinvent itself, I prefer to move on to another organization and let the Academy dissolve		1.5%	7
Rather than take the time and effort to reinvent itself, I would like to see AACPM negotiate a merger with ASPA, obtaining the best possible deal for our members and retaining the Academy's name and history as a part of ASPA		16.3%	77
I have no opinion on this issue		27.3%	129
	Other - please explain		60
<b>answered question</b>			<b>472</b>
<b>skipped question</b>			<b>49</b>

**Page 9, Q1. The proposed changes from the Evolution Committee represent a significant revision from the current situation in the Academy. How do you feel about the proposed changes and the future of the Academy?**

1	This should be explored, but is not a foregone conclusion.	May 27, 2011 12:12 PM
2	I still believe the real problem is the lack of real/perceived value of the CPM.	May 26, 2011 8:23 AM
3	I would not exclude change via re-inventing the academy; try it for a year or two. Then if membership does not pick up, please consider the idea of the merger with ASPA as it might prove wise; my thought when I looked at ASPA is there is likely too much duplication and as a public official, I only chose AACPM because they got to me first after my CPM graduation.	May 26, 2011 7:33 AM
4	It appears changes need to be made and I will support the membership majority.	May 25, 2011 8:49 PM
5	The biggest issue is money. States don't have it to sponsor the program and send members to regional or national meetings. We need to reinforce the national connection and the importance of the CPM programs via AACPM communication directly to the Governors and other elected officials of each member state.	May 25, 2011 1:27 PM
6	I feel in an evolutionary type growth; reinventing sounds too much like starting over and dissolving the good that exists.	May 25, 2011 11:46 AM
7	I am not familiar with the changes.	May 25, 2011 10:16 AM
8	I have not kept abreast of such changes.	May 25, 2011 9:46 AM
9	If the AACPM cannot effectively reinvent itself, I am likely to support a local alternative.	May 25, 2011 9:28 AM
10	I know that those in the new structure are very frustrated in the way they have to go through the classes. I would assume it is still being modified per their feedback.	May 25, 2011 9:18 AM
11	I'm not aware of the changes	May 25, 2011 8:59 AM
12	This option actually allows AACPM to focus in on its best mission which could strengthen the academy. This is another way to reinvigorate and reinvent AACPM.	May 25, 2011 8:56 AM
13	I don't have the email on the recommended changes	May 25, 2011 8:49 AM
14	In this economy, I think it makes sense to consider merging with an organization such as ASPA who already has national recognition, highly referenced publications, and a solid reputation. It's a very prestigious membership and I think our members would embrace it.	May 25, 2011 8:46 AM
15	I don't support the changes, but I don't like the way things are now, a little different phrasing of the item selected, but it's the closest to my answer	May 25, 2011 8:43 AM
16	the only reason I am member of ACPM is because I have to be as a part of the local chapter	May 25, 2011 8:31 AM
17	I am more interested in membership in my State and Local Society because I get more benefit.	May 25, 2011 7:33 AM

**Page 9, Q1. The proposed changes from the Evolution Committee represent a significant revision from the current situation in the Academy. How do you feel about the proposed changes and the future of the Academy?**

18	This option is not a preference, but certainly an affiliation that could be of benefit to all.	May 24, 2011 9:51 AM
19	This option might offer the best of all worlds. I would strongly suggest that certification be mandatory for membership in the ASPA CPM section if a merger is negotiated.	May 23, 2011 6:07 PM
20	I would support reinventing AACPM prior to a merge with ASPA. We do need to see if there is a win-win with ASPA to help strengthen our organization.	May 23, 2011 12:34 PM
21	I support the changes and am excited about the reinvention. However, cost will be a large factor going forward. If the costs cannot be kept affordable, then we should look to merge with ASPA.	May 23, 2011 10:34 AM
22	I would support the changes, however, it is important to identify what the organization needs to do to set itself apart from other like organizations. Too much to choose from right now.	May 23, 2011 8:36 AM
23	The AACPM should have made changes when the economy went on a downward turn. It may be too late for the organization. Continuing to spend our dues on flying your Board to annual overpriced conferences was a bad business decision. The only contribution made by the AACPM since I have been a member was the annual conference and no one can afford to attend anymore. Plus, the AACPM didn't actually pay for the conferences anyway, they just flew their Board Members to them.	May 23, 2011 8:34 AM
24	Merger is probably a reasonable option.	May 23, 2011 7:39 AM
25	I think this is a bad time to be making drastic changes due to the economy.	May 22, 2011 1:57 PM
26	But number one is a close second	May 20, 2011 2:51 PM
27	option 2 would to reinvent self	May 20, 2011 2:28 PM
28	I prefer the AACPM reinvent itself. However, I do not think the AACPM can do it without taking an extremely long time. So if you can separate from the Consortium, change the leadership perspective, and do it quickly then I am all for reinvention.	May 20, 2011 7:42 AM
29	A strategic plan covering 3 to 5 years for the "reinvention" process needs to be defined.	May 20, 2011 4:34 AM
30	I believe some change is necessary but I don't agree with the whole proposal.	May 19, 2011 2:03 PM
31	Cost is an issue. I am not sure competing with ASPA is a good idea. You may get more members with a smaller fee with limited but quality benefits. I recently dropped membership in 2 professional societies because the cost became too high compare to benefits I could obtain in my rural area. My employer does not pay for these memberships.	May 19, 2011 1:55 PM
32	Any move needs to be sure not to destroy the remaining State Societies.	May 19, 2011 1:21 PM
33	Again, I don't know enough about ASPA but I would like to see AACPM flourish. I worked too hard to get my CPM not to be recognized at a higher level.	May 19, 2011 1:02 PM


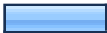




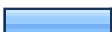
**Page 9, Q1. The proposed changes from the Evolution Committee represent a significant revision from the current situation in the Academy. How do you feel about the proposed changes and the future of the Academy?**

34	I strongly suspect AACPM cannot reinvent itself before the money runs out. In the alternative, I support joining with ASPA.	May 19, 2011 12:46 PM
35	I would also support a merger with ASPA, if it maintains the Academy's identity and current function in a reasonable way.	May 19, 2011 11:37 AM
36	I think that change is necessary but before you change something get the current operation up to 100 percent and see what everyone says. Value doesn't have to be costly or fancy. . . Value is a perception that needs to be established for being a CPM	May 19, 2011 11:26 AM
37	I see the ASPA as an opportunity to pool resources for recruitment, training and development of members rather than compete with the ever dwindling budget \$ available for such endeavors.	May 19, 2011 10:54 AM
38	If the organization is unable to successfully reinvent itself, I would support a merger with ASPA retaining the name and history as part of ASPA.	May 19, 2011 10:01 AM
39	I don't understand the reason for the second condition if AACPM were to merge with ASPA. Why would ASPA care about AACPM's history?	May 19, 2011 9:12 AM
40	I also think the academy should look at #5...it doesn't have to be such a negative thing.	May 19, 2011 8:22 AM
41	I think change is needed but I'm not sure the proposed changes will resurrect the Academy. I'm not sure the interest is there to support the Academy the way the committee is envisioning. I hate to spend a lot of time and money on something that is not widely supported.	May 19, 2011 7:57 AM
42	I think we need to dissolve our association with AACPM.	May 19, 2011 7:51 AM
43	Mixed feeling...do want the Academy to move forward and have a future but not sure if all things need to be done at one time.	May 19, 2011 7:19 AM
44	We need to see what the actual recommendations are from the Evolution Committee/AACPM before we can answer this question. Apparently, the EC/AACPM are still in fact-finding mode.	May 19, 2011 7:14 AM
45	I have not researched ASPA to make a decision.	May 19, 2011 6:50 AM
46	The support the changes with the exception of the local societies having to report and receive funding at the national level.	May 19, 2011 6:41 AM
47	I do like the way things are running now, but if we are in financial jeopardy, I would absolutely support changes.	May 19, 2011 6:35 AM
48	I do not really see many change options provided here. It appears as a total change package. Another change option could be to assist individual societies. The local societies are the ones that make the relevancy.	May 19, 2011 6:32 AM
49	I haven't heard about the changes proposed.	May 19, 2011 6:19 AM
50	If the merger is cost efficient and provides many of the same opportunities we have today. Otherwise, I'd support the changes and see AACPM reinvent itself.	May 19, 2011 6:12 AM

**Page 9, Q1. The proposed changes from the Evolution Committee represent a significant revision from the current situation in the Academy. How do you feel about the proposed changes and the future of the Academy?**

51	Progress is a good thing, especially if there is diminishing membership we need to make some changes	May 19, 2011 6:01 AM
52	I strongly support the CPM designation and would like to see it stay separate from PA	May 19, 2011 5:36 AM
53	AACPM could also entertain the option of embracing its history as more of a club and gear reinvention towards a top-down organization that serves as an alumni association for CPM graduates that promotes continuing education rather than competing with organizations such as ASPA. More funds could be funneled down to local societies and chapters for educational programming.	May 19, 2011 5:33 AM
54	I do not know enough about ASPA to give an opinion; however I support CPM being a stronger, more recognized accreditation.	May 19, 2011 5:32 AM
55	If merging with the ASPA is best for AACPM, then I see that as a great way for AACPM to reinvent itself too.	May 19, 2011 5:18 AM
56	I do not support the changes as proposed; however, keeping things the way they are isn't ideal either. It's not an overnight solution. I selected the second answer because I have to select something, but it doesn't reflect my answer.	May 19, 2011 5:11 AM
57	We need to market the value of AACPM . . . especially to State Government.	May 19, 2011 5:11 AM
58	At this time, and with never receiving any value from AACPM, I have no use for nor currently support the AACPM restructuring itself. I would prefer they dissolve and let the State Societies and Chapter take over and continue adding value to their local programs.	May 19, 2011 5:09 AM
59	I support the changes but I do not want the dues to increase beyond what the members that want to join can pay.	May 19, 2011 5:03 AM
60	I am not in favor of "blending" with any outside group. There is a great danger in partnerships, especially if the CPM requirement is removed. The big dog most usually swallows up the little dog and all its culture, then before you know it the little dog must get the big dog's certification and training (naturally at a cost to the little dog). And if AACPM "blended" with someone else, then basically we get to start paying their overhead that was in place previously. For societies with a strong balance in the bank, we would come out on the losing end...There is a benefit in "linking" with other organizations, if we can get access to training and research libraries at a reduced cost...I think AACPM could also offer webinars to those who can't travel due to state travel embargoes, management sites, speaker sites, sharing of projects, etc. This question didn't offer the option of WAIT AND SEE WHAT THE COMMITTEE DECIDES.	May 19, 2011 4:58 AM

**Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

		Response Percent	Response Count
\$50 annually		43.4%	197
\$75 annually		15.0%	68
\$100 annually		13.0%	59
\$125 annually		2.0%	9
\$150 annually		1.3%	6
I would remain a member with any increase in my annual dues amount		9.5%	43
I would discontinue my membership with any increase in my annual dues amount		15.9%	72
	Other - please explain		90
		<b>answered question</b>	<b>454</b>
		<b>skipped question</b>	<b>67</b>

**Page 10, Q1. Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

1	Because I do not participate much, I would likely not pay more than \$50 annually.	May 27, 2011 12:14 PM
2	I don't know that you need to increase dues from \$20.00 to \$50.00. Maybe there could be an amount between these two for current members (similar to grandfathering) and then increase the amount for new members.	May 27, 2011 11:15 AM
3	The annual dues should be commensurate to the benefits received. Not knowing what that may be, I am hesitant to suggest a dollar value.	May 27, 2011 4:48 AM
4	Since I pay my own dues, I would find more th \$50.00 impossible for me to keep my membership/.	May 26, 2011 1:37 PM
5	Or more based on how valuable the CPM is to my career.	May 26, 2011 8:24 AM
6	I currently do pay dues directly to AACPM but rather through the NCR Society. My continuation of that membership is questionable based on the level of local activity.	May 26, 2011 8:03 AM
7	I would have to review the benefits before making this commitment	May 26, 2011 7:42 AM
8	if dues are too high, membership will suffer.	May 26, 2011 5:51 AM
9	I will remain a member regardless of the increase amount.	May 25, 2011 8:50 PM
10	I would pay more to continue my membership, but I would have to get more for my membership to pay the fees listed	May 25, 2011 3:21 PM
11	Currently, my agency remits my membership dues. So not sure if this will continue with an increase but I would say \$75.00.	May 25, 2011 12:58 PM
12	I don't know.	May 25, 2011 11:48 AM
13	As I am not currently active in the organization, I will not offer an opinion regarding dues.	May 25, 2011 9:49 AM
14	In the current financial situation and job market that we are in right now, I can't predict whether in a few years, I will be more financially stable or not.	May 25, 2011 9:44 AM
15	Any dues should include both AACPM and local chapter membership. Hard to fund membership at both the AACPM and local level. Have seen no value of AACPM membership and local dues seem only to support functons.	May 25, 2011 9:39 AM
16	I would be willing to see increased dues as soon as benefits become apparent.	May 25, 2011 9:30 AM
17	I work for the State and haven't had a raise in 5 years. They won't let me attend the meetings.	May 25, 2011 9:30 AM
18	I belong to so many other organizations, it's really hard to belong to so many when a lot of time there is no return on investment. It's just joining because that's "the right thing to do"... I don't know if I will keep this? I will have to assess it after being in it for a while.	May 25, 2011 9:23 AM
19	If it is not important to my employer to pay for this, I am not going to.	May 25, 2011 9:02 AM

**Page 10, Q1. Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

20	As I said before, raising dues in this time of hardship for most of us I believe will result in loss of membership, not gain members. People will start comparing their "bang for their buck."	May 25, 2011 8:59 AM
21	I would increase my dues if it made sense; meaning, if the increase was in line with the value of the membership. Under current circumstances, I don't see that it would be worth spending more to try and add services.	May 25, 2011 8:56 AM
22	Would need to know more about plans to merge with ASPA	May 25, 2011 8:46 AM
23	It depends what my organization would be willing to pay.	May 25, 2011 8:46 AM
24	I am only offered a small budget for my memberships. I would have to discontinue my membership if the cost increases significantly.	May 25, 2011 8:43 AM
25	Any more than that and I won't be able to afford being a memeber. Money is tight and getting tighter.	May 25, 2011 8:36 AM
26	I would have to see the benefit package before I decide.	May 25, 2011 8:32 AM
27	I don't think dues should be increased. We already are losing membership, and our dues are only \$45 a year. I am against increasing the dues.	May 25, 2011 8:31 AM
28	I am retiring and will not be keeping my memership.	May 25, 2011 8:27 AM
29	What is needed to employe a FT Executive Director? I think you need to explain those levels to help people make a more informed decision. If they support an ED, how much would they need to pay to support such a move? That is not clear and needs to be.	May 25, 2011 8:24 AM
30	I do not support an increase in dues.	May 25, 2011 7:34 AM
31	Until I retire - but I definitely would like to see a retiree category with lower dues once I'm on a fixed income ;{	May 24, 2011 11:43 AM
32	The increase in dues would probably need to have some sort of tangible benefit. The association with ASPA (a joint membership) would add recognition and support part of the increase.	May 24, 2011 9:54 AM
33	I would want to see what kind of "bang" I would get for my buck before paying more.	May 24, 2011 7:43 AM
34	Entirely dependent on benefits received.	May 23, 2011 6:07 PM
35	I would recmmend going to \$100 annually, but in increments and build as you go. Perhaps \$50 in 2012, \$75 in 2013 and \$100 in 2014 and beyond.	May 23, 2011 4:11 PM
36	If you do not have paid staff the increased costs should be rather small. You may need a paid secretary for organizational purposes but I don't see a need for any more. I belong to other National groups that do many of the things you are talking about and still do not charge more than \$50 to \$75 per year. The higher you charge the fewer members you will have.	May 23, 2011 12:37 PM

**Page 10, Q1. Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

37	Does this mean that individuals could be a member at the state level but not the national AACPM level? This needs to be split so the states can focus on local membership benefits and AACPM directly targets state members for membership and renewals. Currently the states must submit dues for all of our members.	May 23, 2011 10:45 AM
38	When the CPM certification has national value, the I would entertain a dues increase.	May 23, 2011 9:21 AM
39	If the cost aligned itself with the benefits, whatever the amount selected would be worth it.	May 23, 2011 8:38 AM
40	AACPM should begin delivering the new benefits before raising the dues.	May 22, 2011 6:58 AM
41	CPM is not a recognized profession why should I pay these high rates when I see no action being taken to demonstrate how this program is beneficial to public sector government. Have you read the strategic planning survey results from 2009 - members said no to increased dues they want value for their money. If there is a concrete plan to move forward with improved member benefits that show value for increased dues I might reconsider.	May 20, 2011 5:26 PM
42	Don't know what I would do at this time, since I believe that \$ 100.00 is what it will take to be effective	May 20, 2011 12:34 PM
43	I would remain IF I felt like I was receiving commensurate value.	May 20, 2011 10:58 AM
44	While I marked low on your scale of fees what I would be willing to pay is directly associated with what benefit I receive from membership.	May 20, 2011 8:07 AM
45	We should not cost more than our nearest competitor or I go there for membership.	May 20, 2011 7:44 AM
46	The amount of increase I would support would depend on what benefits the individual members would receive	May 20, 2011 6:36 AM
47	I would remain a member with the increase in dues with the expectations that additional benefits and organizational activities/direction comes from AACPM	May 20, 2011 1:36 AM
48	\$25	May 19, 2011 8:18 PM
49	Based on my being retired.	May 19, 2011 8:12 PM
50	With what I currently receive in benefits from being a member, I can't imagine what would really change with dues increasing beside someone receiving a paycheck and everything else remaining the same.	May 19, 2011 7:41 PM
51	If there were much greater benefits to the members by joining with another group, I would be interested, but would have to evaluate the costs.	May 19, 2011 2:50 PM
52	As long as it would be at a reasonable level for the benefit of establishing that national recognition.	May 19, 2011 1:23 PM

**Page 10, Q1. Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

53	The way the present economy is and my current financial status with having 2 children in high school and college, I don't think I could afford more than \$100 annually.	May 19, 2011 1:04 PM
54	an investment for the next couple of years awaiting change would be tolerable.	May 19, 2011 12:47 PM
55	I do not mind if dues go up but a quartly payment plan would be nice. If a Director or staff are hired then maybe that could be an option?	May 19, 2011 11:48 AM
56	I would discontinue my membership if things remain as they are	May 19, 2011 11:35 AM
57	What benefits will be derived from the changes?	May 19, 2011 11:27 AM
58	Depends on whether we remain independent or merge with a larger organization that have more benefits.	May 19, 2011 10:22 AM
59	Start small, then readdress a year or so down the road, after the changes have been in effect for awhile and have had a chance to make an impact	May 19, 2011 9:50 AM
60	I would like have more benefit, acknowledgement, accountability for my money rather than being concerned about how much I pay for my dues.	May 19, 2011 9:29 AM
61	AACPM is so out-of-date and out of touch with progressive technologies and opportunities that it has been passed by. The web site is of no value. The content and format is stale, and it is not searchable. When I think of AACPM, the image I have is a mouse running on a wheel. AACPM has mistaken movement and discussion with accomplishing something.	May 19, 2011 9:21 AM
62	Presently, I have other licenses that have to be renewed with continuing education so additional dues in this one would probably be prohibitive	May 19, 2011 9:15 AM
63	If a re-certification program is implemented, I will pay whatever.	May 19, 2011 8:52 AM
64	I understand that AACPM would need to increase the dues in order to provide more benefits. I thik this should be done on a gradual basis. Ask for a little more money, show what you have done with it, then ask for a little more. I'm sure that members won't mind a small increase every year if they can see the benefit from their increased funding. This would attract more members and maintain current members.	May 19, 2011 8:09 AM
65	If the AACPM dues are increased, will the local society require dues as well or will the financial support for the local society come solely for the AACPM? Most state budget will not provide dues for both national and local society... it would be one or the other. The funding structure for both the national and local society needs to be defined in greater detail in order to properly decide on the level of dues to support.	May 19, 2011 8:01 AM
66	I'm not sure what a national organization can provide that I would be willing to pay for. I learned a lot in getting my certification and value that knowledge and receive updates to my knowledge base from my local society. I don't know that the Academy can significantly add to that to justify such a high cost.	May 19, 2011 8:00 AM
67	I support an annual increase range from 50-75 if additional resources will be available.	May 19, 2011 7:52 AM

**Page 10, Q1. Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

68	I also hope to dissolve the association with AACPM.	May 19, 2011 7:52 AM
69	Reference to increase of the cost - you have to take into consideration of the budget constraints that are currently placed on the state level due to the economy, etc.	May 19, 2011 7:46 AM
70	If changes do not occur, then dues should remain the same.	May 19, 2011 7:39 AM
71	With the economy in the state it is I think the lowest possible increase would be required to retain current members. \$25.00-\$30.00 range perhaps	May 19, 2011 7:31 AM
72	If other benefits were given, I would consider paying higher dues.	May 19, 2011 7:18 AM
73	Offset Dues with advertising to this membership....get creative.....live CPM.	May 19, 2011 7:17 AM
74	I would pay more if there were more benefits to my being a member	May 19, 2011 7:17 AM
75	It depends on what the dues is and the benefits and staffing offered	May 19, 2011 7:15 AM
76	I'd be willing to entertain \$50 if I knew I would be able to visibly see the benefits of the society.	May 19, 2011 6:56 AM
77	I'm beginning to think about retirement and will discontinue membership as a result. Until then I'm willing to a bit more, but not much in these times of cuts and no raises for public workers.	May 19, 2011 6:53 AM
78	I would want to know what the options would be before I commit to a dues structure. Remember, State societies would have to increase there dues in order to support local efforts.	May 19, 2011 6:39 AM
79	The answer to this question would be how much my Division is willing to pay. I support restructuring but I am fearful that the increase in dues that would be imposed on members would basically "price me out" of the organization. Due to the economy, the Division for which I work has been spending less, not more, on membership fees.	May 19, 2011 6:27 AM
80	Not really sure. Going to take a "wait and see" attitude.	May 19, 2011 6:17 AM
81	I would like to retain membership, but will have to make any financial decisions "when the time comes" - our state has not given raises for 2 years and has instituted furloughs which are an actual pay cut	May 19, 2011 5:57 AM
82	Raise in dues must correspond to new levels of service	May 19, 2011 5:55 AM
83	As long as the benefits are put into place.	May 19, 2011 5:54 AM
84	The Academy so far has over promised and under delivered. If the increase in dues were a part of a merger with ASPA I would pay it. I would not support the increase to restructure AACPM.	May 19, 2011 5:46 AM
85	Since we are connected to ASPA, I believe that \$50/year is adequate for the services being planned and/or received. At least until such time as AACPM is reinvented and more is gleaned from the organization by professionals such as myself. As services and benefits increase, so should the cost.	May 19, 2011 5:29 AM

**Page 10, Q1. Dues will need to be increased to accomplish the proposed organizational, staffing and benefit changes. What level of annual AACPM dues would you support, knowing that it could take a few years before the changes are fully implemented?**

86	My agency pays the annual dues for me. I think they'll continue to pay it as long as the increase is not that significant.	May 19, 2011 5:21 AM
87	I think members also need to see how their dues are spent.	May 19, 2011 5:18 AM
88	If you visited a local coffee shop for the first time and did not like the taste of the coffee, you may revisit the shop one more time in case you for some reason got a bad cup of coffee, however, if you received another cup of coffee that you did not like the taste of it would you continue to go back for more? Now if that same coffee shop merged with another coffee shop you may or may not visit the shop to try a cup of their coffee thinking that something may have changed for the better, all depending on how convenient the new location is and the cost of the coffee..	May 19, 2011 5:14 AM
89	AACPM needs to advertise the value it brings to organizations/management.	May 19, 2011 5:12 AM
90	I would support a raise to \$50 annually. There would have to be substantial benefit for me to support anything more than that as I have had no salary increase in 5 years, yet all my expenses have risen. Perhaps there could be a lower rate for magazine (paper or online) only just to keep informed.	May 19, 2011 5:00 AM

Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.

	Response Count
	124
answered question	124
skipped question	397

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

1	My position has been eliminated as of July 1, 2011. Unless I find another job by then, I will be laid off. My CPM colleagues in other departments may be good contacts, but I do not want to leave my current dept.	May 27, 2011 12:16 PM
2	I have only been a member through the KY SCPM for a couple of years, so I am not as familiar with the national organization, but I would like to see it move forward even if it means making these changes.	May 27, 2011 11:16 AM
3	If the CPM was valuable in job search or promotion, there would not be a lack of membership. At the State and National level, the CPM needs to be sold to decision makers.	May 26, 2011 8:26 AM
4	Consider the true mission of AACPM. Then consider if the merger idea with ASPA makes sense; if it makes financial and functional sense then perhaps AACPM becomes THE sub section that ASPA now calls ASCPM. Personally, that seems an efficient approach.	May 26, 2011 7:36 AM
5	No comments at this time.	May 25, 2011 4:04 PM
6	Although an organization needs the support of the members to do the necessary work, the economic reality is that fewer agencies are paying the fees for their employees. Therefore, I would suggest that it is important not to raise the cost of membership above the level that the individual employee can afford.	May 25, 2011 2:13 PM
7	We've GOT to get back to the basics of what the CPM program was originally about -- improving the quality of our mid-level managers. Unclassified executives have no desire or need for employing CPMs at the highest political levels, but they do at the mid levels (sections and branches, some divisions). We need to get back to the core classes based on public sector management needs, not acadamia pursuits.	May 25, 2011 1:30 PM
8	I feel that the AACPM can fill a niche that ASPA cannot. ASPA's focus is at the national level; its local chapters are (in my opinion) weak. The AACPM has the advantage of having state Societies that provide more opportunities at the local level. I would capitalize on that.	May 25, 2011 11:51 AM
9	I am glad the organization exists. I do not participate very much because I am in a higher position of authority on my job. I feel the meetings are more beneficial to other members without my participation.	May 25, 2011 10:26 AM
10	Please provide better communications	May 25, 2011 10:16 AM
11	Please provide any other comments of which you want the Evolution Committee and Board of Directors to be aware.	May 25, 2011 10:02 AM
12	One organizaton with local chapters, but ability to maintain membership if no local chapter exists. Dues collected at AACPM level with ratio redistributed to local chapters similar to other national organizations.	May 25, 2011 9:42 AM
13	Appreciate the opportunity to give information in the survey. Thanks	May 25, 2011 9:23 AM
14	I am pleased to see that you are aware that there is a problem and willing to address it at this time.	May 25, 2011 9:05 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

15	We are in a world of "What's in it for me" generation. The committee needs to be able to look at how "generationally" we will be affected and how to address those new attitudes.	May 25, 2011 9:01 AM
16	These are tough times for those who have been long term AACPM members. For new comers, like me, it's an opportunity to position AACPM to thrive.	May 25, 2011 8:59 AM
17	All forms of outreach are essential to keep academy afloat.	May 25, 2011 8:53 AM
18	why are we always looking for ways to throw money at a problem to try and solve it? Volunteerism has great benefits and rewards for all.	May 25, 2011 8:45 AM
19	As a president of a Statewide non-profit I understand growing pains. However, the economy is not right for growth and expansion and would not sustain the changes proposed.	May 25, 2011 8:44 AM
20	I have been a CPM since the mid 1980's and an officer off and on in my local society. I have not been as involved at the national level, as I have really not seen the benefit. Our local society has been struggling for years and I think the reasons are simple: 1) The way the program is taught changed from "classes" of people who went through the course together to a "buffet" approach where one might never see the same person twice in any class. That eliminated the opportunity to really get to know people and form the bonds that made the society successful in the beginning. Plus certain courses were made mandatory and given time constraints, once persons complete the mandatory courses there is little incentive to go on with the CPM. 2) The society's were never able to deliver something a real value to rank and file CPMs. Members tended to be those Type A personalities who like to be involved in things or people just looking for a social outlet. 3) State governments have been given so much additional responsibility while resource have been reduced, that I just don't think most employees have the time or energy for career development and/or organization involvement. What little you do have tends to be devoted to training and involvemtn in whatever specialty area you work in, i.e. health care, environment, budgeting, and not in general "management". If the CPM "brand" and concept is still alive and well in many states, then I encourage AACPM to stay alive and more national management may make sense. If it is an idea whose time has come and gone and been replaced by other management training, etc. then maybe merging with ASPA is the way to go.	May 25, 2011 8:34 AM
21	I feel that the economy is one reason that the Society is struggling. It ahs impacted employment and personal issued for everybody. While I understand that the need to increase fees, I also think that doing so will have another negative impact on the members.	May 25, 2011 8:32 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

22	In my 8 or so years involved with CPM, I have never seen any benefits/value provided to members that drives down to the local levels where the members actually live and would benefit the most. There may be a need for a national level board, but frankly speaking, who cares if there is no value being felt locally. So, we drift away and do not renew because there is no reason for throwing money down a black hole. I also believe the local societies have suffered because of the lack of national guidance, direction, suggestion, resources. Local people have tried, but without a strong professionally recognized nationally which adds networking value, it simply will not work. We have to be able to "feel" we are getting something and in today's world, social and business networking is a key issue and benefit. Most people I have spoken to, and I have been a local officer including President, had no clue the AACPM existed, and how expansive the CPM Programs have grown across the nation. The networking potential is enormous --- and being missed.	May 25, 2011 8:30 AM
23	So far I have not seen any benefit from AACPM	May 25, 2011 8:22 AM
24	I have loved my involvement with AACPM and with my state society. I wish the political and economic environment in my state had not changed to the point that I no longer have agency support for my involvement. Anything that could be done to change that reality would be preferably to dying a slow death, whether it is stronger affiliation with ASPA or some other route.	May 24, 2011 11:45 AM
25	The AACPM is run as an "old boys club." If you are one of the "boys" you are in. Otherwise, hit the road. The conference is focused on giving awards to board and committee members. New attendees are not made to feel welcome. I only retain my membership because of how I feel about the overall CPM program, but could take or leave both the local Society and the AACPM	May 24, 2011 10:52 AM
26	The AACPM Board and Evolution Committee are to be commended for tackling this thorny issue. I believe the ASPA merger option may provide the most benefit for certified public managers and think the Board should explore this option further to see what might be negotiated.	May 23, 2011 6:08 PM
27	One of the key differences for the Academy is the CPM certificate. Doing anything to expand membership beyond CPMs will cheapen the purpose and cause of the CPM designation.	May 23, 2011 4:12 PM
28	Due to the economy everything is stressed financially. I would like to see the National Committee have a liasion with the current state affiliates and have more involvement with each state.	May 23, 2011 1:27 PM
29	I have not given up on AACPM but it does need to really look at itself and break away from the past. Business is totally different in 2011 and we need to simplify and support more than have top down leadership.	May 23, 2011 12:38 PM
30	None.	May 23, 2011 11:16 AM
31	The Academy needs to look at what value it is to its members before it looks to expand.	May 23, 2011 9:22 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

32	Raising dues in this economy will result in the dissolution of the AACPM. If you provided us a benefit that we all liked, then decided you needed to raise dues...you would get buy in. To provide no benefit to the local Chapters and then say you need to raise our dues in order to provide us a benefit will be the demise of your Organization.	May 23, 2011 8:36 AM
33	I have been commended in the past for my work on committees when never being invited to a meeting! This speaks to the integrity of the organization.	May 23, 2011 8:15 AM
34	If it's not possible to reinvent the AACPM at the level desired by its memebers, we should join ASPA.	May 23, 2011 6:26 AM
35	Before raising dues or changing the structure of the organization, AACPM should deliver value for their existing membership rate. Many states provide value for their portion of the dues and AACPM should be able to do the same. Also, members should have the option of joining either their state society or AACPM (or both organizations). This will encourage the state society and AACPM to constantly deliver value for their membership fees.	May 22, 2011 7:03 AM
36	Look at the information you already have at your fingertips. Why keep reinventing the wheel and putting in all this work when the strategic planning committee already gathered this information. I feel this is why we never get anywhere - we just keep reinventing instead of using the information that has been in the strategic planning documents since 2000	May 20, 2011 5:26 PM
37	These are tough times	May 20, 2011 2:52 PM
38	make a decision to be the best or join the other group.	May 20, 2011 2:29 PM
39	As a retired public sector employee, I am not sure what value there is to keeping my membership.	May 20, 2011 1:45 PM
40	Surveying the membership is great way to introduce the proposals and gather feedback. A conference call with the membership to review the feedback and present options might be a good next step.	May 20, 2011 11:00 AM
41	I'm stunned there was no question about the credential on this benchmarking effort. Do we (AACPM) see the credential as a valuable asset? The question of joining the ASPA was in the survey and not on the report. There was no quesiton about creating our own credential which is an option but would take a long time to create. There is more value in joining the ASPA and then creating a credential. You must exhibit extraordinary leadership, character, and strength during this time. May God be with you.	May 20, 2011 7:50 AM
42	by keeping its "independence" , the title of cpm has more recognition and credibility	May 20, 2011 6:36 AM
43	I try to see what value is gained by the membership fee to both local and national and until a benefit for the dues is determined, I see little value in being a member.	May 20, 2011 6:25 AM
44	More marketing and promoting the Academy, of what it is, why should you join, and what is in it for the membership.	May 20, 2011 4:36 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

45	The AACPM cannot survive following the current trend. State societies cannot either, especially as state CPM programs struggle for on-going funding and cannot maintain enrollment to keep the pipeline open. While I am proud of the vibrant and long history of the Academy, we can't count on the past to carry us into the future. I would encourage to Board to think seriously about how we might align with ASPA, taking advantage of their existing infrastructure.	May 20, 2011 1:40 AM
46	I believe that the Academy cannot continue to exist in its current structure and as a bottom up organization with only volunteer leaders. I support the Academy re-inventing itself now as a top down organization with paid staff and continuing as a separate organization. I do not feel that a "partnership" with ASPA is in the best interest of the Academy or its members. I view the ASPA CPM Section as a direct competitor with the Academy. The Academy needs to address future membership by retaining current members (especially retirees) and securing new members.	May 19, 2011 8:21 PM
47	Rewards minus Costs equals Outcome	May 19, 2011 8:01 PM
48	I have renewed my membership year after year but haven't participated in any activities. I used to be an ASPA member but dues were too high. I am not sure if I will continue my AACPM membership.	May 19, 2011 7:13 PM
49	When was the Evolution Committee's new vision transmitted to AACPM membership? Thanks.	May 19, 2011 6:54 PM
50	I don't think the survival of the group is feasible. Look to a merger.	May 19, 2011 2:51 PM
51	Some of the questions looks in the future without giving a better future picture on how the organization would look and function	May 19, 2011 2:46 PM
52	Keeping up to date with skills and networking is my main reason to join organizations.	May 19, 2011 1:57 PM
53	Keep believing in the best for all Members ~ making decisions to suport us all and be supported by all.	May 19, 2011 1:35 PM
54	Taking existing societies and creating "regions" with each reagon haveing a designated MAL position on the board would foster communications. regions could have conferences to attraract more local members that woule likly be the same size as the last few national conferences.	May 19, 2011 1:32 PM
55	We need to be smart about the steps we take as it can either keep us moving forward or eliminate us completely.	May 19, 2011 1:24 PM
56	Change is always good if the chnage is for the betterment of the group.	May 19, 2011 1:16 PM
57	As I have stated previously, I am a new member and do not know alot of details about AACPM. I can say that I do want to be a part of an organization that recognizes the hard work that the members have completed and accomplished to even be eligible for membership. I also have confidence in the leaders that represent Kentucky and feel they will make comments and decisions that will help and move AACPM forward also.	May 19, 2011 1:08 PM
58	Certification as a qualification for membership must stay. It is what sets the AA apart.	May 19, 2011 12:10 PM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

59	I am a retiree and can ill afford additional cosst to pay the council salaries, I will withdraw my membership.	May 19, 2011 12:07 PM
60	I have been a member (and a CPM) for only two years, so my perspective is limited. What I can certainly agree with is that AACPM operates very differently than other similar organizations I have been involved with. But that is not all bad -- there is much to be said for a simpler, less expensive organization. Does AACPM need to offer more to attract members? Perhaps, but I hope it does not lead to a large and expensive bureaucracy. Local units can provide a compelling reason to join (as is the case in my town). National support would be a plus, but, again, at what cost? I say we should evolve, but carefully and with the intent to keep things simple.	May 19, 2011 11:45 AM
61	We either need to move forward with these changes, or prepare to die!	May 19, 2011 11:36 AM
62	Work to ensure graduate/undergraduate level credits are avialble for all training.	May 19, 2011 11:28 AM
63	These are trying times use due diligence when making change as people are cutting things out that are not of VALUE create value and they will come. . .	May 19, 2011 11:28 AM
64	I think the benefits offered currently are in keeping with the dues paid. Groups like SHRM offer more benefits, but are more structured and require more dues. Perhaps the current organization in fullfilling a need that could not be met if significantly changed.	May 19, 2011 11:20 AM
65	Public agency budgets are streatched. If the organizations does not promote and sell itself to the governing body of the State Agencies, it is doomed. It was some of the best hands on training I recieved, however, we all know training is usually the first to go.	May 19, 2011 11:09 AM
66	I can only speak for SC and the time I was an active member (I am now retired). This organization had value to its members and state agency support. But, I am wondering if we do indeed duplicate missions with other national organizations and if that causes problems in other states. I don't think you are getting to "root causes" with this survey. Are the respondents members of other organizations that better meet their professional mgmt needs? What are the needs of the membership? We work hard to obtain the credential and then all requirements for continuing education are optional. These are just my thoughts at the moment.	May 19, 2011 10:26 AM
67	Change is absolutely necessary in order to survive. Dues will need to increase, but it would be wise to keep the increase to a reasonable amount, given the current state of the economy.	May 19, 2011 9:52 AM
68	I want to support the organization but I pay dues to belong to the state society and to AACPM so I don't know if I can continue as a member if dues continue to increase.	May 19, 2011 9:34 AM
69	Merge with a value-added progressive organization or dissolve. Full assets and financial disclosures, including balance sheets, and the past 5-7 years of expenditures should have been made to members with this survey. Show the true picture.	May 19, 2011 9:25 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

70	One of the main reasons members are not renewing is there is no incentive to renew. If re-certification (i.e. CEUs) was forced upon them, they would participate like they do in other professional organizations. If they want to keep their CPM designation, then get involved and keep learning. All CPMers love having the designation but they know they do not have to do anything to keep it so they are less incline to join the AACPM or their State Society. Even if dues were increased, I believe members would pay to keep their designation. If the designation remains free - then it's a matter of time before the AACPM and State Societies collapse.	May 19, 2011 9:03 AM
71	Lack of marketing the Society issues and the conflict that some members share about the how when and what	May 19, 2011 8:54 AM
72	I believe that a merger with ASPA is the best option, understanding that ASPA must require CPM certification before adding the trademarked CPM designation to their organization. I think the size of ASPA and its increased membership will help AACPM grow, since both organizations are aligned in their missions and goals.	May 19, 2011 8:51 AM
73	WE must be careful about the increase of dues. All States are having troubles with funds and people just don't have the money and they may just leave the society because of the dues. I had 6 people that did not join this year because of the dues. Their agency would not pay this year.	May 19, 2011 8:46 AM
74	I would oppose any lessening of control on the state level, local Societies.	May 19, 2011 8:45 AM
75	Give us a reason to stay. Offer continued training and seminars.	May 19, 2011 8:43 AM
76	n/a	May 19, 2011 8:35 AM
77	I see great potential for the CPM program if we received a greater buy in from leadership position in local and state governments.	May 19, 2011 8:30 AM
78	A low-cost Retiree Category should be created. A considerable amount of knowledge is lost when people retire and discontinue memberships.	May 19, 2011 8:29 AM
79	Communications is critical to the success of the Academy. I am excited about the new networking tools that President Kramer has implemented. However, many networking tools are blocked by government agencies. I'd like to see more direct e-mails from our Board of Directors to each individual member.	May 19, 2011 8:27 AM
80	I am surprised that the AACPM could exist this long without paid leadership. I don't want to see the society just "die a slow death". If necessary we need to work with another organization and retain the "specialness" about being a CPM. The organization can only live so long with volunteer leadership.	May 19, 2011 8:25 AM
81	The education and training provided in the Wisconsin CPM course is outstanding, albeit underappreciated and under-publicized. There needs to be a strong, ongoing communication effort that informs top management of the advantages and benefits that graduates have derived from this program.	May 19, 2011 8:13 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

82	AACPM should also show what they have done currently with the funding they receive, while also asking for more. It would also be nice if we could see what the plans are for the future with dollar amounts next to them if I knew that having a monthly newsletter would add five dollars to everyone's fee, I would be more likely to pay the extra 5 dollars.	May 19, 2011 8:11 AM
83	Thank you for tackling such complex and critical issues. The more I think about it the more I'm inclined to think perhaps the Academy needs to step back rather than step up. I know that it's hard to hear for those who have dedicated so much over so many years as have those on the Evolution Committee, but outside of some of the "old timers" I'm not sure the interest and energy is there to justify these changes.	May 19, 2011 8:03 AM
84	FSCPM is a very strong organization, and with the economy at this stage and people losing their jobs, I can't believe your organization wants to increase the dues. It really upset me. I really don't want to belong to any organization that agrees to this,	May 19, 2011 7:56 AM
85	We need more support to the local chapters when hosting the National Conference and developing a Headquarters with a dedicated staff would help facilitate that.	May 19, 2011 7:39 AM
86	More communication is needed, more value. Web training would certainly be of interest to myself.	May 19, 2011 7:32 AM
87	It seems that information regarding AACPM and its benefits are not getting to the local Society level. I was not aware of any benefits available until I researched it and I am still not fully aware as the website is not very user friendly.	May 19, 2011 7:21 AM
88	Be ye transformed!	May 19, 2011 7:18 AM
89	Think deeply. Decide carefully. Don't let the outcome be a knee-jerk reaction.	May 19, 2011 7:16 AM
90	As a member and officer of the SC chapter of NASW, I believe the National level leaderships and support is very important. I think one of the difficulties is the recognition and public persona of the membership and organization. Simply, most people have no idea what/who we are now why this is 'special.'	May 19, 2011 6:57 AM
91	Please make sure you take a hard look at everyone's answers. Without having an option button, the answers may be skewed, especially if they were just clicking on a random button to move on to the next question. Also, it says describe on the next page for options, but it doesn't allow you to describe.	May 19, 2011 6:55 AM
92	Membership would increase if mandatory re-certification requirements were made. Example, points for attending meetings, webinars, conferences, meetings etc.	May 19, 2011 6:53 AM
93	Thanks for your attention to making the Academy a better organization	May 19, 2011 6:48 AM
94	I am glad to see there is concern for the future. The membership fees question is a hard one. The amount I am willing to pay is dependent upon the services we receive. Until we know the service level I don't believe that question is relevant.	May 19, 2011 6:45 AM

**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

95	I am sure you are aware that this is the worst possible time for an increase in membership dues. I'm afraid that the increase in cost would force members out regardless of the increase in services. However, I fully understand that something must be done to survive.	May 19, 2011 6:44 AM
96	Multiple organizations are letting non-management staff participate in the classes and get designations, but will not allow them to participate on committees. The inability to be an active member likely causes a reduction in retention.	May 19, 2011 6:37 AM
97	Membership is not getting enough communication from AACPM.	May 19, 2011 6:20 AM
98	None	May 19, 2011 6:11 AM
99	I see no potential long term relevance or viability outside an association with a larger more financially stable professional public employees organization.	May 19, 2011 6:08 AM
100	Agencies aren't paying our dues, so an increase comes directly out of our furloughed pockets. Unfortunately, membership falls on the list below food, shelter, and clothing.	May 19, 2011 6:05 AM
101	The Annual Conference has become a bureaucratic nightmare. Active public employees (CPM's) have difficulty in providing funding for travel and conference cost. The preparation is a logistical nightmare and we ought to consider doing them every other year. The House of Delegates meetings are a waste of time.	May 19, 2011 6:04 AM
102	We need the AACPM to lend cohesiveness and support to all the Societies, anything that is done should be to strengthen the Academy and not to weaken it.	May 19, 2011 6:02 AM
103	Being a member of other professional law enforcement organizations, the dues, at an average of \$100 for each organization, increases the ability to provide premier and quality information and training for all of our members. By having at least one full-time person, Executive Director, who is committed, will only enhance the professionalism of this organization and keep all members updated, not to mention, the feeling of being affiliated with a professional organization.	May 19, 2011 5:58 AM
104	I appreciate all the thoughtful work that has gone into this process.	May 19, 2011 5:58 AM
105	AACPM needs to give something tangible to the members so they see the value.	May 19, 2011 5:56 AM
106	Try and have get togethers with former and local classmates of CPM training.	May 19, 2011 5:56 AM
107	Make sure that all states have a representative involved. The first step should be a national conference with a facilitator to brainstorm and make some decisions.	May 19, 2011 5:55 AM
108	As a new member, I am concerned that in the City Administrator profession, few have even heard of the CPM, let alone the ASCPM. I felt I got great benefit from the training program, but it does require a significant commitment and expense that City Administrators don't feel they can commit to.	May 19, 2011 5:55 AM






**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

109	I do not understand all that would be required to do this. It should be carefully studied to determine the best ways to get more bang for the buck so to speak. I don't think a full time staff is needed to do what needs to be done, we just need more creative ways to involve all public service societies together to increase participation and opportunities for growth of the members.	May 19, 2011 5:50 AM
110	More awareness to the "Professionalism" that the program develops and more lobbying to make State & Local governments aware of the benefits of having a professionally trained work force.	May 19, 2011 5:42 AM
111	Basically, I would like to see a stronger National CPM organization with increased benefits, a paid staff, and increased marketing presence, all in an effort to promote the CPM designation and its benefits to public employers	May 19, 2011 5:38 AM
112	I think if the Academy is going to survive, it must change. This is a long overdue conversation and I'm glad to see progress in this area. Good luck!	May 19, 2011 5:35 AM
113	It would be great to get to a level where CPM is as recognized as other credentials. I believe this would require continuing education credits and a stronger national organization.	May 19, 2011 5:34 AM
114	It's a waste of time and resources to reinvent the wheel. The ASPA organization is solid, established, has good foundational tools and is an instant resource. I believe a ASPA/CPM section could be negotiated for around \$75 per member. There's strength in numbers, and should the ASPA/CPM option not pan out, we can always stay with ASPA. Right now the AACPM program is dying out and this survey is the precursor to the ultimate demise of the organization as it now exists. It must be changed! Needs to be done in a way to get the biggest bang for the buck and we need to see almost immediate results. Hiring a staff and building from scratch will take a few years, and with how slow the AACPM has been, I see more members dropping out as they won't want to pay increased dues without seeing immediate returns on that investment.	May 19, 2011 5:32 AM
115	AACPM is at this time just a by-product of ASPA. I would like to see it become a more serious part and independent though connected. Both organizations go hand in hand with each other. I would like to see a Houston Chapter. I am also a member of the Texas Society of Certified Public Managers. Are these two groups affiliated? Perhaps they should connect if they are not.	May 19, 2011 5:31 AM
116	any increase in dues will adversely affect both local and national memberships. also taking control from locals to national will hurt the organization. it makes us too much like the broken ship in Washington DC	May 19, 2011 5:28 AM
117	I admit that I have not been an active member but I think people like me would be more enthused if we start seeing more activities/training opportunities we can benefit from on personal and workplace level. We need people who can better sell the goals of the AACPM to its members and their employers	May 19, 2011 5:24 AM


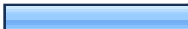



**Page 11, Q1. Please provide any other comments that you want the Evolution Committee and Board of Directors to be aware of.**

118	I do not see the AACPM being able to provide the type of value that our members are looking for, I personally feel that AACPM disregarded over 50 suggestions from the State of Florida Chapters on the type of value we are looking for and they were all disregarded. I feel the credibility and confidence has greatly diminished from the AACPM. Before ever discussing raising membership dues, I believe if AACPM wants to restructure itself they need to be innovative and financially savvy. Find grant money, investors, sell advertising space to businesses, seek business oriented retirees to volunteer their time to run the program, turn to local colleges and other governmental institutions in an effort to identify resources to help reestablish the AACPM. Do not just limit your thinking that by placing the burden on the shoulders of the members is the cure all to your problems.	May 19, 2011 5:24 AM
119	A couple of observations about this survey: 1. All of the questions are listed as #1. 2. The question about potential enhanced member benefits appears twice in the survey.	May 19, 2011 5:19 AM
120	AACPM needs a paid lobbyist promoting this organization in state government agencies and the value it brings.	May 19, 2011 5:14 AM
121	I hope the dinosaur survival game plan is successful.	May 19, 2011 5:12 AM
122	Evolve or die!	May 19, 2011 5:03 AM
123	I think it would be interesting to ask those new graduates who never join the CPM Society why not? They might have a different perspective, but I imagine like all of us they are just trying to carve out a life outside work responsibilities doing something fun...and pay off student loans, wedding expenses, buy a home, etc.	May 19, 2011 5:02 AM
124	This organization is also floundering due to states such as New Jersey, which has dissolved the state-run organization (Human Resource Development Institute), that initiated the CPM Levels 1-3 in NJ.	May 19, 2011 4:58 AM









**What is your current membership classification?**

		Response Percent	Response Count
AACPM Fellow/At-Large Member		41.5%	199
AACPM Associate Member		25.1%	120
Consortium Member		6.1%	29
Other Society/AACPM classification		17.1%	82
I am a former member who has not renewed		10.2%	49
		<b>answered question</b>	<b>479</b>
		<b>skipped question</b>	<b>42</b>

How long have you been an AACPM member?

		Response Percent	Response Count
Less than 5 years		50.1%	240
5 to 10 years		27.6%	132
10 to 15 years		9.8%	47
More than 15years		7.3%	35
I am not currently a member		5.2%	25
		<b>answered question</b>	<b>479</b>
		<b>skipped question</b>	<b>42</b>

**Are you a member of any other professional organizations?**

		Response Percent	Response Count
American Society for Public Administration (ASPA)		6.0%	26
Society of Human Resource Managers (SHRM)		6.4%	28
International City/County Management Association (ICMA)		2.5%	11
American Society for Training and Development (ASTD)		6.4%	28
American Public Works Association (APWA)		0.9%	4
Government Finance Officers Association (GFOA)		2.3%	10
Other (describe below)		35.6%	155
<b>I do not belong to any other organizations</b>		<b>51.0%</b>	<b>222</b>
	Other (please specify)		86
		<b>answered question</b>	<b>435</b>
		<b>skipped question</b>	<b>86</b>

**Page 12, Q3. Are you a member of any other professional organizations?**

1	APPA	May 27, 2011 10:49 AM
2	Mississippi Association of Personnel Administrators	May 26, 2011 2:42 PM
3	Govt Property & Purchasing Agents	May 26, 2011 2:39 PM
4	RMS	May 26, 2011 11:34 AM
5	Fraternal Order of Police	May 26, 2011 8:07 AM
6	American Planning Association (APA), FL Chapter American Institute of Certified Planners, AICP	May 26, 2011 7:38 AM
7	TX CPM	May 26, 2011 6:09 AM
8	I am a CPA	May 26, 2011 5:52 AM
9	Project Management Institute	May 25, 2011 2:46 PM
10	IMA, OKAPP, OSCPM	May 25, 2011 2:14 PM
11	Women in State Government Network Business and Professional Women	May 25, 2011 1:32 PM
12	Association of Certified Fraud Examiners National Institute of Governmental Purchasing	May 25, 2011 1:13 PM
13	Capital City Communicators	May 25, 2011 11:06 AM
14	International Public Management Association--HR	May 25, 2011 10:53 AM
15	National Association of State Workforce Agencies	May 25, 2011 10:46 AM
16	American Planning Association - however, my City elected to stop paying and I haven't renewed.	May 25, 2011 10:36 AM
17	Do you include AACO, NACO, NACRAC, IACREOT here or are you referring to educational organizations? I am a member of the organizations I have listed.	May 25, 2011 10:28 AM
18	I belong to other community/religious organizations.	May 25, 2011 10:04 AM
19	International Institute of Municipal Clerks	May 25, 2011 9:55 AM
20	US Army Adjutant General Corps Regimental Association. American Legion	May 25, 2011 9:48 AM
21	National Legislative Services and Security Association	May 25, 2011 9:46 AM
22	American Legion, Military Soldiers	May 25, 2011 9:35 AM
23	SEANC, IAWP/NCAWP	May 25, 2011 9:25 AM
24	Project Management Institute	May 25, 2011 9:23 AM
25	Association of Government Accountants (AGA); National Association of Enrolled Agents	May 25, 2011 9:10 AM
26	FICPA AICPA Toastmasters International Institute of Internal Auditors	May 25, 2011 9:04 AM

**Page 12, Q3. Are you a member of any other professional organizations?**

27	I did not ever receive a membership card, so I am not sure what my status is when I paid.	May 25, 2011 9:03 AM
28	American Business Women's Association American Legion	May 25, 2011 8:50 AM
29	Project Management Institute (PMI) - PMP Certified	May 25, 2011 8:48 AM
30	Grant Professionals Association	May 25, 2011 8:47 AM
31	OPEA - Oklahoma Public Employees Association	May 25, 2011 8:38 AM
32	LOMA Society of Utah	May 25, 2011 8:35 AM
33	Adult Protective Services Association	May 25, 2011 8:35 AM
34	FWG, Inc.	May 25, 2011 8:34 AM
35	Other professional organizations specific to my profession.	May 25, 2011 8:31 AM
36	ARELLO	May 25, 2011 8:28 AM
37	American Planning Association, American Institute of Ceertified Planners	May 25, 2011 8:28 AM
38	WPRA, NRPA, Chamber, Optimist International, Red Cross Borad of Directors	May 25, 2011 8:28 AM
39	IPMA-HR	May 25, 2011 8:28 AM
40	Association of Government Accountants	May 25, 2011 8:27 AM
41	NIGP MAGPPA MAPA	May 25, 2011 6:27 AM
42	Although my ASPA and ASTD memberships have lapsed this last year and I have not yet renewed them.	May 24, 2011 11:46 AM
43	American Society of Mechanical Engineers	May 24, 2011 11:19 AM
44	NICET	May 24, 2011 5:41 AM
45	AICPA, WISCPA, AGA, PMI	May 23, 2011 6:09 PM
46	Statewide municipal manager organization	May 23, 2011 4:13 PM
47	AUSN (Association of the United States Navy)	May 23, 2011 1:43 PM
48	KSCPM	May 23, 2011 10:56 AM
49	IPMA-HR	May 23, 2011 10:46 AM
50	Texas Tactical Police Officers Association	May 23, 2011 10:45 AM
51	AGA, AICPA	May 23, 2011 10:36 AM
52	Association for Career and Technical Education	May 23, 2011 9:24 AM
53	I really don't know my membership classification but a response was required.	May 23, 2011 8:40 AM
54	American Library Association (and others related to librarianship).	May 23, 2011 7:40 AM

**Page 12, Q3. Are you a member of any other professional organizations?**

55	Associations in my Profession	May 22, 2011 1:47 PM
56	Formerly ASPA	May 20, 2011 2:53 PM
57	American Society of Transportation & Logistics	May 20, 2011 1:47 PM
58	ACFE	May 20, 2011 1:16 PM
59	Federation of Tax Administrators (FTA) South Eastern Assoc. of Tax Administrators (SEATA) Government Revenue Collections Association (GRCA) Interjurisdictional Tax Operations Network	May 20, 2011 11:03 AM
60	Florida Government Finance Officers Association	May 20, 2011 10:36 AM
61	IACP, NJSACOP	May 20, 2011 8:27 AM
62	KAPPP	May 20, 2011 8:12 AM
63	Oklahoma Society for Certified Public Managers; Grant Professionals Association; Oklahoma Bar Association	May 20, 2011 6:42 AM
64	soil and water conservation society	May 20, 2011 6:37 AM
65	I have been a member of AGA, IIA and civic organizations. Served in many OI district offices.	May 20, 2011 6:26 AM
66	Ohio Society of Professional Engineers (OSPE) Ohio Certified Public Manager (OCPM)	May 20, 2011 4:38 AM
67	AGA	May 20, 2011 4:35 AM
68	NCURA SRA International	May 20, 2011 1:42 AM
69	Authors Guild	May 19, 2011 8:03 PM
70	IPMA-HR	May 19, 2011 6:06 PM
71	Society of Women Engineers; Society of Toxicology and Chemistry	May 19, 2011 3:31 PM
72	I belong to organizations that are related to my profession.	May 19, 2011 2:52 PM
73	SCAPHERD (state level org, dropped SOPHE due to cost last year). I am also a member of ASQ but I am likely to drop that also because it is more industry focused than public sector (public health).	May 19, 2011 2:01 PM
74	Association of Certified Fraud Examiners	May 19, 2011 1:41 PM
75	IPMA - HR - International Public Management Association for HR Management	May 19, 2011 1:40 PM
76	NCURA, IEEE, CRA	May 19, 2011 1:33 PM
77	PERLA	May 19, 2011 1:17 PM
78	KSCPM	May 19, 2011 1:12 PM
79	Illinois City/County Management Association	May 19, 2011 12:11 PM

**Page 12, Q3. Are you a member of any other professional organizations?**

80	I am a retiree.	May 19, 2011 12:08 PM
81	Project Management Institute	May 19, 2011 11:45 AM
82	3CMA, Allicnce for Community Media, NATOA, Who's Who in Government	May 19, 2011 11:36 AM
83	NJ CPM Society, IACP, NJSACOP, SJPCA	May 19, 2011 11:29 AM
84	Certified Compensation Professional society	May 19, 2011 11:22 AM
85	ANA AWONHH	May 19, 2011 11:21 AM
86	American Corrections Association	May 19, 2011 11:03 AM

Please share any comments you may have about this survey, or the Academy in general.

	Response Count
	88
answered question	88
skipped question	433

**Page 13, Q1. Please share any comments you may have about this survey, or the Academy in general.**

1	An organization run by volunteers is tricky. I don't have the time either at work or at home to fully participate, so I haven't, but I really appreciate those that have kept the AACPM running. Good luck!	May 27, 2011 12:19 PM
2	I think the survey is a good way to gather the members' ideas and to determine whether they are receptive to the proposed changes. It was a simple survey and easy to navigate.	May 27, 2011 11:18 AM
3	I wish everyone working on this monumental task much success. Keep plugging along.	May 27, 2011 4:49 AM
4	Until the CPM has a recognizable value, the AACPM will have minimal value.	May 26, 2011 8:28 AM
5	None at this time..	May 25, 2011 4:05 PM
6	I really don't know what my status as a member is or have been. I look at events as they develop and participate if it fits my schedule. I participated in approximately four CPM luncheons in 2010, paid when I went. I try to go to as many as schedule and work will allow.	May 25, 2011 11:55 AM
7	I don't like that our state (Virginia) discontinued the CPM program. It leaves the rest of us in the dark (not to mention we feel like we wasted our time and money on the program). It is not the Academy's fault. It is just a circumstance.	May 25, 2011 10:19 AM
8	I suggest periodic surveys on various aspects of AACPM functions/activities through the year. They will provide timely feedback and pique interest.	May 25, 2011 10:05 AM
9	Good luck	May 25, 2011 9:32 AM
10	Thank you for the opportunity to contribute comments.	May 25, 2011 9:26 AM
11	Thanks again.	May 25, 2011 9:25 AM
12	societies share little info about the academy, despite being a member for 10 years i do not even know my classification status	May 25, 2011 9:17 AM
13	At this point this is not an exciting organization	May 25, 2011 9:10 AM
14	I am sorry I don't know more about what you do as a whole. Depending upon the President, sometimes we get communications and sometimes we don't. My Agency does not support my participation in the local or higher level, therefore any expenses are out of my pocket and not reimbursed. This does not impress anyone on a resume, as most people don't even know what it is. Sorry.	May 25, 2011 9:06 AM
15	Thanks for being bold and considering the best next step for the longterm health of the Academy.	May 25, 2011 9:03 AM
16	I have not understood the purpose of the AACPM organization since joining my local chapter. If I actually saw what the academy was doing other than publishing a newsletter ocassionally, I might feel differently.	May 25, 2011 8:47 AM
17	Just note that an increase in dues will negatively impact the organization.	May 25, 2011 8:33 AM
18	I believe I did in the last few questions. Good luck. I am pleased to hear you all "realize" there is a dire need to react to the folding of the AACPM and many local societies. It's about time in my opinion.	May 25, 2011 8:32 AM

**Page 13, Q1. Please share any comments you may have about this survey, or the Academy in general.**

19	I appreciate all that you do to keep the members informed. I operate on the fringers, as my staff has been pared to a minimum, and I am totally focused on keeping the department together and functioning. I hope in the future that will change and I would have more time to be active.	May 25, 2011 8:28 AM
20	I would like to see real benefits from AACPM	May 25, 2011 8:24 AM
21	This survey is necessary. Glad you asked.	May 24, 2011 1:21 PM
22	The survey was a bit lengthy, and I'm certainly glad it's not my job to compile the results. I would love to see AACPM and my state society not just maintain but flourish, and I believe it is going to be tough whichever road we select.	May 24, 2011 11:49 AM
23	Thank you for your commitment to the Society. I support change.	May 24, 2011 9:45 AM
24	I really need to take time to learn more about the activities of the Academy and their relationship with CPM.	May 24, 2011 7:46 AM
25	I am glad that the society has asked for input from the members. I have been concerned for some time and see the Society and local CPM societies losing ground in the current economy. Our National Organization needs to help, on a national level, improve the value of a CPM.	May 23, 2011 12:41 PM
26	I think that it is good to be looking at the organizational structure. Having additional benefits available from the AACPM would help the societies.	May 23, 2011 10:38 AM
27	I have seen no benefit from this Organization other than the ability to have a local Chapter. The AACPM should first provide it's members a benefit, then try and raise the dues. Raising the dues first, will only result in a further decline in membership. Good luck to you.	May 23, 2011 8:41 AM
28	The Academy Board spends too much money on travel - if this were reduced, there might be funds available to do some of the things that are being suggested in this survey without a membership fee increase.	May 22, 2011 2:01 PM
29	like I said before use the information that has been at your fingertips since 2009. Have any of you taken the time to study the documents that have been available on the website since 2010	May 20, 2011 5:28 PM
30	I wish you success. This is a valuable entity.	May 20, 2011 2:54 PM
31	go for it	May 20, 2011 2:30 PM
32	I appreciate the opportunity for input.	May 20, 2011 9:18 AM
33	keep plugging along also it would be great if becoming a cpm gave a person a jump start on completing a masters degree	May 20, 2011 6:38 AM
34	Keep on trying to make it better. More surveys may be necessary.	May 20, 2011 4:39 AM
35	Some of the survey questions are leading, which will effect the results.	May 20, 2011 1:43 AM
36	AACPM members have the abilities and resources to lead by example and rebuild our membership base. The current climate of austerity and public service bashing is ideal for proactive leadership. Full speed ahead!	May 19, 2011 8:07 PM

**Page 13, Q1. Please share any comments you may have about this survey, or the Academy in general.**

37	Interesting	May 19, 2011 6:57 PM
38	I am disappointed that we are at this juncture, but I don't see any way for the Academy to survive.	May 19, 2011 2:52 PM
39	Need to get moving on these issues quickly, and with the change of leadership every yar, may make the issue more difficult. Jeff K. should remain and see the process completed.	May 19, 2011 2:48 PM
40	As a parallell I am a Master Level Certified Health Education Specialist through NCHEC. I pay a fee to maintain this credential and have to maintain continuing education hours. This is not a membership organization per se. That role is covered by several other professional organizations. Perhaps this is a better model for CPM.	May 19, 2011 2:03 PM
41	Looks good, user friendly!	May 19, 2011 1:36 PM
42	Planning for a quick transitions will be a challenge, but if we are to change we cannot drag it out or we will loose both those that want change and those that do not - and then knowone will be left.	May 19, 2011 1:35 PM
43	yes	May 19, 2011 1:18 PM
44	Sometimes you do not have to thing outside the box, you just need a bigger box.	May 19, 2011 12:12 PM
45	Thanks for reaching out to the members and friends of the Academy regarding this critically-important matter!	May 19, 2011 11:46 AM
46	Bring value and showing the need to become a CPM only then will you have people wanting to join and retaining their membership.	May 19, 2011 11:37 AM
47	None	May 19, 2011 11:28 AM
48	No space for other organizations: American Library Association Why do people belong to the other organizations listed above????	May 19, 2011 10:28 AM
49	ISC2 (CISSP); Infragard; Contengency Planners of Ohio; CISO Executive Network.	May 19, 2011 10:12 AM
50	The "Other" associations/organizations did not provide a box for input. There are numerous national and international organizations that should be considered, and all AACPM members should have input and vote on any course of action.	May 19, 2011 9:27 AM
51	I hold a Masters in Public Administration and could be involved with ASPA but I choose to remain with AACPM - please consider making changes to the "we can't change that" rules and incorporate some mandatory requirements to keep the CPM designation.	May 19, 2011 9:06 AM
52	I love the academy	May 19, 2011 8:55 AM
53	thank you...I hope a merger takes place.	May 19, 2011 8:53 AM

**Page 13, Q1. Please share any comments you may have about this survey, or the Academy in general.**

54	Remember, all States are in a budget crunch. Money is very low and our members are just trying to hold on to their jobs. If we start going up on the dues you may start seeing an exodus of membership. Be very careful what you do during this time of hard times. Do what is best for the members and you will come out in the long run.	May 19, 2011 8:53 AM
55	I am a member of the National Association of Pipeline Safety Regulators (NAPSR).	May 19, 2011 8:47 AM
56	River Management Society and Society of American Foresters are my other organizations and the RMS just last year hired an Ex Dir and now has a main office in DC....so it is worth a try to do either ...merge with another society or hire an Ex Dir and have a main office in which to manage all the state/regional volunteer efforts.	May 19, 2011 8:43 AM
57	I hope that the Academy is able to successfully move forward and make whatever changes are necessary to keep the organization viable and valuable to its members.	May 19, 2011 8:39 AM
58	I feel there is more that could be done and offered as membership benefits. Regional conferences would be a good option for those with limited travel budgets. I am also a member of the Alabama Council of Personnel Administrators and the National Property Management Association. Even though I graduated the CPM program, I do not feel as connected with AACPM, but that may be because the Alabama Society is in the process of rebuilding as well.	May 19, 2011 8:39 AM
59	It is to the point and I know that we need to move forward.	May 19, 2011 8:32 AM
60	Communication with members is hit and miss. I am not familiar with some of these issues	May 19, 2011 8:26 AM
61	Survey takers who have cared enough to offer comments and suggestions should be consulted for further elaboration and discussion.	May 19, 2011 8:15 AM
62	Thanks for all your hard work. I am anxious to see the results and what the Board and HOD do with the information.	May 19, 2011 8:04 AM
63	Would be nice to see descriptions of the membership categories in the survey.	May 19, 2011 7:55 AM
64	I am a member of SCAGPO-SC Association of Governmental Purchasing Officials and our national chapter is NIGP, I am a CPPB-Certified Professional Public Buyer	May 19, 2011 7:42 AM
65	One question was repeated twice. No space to comment on the last question about membership even though it asks you to describe. I hope it helps carefully decide AACPM direction. I'd hate to see this organization fail.	May 19, 2011 7:19 AM
66	"Other" to previous question is TCMA, Texas City Management Association member	May 19, 2011 7:01 AM
67	Member of : NASW, NAADAC	May 19, 2011 6:58 AM
68	National Institute of Government Purchasing (NIGP).	May 19, 2011 6:55 AM
69	Thanks.	May 19, 2011 6:46 AM

**Page 13, Q1. Please share any comments you may have about this survey, or the Academy in general.**

70	I have been an active participating member in other organizations in the past. I believe the key is the ability to be a participating member to get any real benefit of an organization.	May 19, 2011 6:40 AM
71	None	May 19, 2011 6:12 AM
72	Thank you for your effort on this project. My wish is that you get a great response	May 19, 2011 6:05 AM
73	My primary interest is opportunity for continuing professional education.	May 19, 2011 6:05 AM
74	I appreciate your looking for feedback to keep the association growing in the right direction. It takes a lot of work to become a CPM, and it is a point of pride for new CPM's to join. I suggest focusing on new graduates to become members, and work on improving the collection process for annual dues. I don't think I received a dues statement, and would have been sure to pay it had I received one. Good luck and Thank you!	May 19, 2011 6:04 AM
75	Question 1 would offered an "Other" option and would not let you continue unless you selected one of the written choices. None of those choices seemed accurate for my answer, but I chose one to be able to continue the survey. My narrative answer is a more accurate representation of my beliefs.	May 19, 2011 5:58 AM
76	I don't have a clue what type of membership I have. Maybe that's the problem!	May 19, 2011 5:57 AM
77	I also belong, as a result of a memorandum of understanding between the two organizations, our State Government Improvement Society. Other states probably have similar organizations. We need to do more partnering of these type organizations.	May 19, 2011 5:54 AM
78	Member of NJ State Assoc of Chiefs of Police. NJ CPM assoc. NJ DARE Officers.	May 19, 2011 5:43 AM
79	I find it very disturbing that the AACPM does not fully know what value its members are looking for. I do not have the confidence that simply restructuring and raising the AACPM dues is quite the answer to the problem. I would like to see a national forum (including society members, board members, and chapter members, along with a natural type facilitator) take place over a period of time to determine what needs to be done with the AACPM and its structure. I feel that paid positions for AACPM Board members is a very sensitive issue at this time due to the lack of confidence and previous years of lack of value. Thank you for the opportunity to voice my feelings.	May 19, 2011 5:41 AM
80	AACPM was an obscure group connected to ASPA. They need to come out with more offerings tot he managers in order to make it worthwhile to the members.	May 19, 2011 5:33 AM
81	A good survey, laid out the options succinctly and got to the point.	May 19, 2011 5:33 AM
82	Survey covered some excellent points!	May 19, 2011 5:28 AM
83	1. All of the questions are listed as #1 2. The question about enhanced member benefits appears twice. 3. On the previous question to this one, the question that asks for other organizations I belong to, there's a category for "Other" that says "Please describe," but there's no space to list the other organizations.	May 19, 2011 5:22 AM

**Page 13, Q1. Please share any comments you may have about this survey, or the Academy in general.**

84	I have not received a request for dues this year other than a vailed request in with the costs of a metting I could not attend in Frankfort. I need a dues request. . . .?	May 19, 2011 5:19 AM
85	I appreicate the effort by the committee; but I believe low-cost, grass-roots efforts are required. State societies need to enhance themselves to members.	May 19, 2011 5:14 AM
86	As a professional organization we must evolve or die on the vine.....lets see if we (the membership) really have what it takes to be world class leaders/managers...were all trained to be these... now is the time we need to step up and hit a home run in the spotlight!!!	May 19, 2011 5:06 AM
87	My other affiliation is lifetime membership in the International Association of Business Communicators ~ since 1990. And it is truly an international group...	May 19, 2011 5:04 AM
88	Memberships: FBI National Academy Associates; FBI Law Enforcement Executive Development Assoc.; International Police Assoc.; Italian American Police Society of NJ; American Association of Industrial Security.	May 19, 2011 5:00 AM