
OFFICE OF GOVERNOR RONNIE MUSGROVE
PERSONAL & CONFIDENTIAL MEMORANDUM

TO: GOVERNOR
FROM: RILEY
SUBJECT: JOBS FOR MISSISSIPPI GRADUATES: JAG MANAGEMENT REVIEW
DATE: 9/5/00
CC: BOYD
COLE
SIMMONS
TELL

Doyle Owen, management consultant for Jobs for America's Graduates, visited with me on Tuesday, August 22. Mr. Owen was conducting a management review of Jobs for Mississippi Graduates (JMG). JAG hopes to secure funding for JMG and to expand the program statewide (JMG operated in 15 local sites during the 1999-2000 school year.). Mr. Owen anticipates submitting his report to JAG within a week and he will send us a confidential copy at that time.

Mr. Owen said that his report will discuss the following three predominant recommendations, as well as other matters. These recommendations are listed in order of action to be taken:

1. The JMG Board should be reconstituted with 18 members appointed by title/position. Approximately 10 of these members should represent the private sector. Mr. Owen is going to recommend that the board's Chair come from the private sector. This will enable JMG to retain its identity across administrations and can also increase private sector funding. Mr. Owen said that he will recommend that you solicit the Chairman of the board and that you serve on the board.
2. Secure funding for JMG. Funding continues to be a problem for JMG. Prior discussions with JMG, MDE, DECD and DHS personnel identified \$150,000 in TANF funds available via a DHS RFP. Although Kimberly Barr of the JAG staff prepared JMG's proposal in response to the RFP, JMG personnel did not submit the proposal. DHS will issue another RFP in October, with awards of \$150,000 for those proposals funded under the current RFP. Thus, by failing to submit its proposal, JMG did not take advantage of \$300,000 in available funding to defray the \$500,000 deficit JMG is facing as a result of legislative cuts this past session.

3. Change JMG staffing structure to meet funding needs. Mr. Owen reported on August 22 that he is going to recommend that the board replace Jean Hendrix as JMG Executive Director. He did not feel she has the management skills necessary to fulfill the executive director's responsibilities, especially in a funding crisis. Mr. Owen reported that Ms. Hendrix did not seem concerned that JMG failed to submit the completed proposal in response to DHS's RFP. Mr. Owen reported that JAG could provide assistance in hiring a new JMG Executive Director.

I spoke to Joy Milam of MDE on August 24 concerning Ms. Hendrix's failure to submit the prepared proposal. She said that Dr. Thompson was not pleased and requested an explanation, but did not receive a plausible one from Hendrix. Doyle Owen and Howard Sanders, JMG Board Chairman, met with Ms. Hendrix August 23 and basically told her that changes will be made and offered her the opportunity to resign.

Mr. Owen phoned the afternoon of August 25 to inform me that Hendrix did unofficially resign that day. She was scheduled to submit her official resignation to Howard Sanders on August 29. Mr. Owen reported that he would serve as an interim director beginning yesterday and that he would be in touch with me this week as to action steps for hiring a new director.

Mr. Owen reported that the JMG program is quite effective at the local school level. Changes only need to be made at the Executive Director level. He also stated that the accounting records are clean and funds have been expended properly.

I will advise you of Mr. Owen's detailed recommendations concerning a new board when we receive his management review report and his action steps for hiring a new director when I hear from him.