



Frequently Asked Questions

Q: What is *CPM with Excellence*?

A: *CPM with Excellence* encourages graduates of the Mississippi Certified Public Manager® program to continue their professional development and commitment to life-long learning. Each year, CPM graduates may submit a record of completed professional development activities to the MSPB Office of Workforce Development. Graduates who accumulate a minimum of 36 classroom hours within a twelve-month period for two consecutive years earn the *CPM with Excellence* designation.

Q: Who administers *CPM with Excellence*?

A: The Mississippi State Personnel Board is responsible for program administration, including scheduling of classes.

Q: What are the benefits of *CPM with Excellence*?

A: The benefits of *CPM with Excellence* include demonstration of a commitment to continuous professional development, an awareness of new developments in the practice of public administration and management, and networking opportunities.

Q: Who can participate in *CPM with Excellence*?

A: *CPM with Excellence* is open to graduates of the Mississippi Certified Public Manager® program. All participants must have the support of their supervisors and Executive Director.

Q: Where will the training be held?

A: The majority of the training will take place in Jackson, but many of the professional development courses can be provided at various locations throughout the state on an as-needed basis in order to provide employees with better opportunities to attend and to minimize travel costs.

Q: Which classes are eligible for *CPM with Excellence*?

A: All Certified Public Manager® electives are eligible for *CPM with Excellence*. Class descriptions may be found in the [MSPB Course Catalog](#). A calendar of classes for the

current fiscal year may be found [here](#). Both of these documents can be found on the MSPB website (www.mspb.ms.gov) under the Professional Development tab.

Q: What are the requirements for *CPM with Excellence*?

A: Participants must acquire 36 hours of MSPB professional development courses that have CPM elective credit hours within a twelve month period for two consecutive years. Six hours may be substituted for attendance at the Mississippi Certified Public Managers® Society Annual Conference. Participants must attend the *CPM with Excellence* Seminar and must pass the required examination. Graduates who achieve the *CPM with Excellence* designation are eligible for a 1% benchmark. Participants may complete subsequent two-year periods as described above and acquire additional 1% benchmarks, with a maximum of 5%.

Classroom hour composition:

Multiple year recognition levels indicate benchmark eligibility:

Excellence Level I: Two (2) consecutive years of eligibility, *CPM with Excellence* Seminar, passing score on the Seminar exam. Eligible for 1% benchmark at agency discretion.

Excellence Level II: Attainment of the Bronze Level, two (2) additional consecutive years of eligibility, *CPM with Excellence* Seminar, passing score on the Seminar exam. Eligible for 1% benchmark at agency discretion.

Excellence Level III: Attainment of the Silver Level, two (2) additional consecutive years of eligibility, *CPM with Excellence* Seminar, passing score on the Seminar exam. Eligible for 1% benchmark at agency discretion.

Excellence Level IV: Attainment of the Gold Level, two (2) additional consecutive years of eligibility, *CPM with Excellence* Seminar, passing score on the Seminar exam. Eligible for 1% benchmark at agency discretion.

Excellence Level V: Attainment of the Platinum Level, two (2) additional consecutive years of eligibility, *CPM with Excellence* Seminar, passing score on the Seminar exam. Eligible for 1% benchmark at agency discretion.

Q: Can outside elective credit (such as agency training, university class, or online courses) be applied towards *CPM with Excellence*?

A: No, only MSPB professional development courses with CPM credit can be used for *CPM with Excellence*.

Q: How long do I have to complete *CPM with Excellence*?

A: Participants are required to complete 36 hours of CPM elective credits each year.

Q: Are participants required to take an examination, and how many attempts are allowed if the participant fails the exam?

A: Yes, participants are required to take the *CPM with Excellence* Seminar and achieve a passing score on the Seminar exam. The minimum passing score is 80%. If the participant fails the examination, he or she may take it again (up to 2 retakes).

Q: What if a participant changes organizations while in *CPM with Excellence*?

A: The participant and the new organization must agree on the status, and if the participant is still eligible, he or she is encouraged to continue in the program.

Q: How do I register for MSPB Professional Development Courses?

A: Registration is available online via MAGIC: <https://portal.magic.ms.gov/iri/portal> For assistance with MAGIC, contact the MMRS Help Desk at 601-359-1343.

For more information contact:

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