

CAPIP NEWS

A Newsletter for and about
Carl Albert Public Internship Program Executive Fellows and Undergraduate Interns

Third Quarter 2004

A Publication of the State of Oklahoma Office of Personnel Management

Volume 7 Issue 3

Health Care Authority Applauds CAPIP

Tansy Diaz, Oklahoma Health Care Authority

The Oklahoma Health Care Authority's vision is for Oklahomans to enjoy optimal health status through having access to quality healthcare regardless of their ability to pay. In order to achieve our vision, personnel policies and practices play a vital role in recruiting and retaining a skilled workforce. Accordingly, the Carl Albert Public Internship Program (CAPIP) has proven to be a highly flexible source to recruit professional candidates.

We have been able, with the help of the CAPIP program, to staff essential grant and research projects among other positions. The interns' ability to analyze situations and data, and quickly acclimate themselves to the needs of the organization has proven to be extremely valuable.

Recently, using a provision from the Oklahoma Personnel Act and the Merit Rules, we were able to retain an undergraduate intern, Nicole Altobello, on a grant project even after she had graduated with her Bachelor's because she had started on her graduate studies. Being able to convert Ms. Altobello from an Undergraduate Intern to an Executive Fellow, with the understanding that she would successfully complete six semester hours within the Fall 2004 semester, allowed us to retain her expertise regarding the grant and to avoid the downtime associated with recruitment and selection. For Ms. Altobello, it meant that in addition to competitive salary and flexible work schedule, she was now eligible for the insurance and benefits accorded to state employees.

We remain enthusiastic supporters of the Carl Albert Public Internship Program as it continues to provide students the opportunity to gain valuable experience while exposing them to the rewards of state service.

Editor's Note: Ms. Diaz is a former CAPIP Executive Fellow. She was employed at the Office of Personnel Management and the Oklahoma Health Care Authority during her two-year internship.



OHCA CAPIP supporters (l to r): Trevlyn Terry, Project Manager for Native American and Disability Issues and Executive Fellow supervisor; Nicole Altobello, CAPIP Executive Fellow; Tansy Diaz, Assistant HR Management Coordinator; and Ron Wilson, HR Director.

CAPIP Participants Attend Conference

On September 10, 2004, CAPIP Executive Fellows and Undergraduate Interns attended the annual conference of the Oklahoma Society of Certified Public Managers (OSCPM) at the National Center for Employee Development (NCED) in Norman, OK.

The conference welcome and introductions were provided by Kay Hagerman, OSCPМ President, and Oscar B. Jackson, Jr., OPM Administrator and Cabinet Secretary of Human Resources and Administration. Conference speakers and topics included: Tom Jaworsky, State Purchasing Director, Department of Central Services, *Purchasing Update*; Keni Thomas, nationally-known motivational speaker, *Keeping Leadership Alive* and *Courage in Leadership*; Dana Hansen, Office of the United States Postal Inspector,

Conference, continued on page 3

Women Artists Are Focus in Latest UCO Exhibits

From the University of Central Oklahoma

The University of Central Oklahoma Donna Nigh Gallery will open a pair of exhibits featuring women artists with a reception from 5 until 7 p.m. Thursday, November 4, in its third and fourth floor galleries.

In the fourth floor gallery, the exhibit "Seven Women Artists" showcases the varied works by local artists Linda Bebe, Vesna Delezska, Kelly Koenig, Caren O'Mealy, Promise, Leigh Tomlin, and Katherine White.

"Postcards from Italy" will hang in the third floor gallery, featuring photography by Sandra Stanley Bates from her recent trip to Italy.

The Matt Stansberry Band will perform at the reception, and refreshments and light snacks will be provided. For more information, call (405) 974-2432.

Task Force Begins Work on Helping Hispanic Students Go to College

*From the Oklahoma State Regents for Higher Education
October 27, 2004*

A task force designed to monitor implementation of a new state law that allows certain children of illegal immigrants to pay in-state college tuition is ready to go to work.

Members of the newly formed Advancement of Hispanic Students in Higher Education Task Force met for the first time recently to discuss the group's role as spelled out in House Bill 2145, the legislation that created the task force.

Under the bill, the task force will monitor the implementation and administration of Senate Bill 596 that was passed during the 2003 legislative session.

SB 596 directed the Oklahoma State Regents for Higher Education to adopt policies that would allow undocumented students to enroll in Oklahoma's public colleges or universities and also pay in-state tuition.

The task force will also study, report and make recommendations on issues involving student recruitment and retention of and completion by Hispanic students in Oklahoma higher education.

The task force is comprised of the chancellor of the Oklahoma State System of Higher Education, or a designee; the state superintendent of public instruction, or a designee; and the executive director of the Oklahoma Commission for Teacher Preparation (OCTP), or a designee. In addition, the speaker of the Oklahoma House of Representatives, the president pro tempore of the State Senate and the governor each appoint five members to the task force.

Those serving on the task force include Gloria Cardenas-Barton, Oklahoma City; David Castillo, Oklahoma City; Shirley Cox, Oklahoma City; Jim Gasso, Norman; Salvador G. Gonzalez, Lawton; J.P. Johnson, Oklahoma City; Sen. Debbe Leftwich, Oklahoma City; Rep. Al Lindley, Oklahoma City; Sara Martinez, Tulsa; Dr. Kathy McKean, Cushing; Maria Carlota Palacios, Tulsa; Tina Peña, Tulsa; Paul Rocha, Norman; Ruben Torres,

Task Force, continued on page 3



CAPIP Executive Fellows Paige Jones, Oklahoma Department of Labor (l) and Jennifer Jepson, Office of Personnel Management (r), get acquainted with Undergraduate Intern Stephen Georgewill, Oklahoma State and Education Employees Group Insurance Board (c) during the September 10 OSCPM Conference in Norman.

CAPIP Changes Since July 2004

Executive Fellows Hired

Jake Betz
Employment Security Commission

Nicole Altobello
Health Care Authority

Philip Baty
Office of Juvenile Affairs

Paige Jones
Department of Labor

Sara Dean & Tiffany Tomlinson
Office of Personnel Management

Andrea Unruh
Public Employees Retirement System

Kathy Calvin, Melissa Davis,
& Melissa Garner
Department of Rehabilitation Services

Undergraduate Interns Hired

Carmen Hernandez
Department of Human Services

Isaiah Olatery
State Insurance Board

CAPIP Appointment Ended

Katherine Crittenden
Department of Rehabilitation Services

Heather Nelson
State Insurance Board

Converted

Patrick Wells & Scott Young
Office of Juvenile Affairs

Karina Nokhai
Water Resources Board

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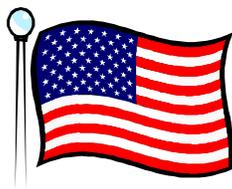
Janis Craig

Administrative Assistant

This publication has been printed and distributed by the Oklahoma Office of Personnel Management, as authorized by the Administrator, Oscar B. Jackson, Jr. One hundred copies have been printed at a cost of \$25.14 and deposited with the Oklahoma Department of Libraries Publications Clearinghouse.

Conference, continued from page 1

Identity Theft; Dr. Eric Anthony Joseph, Langston University, *The Macro & Micro—Cultures Paradigm in the Workplace is the Heart of the Matter: Can't We All Get Along?*; Dennis Zotigh, Oklahoma Historical Society, *Having the Heart to Express Traditional Values in Leadership*; Norma Goff, Department of Human Services and member of the State Agency Review Committee, *Getting Hooked Up to Make a Difference in the Community*; and Dr. Martin Belsky, member of the state Ethics Commission, *Ethics as a Core Value for Professionals: Protecting Yourself, Your Agency, and Your Clients*.



State offices will be closed on Thursday, November 11, 2004, in observance of Veterans Day.

Task Force, continued from page 2

Tulsa; and Constance "Kitty" Walker, Madill. Rep. Lindley will also serve as chairman of the task force.

Additional members of the task force are Armando Peña, OSRHE; Frank Rexach, State Department of Education; and Lois Lawler-Brown, OCTP.

Besides providing representatives to the task force, OSRHE, SDE and OCTP will also provide staffing support.

The task force will be dissolved July 1, 2009.

CAPIP Stats

- 27 Executive Fellows and 7 Undergraduate Interns are currently working in 11 different state agencies.
- Current Executive Fellows and Undergraduate Interns attend eight colleges and universities.
- The CAPIP applicant pool consists of 23 graduate students and 14 undergraduates.

What the State Questions Might Mean for Higher Education

October 2004 Chancellor's Column

Oklahoma State Regents for Higher Education

On November 2, several state questions will be voted on that may have implications for higher education in our state. I think it is important that voters be able to make an informed decision about these important issues. This column is intended to provide a description of how three of the state questions will affect higher education. Obviously, there is funding for other projects and programs in the state questions, and I hope you will do additional research before making a decision on how to vote.

State Question 705 (the lottery) has several possible implications for higher education. First, it is important to understand that the net proceeds would be transferred to the Oklahoma Education Lottery Trust Fund (SQ 706) and cannot be used to replace current funding.

K-12 public education and early childhood education would receive 45 percent of the net proceeds in the Lottery Trust Fund, and another 45 percent would be used for higher education purposes. These could include tuition grants, loans and scholarships, such as the Oklahoma Higher Learning Access Program (OHLAP), and construction needs on campus, among other items.

OHLAP is a highly successful scholarship program that provides free tuition for students whose family income does not exceed \$50,000 per year. This program is important because it can help create more college graduates; this is essential as our state works to attract new jobs. The number of working families who are benefiting from OHLAP is increasing quickly. Since 1996, more than 22,000 eighth through 10th graders have enrolled in OHLAP. By the year 2008, OHLAP enrollment is expected to increase by another 18,000 students and cost nearly \$42 million per year.

SQ 705 (lottery) also provides for the possibility of using some of the proceeds for a capital bond issue to construct new facilities on our campuses. Oklahoma's public colleges and universities continue to experience record enrollments, serving more than 228,000 students annually. On many campuses, labs are crowded and outdated. Basic functions like heating and cooling are often antiquated and inefficient. Needed classroom space—even entire buildings—are left unused because they desperately need renovation to meet modern safety codes and access requirements.

State Questions, continued on page 4



State government representatives participated in the Langston University Career Fair on September 15 (l to r): Trooper Johnny Crisp, Department of Public Safety; Trooper Derrick Ware, Department of Public Safety; Janis Craig, Office of Personnel Management; J.C. Colbert, Department of Corrections; and Herman Johnson, Office of Personnel Management.

State Questions, continued from page 3

Another state question, SQ 712 (State-Tribal Gaming Compact) could also help fund OHLAP. Twelve percent of the revenue raised from tribes and horse racing would be dedicated to college scholarships. In addition, 10 percent of revenue raised from horse racing tracks would go toward common and higher education needs.

SQ 713 (tobacco tax) could provide approximately \$14 million to Oklahoma higher education. Assuming that amount, \$7 million would be dedicated to help construct the Cancer Research Center at the University of Oklahoma Health Sciences Center; \$3.5 million would go to Oklahoma State University to help construct the new Telemedicine Building, including \$500,000 for telemedicine equipment; and \$3 million would be provided for indigent care in Tulsa.

Each of the state questions requires a great deal of study for you to make an informed decision. I hope this information provides you with a good overview of the implications that the state questions have on higher education in our state.

I would like to hear from you. Write me at OSRHE, PO Box 108850, Oklahoma City, OK 73101-8850 or e-mail chancellorriss@osrhe.edu. You can find out more about our higher education system at www.okhighered.org.

Don't Forget

... to update your CAPIP file at the end of each semester with:

- Grades from the semester just completed,
- Enrollment for the next semester,
- Training attendance verification*, and
- Change, if any, in name, address, phone, e-mail, etc.

* Having trouble fulfilling your CAPIP training requirements (8 hours every six months for Executive Fellows and 4 hours during the internship for Undergraduate Interns)? Log onto to the OPM Website for info on state government training courses: http://www.opm.state.ok.us/html/hr_hrds_schedule.htm.

Mark Your Calendars!

Remaining 2004 Holidays

Thursday, November 11
Veterans Day

Thursday & Friday
November 25 & 26
Thanksgiving

Friday, December 24
Christmas

Friday, December 31
New Year's Day



Don't miss

*the 9th Annual State Employees
Health & Safety Expo
November 4, 2004, 9:00 am - 4:00 pm
1st Floor of the State Capitol!*

*Featuring: chair massages, natural foods,
blood pressure testing, consumer credit
counseling, health and wellness materials,
vision and glaucoma screening, air quality
product information, and much more!*

2005 Holidays

Monday, January 17
Martin Luther King, Jr. Day

Monday, February 21
Presidents' Day

Monday, May 30
Memorial Day

Monday, July 4
Independence Day

Monday, September 5
Labor Day

Friday, November 11
Veterans Day

Thursday & Friday
November 24 & 25
Thanksgiving

Monday, December 26
Christmas

Please feel free to call the CAPIP Office at (405) 521-2167 any time you have questions or concerns about your internship.



Janis Craig, Office of Personnel Management, talks to a student about the Carl Albert Public Internship Program during the Langston University Career Fair.