

**TCMA City Managers of Tomorrow**  
**January 11, 2019, 9:00 a.m.**  
**Texas Municipal Center**

Members present include: Chair Scott Sellers, City Manager, Kyle; Austin Bleess, City Manager, Jersey Village; Ed Broussard, City Manager, Tyler; John Cabrales, Jr., City Manager, Lake Dallas; Julie Couch, Town Manager, Fairview; James Earp, Assistant City Manager, Kyle; Jack Harper, City Manager, Fulshear; David Harris, City Administrator, Balcones Heights; James Hartshorn, Deputy Director of Management Services and City Secretary, Texas City; Kelly Kuentler, City Manager, Leon Valley; Rick Menchaca, Managing Director, BOK Financial Securities; David Moss, City Manager, Southside Place; Kent Myers, City Manager, Fredericksburg; Joe Price, Assistant City Manager, Borger; Michelle Rivera, Assistant City Manager, McAllen; Brad Stafford, City Manager, Navasota; Paul Virgadamo, City Administrator, Conroe; Hough Walker, Deputy City Manager, Bryan; Scott Wayman, City Manager, Live Oak; Kenneth Williams, City Manager, Buda

Virtual attendees: Joe Nail, CEO, Lead for America; Kirsten Wyatt, Co-Founder and Executive Director, Engaging Local Government Leaders

TML Staff: Kim Pendergraft and Tristan Gideon

Committee Chair Scott Sellers opened the meeting thanking everyone for attending.

Subcommittee Reports

TCMA Student Membership: The subcommittee set a goal to recruit 200 students. Recruitment will need to be initiated through the Managers in Residents (MIR) and invitations to region meetings. Personal contact through the regions will provide exposure to practitioner and networking opportunities. It was suggested that the ethics requirement for membership be fulfilled by completing the currently required online ethics course for new members as a class assignment and the MIR follow up by teaching ethics in the classroom. **Kim will coordinate a Certified Ethics Training class for MIRs.** It was recommended that the membership fee not be waived. It was also discussed that social media strategies need to be developed to engage students.

ICMA Student Chapters: The subcommittee reported that a statewide chapter does not fit the ICMA model. MIRs will work to establish an ICMA Chapter on campuses. Information for ICMA Student Chapters can be located at the following link <https://icma.org/about-icma-student-chapters>. A toolkit is also attached to the meeting minutes. MIRs should work with a designated professor to identify students for chapters. The subcommittee suggested that TCMA regions schedule a region meeting on campuses or have an evening mixer. This provides an opportunity to recruit TCMA student members.

Expand the MIR Program: The subcommittee has reached out to under represented colleges and universities. Tarleton State-Fort Worth would like to have an MIR. Texas Southern and Prairie View A&M have been contacted. The TCMA membership survey will continue to include a section for membership interest in the MIR Program.

Internships: **The subcommittee will work to develop best practices, including micro internships and paid fellowships. The subcommittee will research information on the Lead for North Carolina Program which is a partnership with the Lead for America Program.**

The TCMA survey results for cities with internships are posted on the TCMA website at <https://tcma.org/internships/>. A link to the TML Career Center is also posted. A City Manager of Tomorrow presence will be developed on the website.

Curriculum and Resource Development: **Michelle Rivera will send a request to the full committee requesting documents useful for teaching in the classroom. She will organize them by topic. TML staff will build an online toolbox, and send an open call for additional material to the membership.**

Manager in Residence Program Manual: A draft has been developed. **Staff will send to the committee for feedback.** The committee recommends that MIRs send semester reports to staff. A final approved document will be available on the TCMA website.

TCMA Annual Conference Student Completion: The competition will include six categories: academic research and paper presentation; networking; coaching with a TCMA full or associate member; sit down meal with a TCMA full or life member; community service project; and a final game show competition. **James Earp will finalize the competition details. Staff will send to the MIRs and universities in February. The deadline to submit teams is April 5.**

The full committee recommends that TCMA staff coordinate communication between universities and MIRs. Scott Sellers stated that ICMA and other state associations are looking to Texas to create a model MIR Program.

#### ELGL #Inspire Program

Kirsten Wyatt updated the committee on the #Inspire Program. The Program was held at the University of North Texas and the University of Texas San Antonio. The Program is scheduled to be held April 2 at Texas State University. Kelly Kuentler suggested that local speakers and coordinating efforts with the MIRs would help future events. The committee suggested that TML staff be trained to work with ELGL to coordinate these events.

Joe Nail provided an overview of Lead for America and Lead for North Carolina.

#### MIR Status Reports

St. Mary's: Considering hosting an #Inspire Program.

UT Austin: Committed to looking at a local government track. They want to participate in the TCMA Annual Conference Student Competition.

UT Dallas: In the process of establishing an ICMA Student Chapter. They had a successful mixer with student and local city managers. Julie Couch has presented in the classroom.

UNT: A faculty member has been assigned to coordinate the MIR Program. UNT is providing a list of topics and needs for presentation to undergraduates and requesting alumni speakers. A list of mentors will be developed for the faculty/students to access. The faculty is currently refining their internship program, looking for additional scholarship funds for students to attend educational events, and developing more networking opportunities.

UT-Rio Grande Valley: Participated in a career fair. A video with public managers was provided for the career fair. Michelle Rivera will provide a copy of the video.

UTSA: Hosted an #Inspire Program. The MIRs will be teaching in the classroom during the spring semester.

Stephen F. Austin: Will make classroom presentations in the spring.

UT Tyler: Participated in a program evaluation class. There is a need for videos for their online courses. The university is creating an MPA Advisory Board.

UT Houston: Reached out to the undergraduate and career center. MIRs participated at the MPA orientation and in the classroom on the topic "A Day in the Life of a City Manager."

Texas A&M: MIRs have participated in several class presentations. A group of city managers meet regularly with staff to coordinate topics and classroom presentations. They will participate in a career fair in February.

TSU: Participated in the MPA orientation and joined the Advisory Board. An ICMA Student Chapter is in the beginning stages. Internships have been a topic of discussion. #Inspire is scheduled in April. There hasn't been much success with access to the classroom, but there are plans for the spring semester. Career Services have requested a presentation on how to interview/how to conduct an interview and to participate in resume reviews.

Texas Tech: Faculty is making an effort to refocus on city management. The MIRs are hoping to present in both the undergraduate and graduate classrooms. The Waco campus is now taking MPA students. Jarrett Atkinson, City Manager, Lubbock, is trying to re-engage the program to place interns. **Jack Harper will reach out to Plainview City Manager Jeffery Snyder and Ransom Canyon City Manager Elena Quintanilla about serving as MIRs.**

Tarleton State RELLIS campus: Brad Stafford will reach out.

The meeting adjourned at 1:45 p.m.