

CAPIP NEWS

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

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Agency Director Says “No Downside” to CAPIP

Bill Crain, Director

Oklahoma State and Education Employees Group Insurance Board

The Oklahoma State and Education Employees Group Insurance Board (OSEEGIB) is the state agency that provides health, dental, term life, and disability insurance products to more than 282,000 citizens working for state and education entities, as well as county and local governments of the state of Oklahoma.

OSEEGIB, and our HealthChoice line of insurance products, serve approximately 800 separate employer groups consisting of all agencies of state government, 150 cities, towns, and rural water districts, 540 public school districts, 28 technology centers, 26 higher education entities, 52 of 77 county governments, along with various other statutorily-designated public and quasi-public groups.

OSEEGIB serves the daily needs of all our members with an authorized staff of 178 full-time-equivalent employees. Over the years, the Carl Albert Public Internship Pro-

gram (CAPIP) has been a boon for this agency in many ways and has provided many competent, qualified staff members.

OSEEGIB has enjoyed a mutually-beneficial relationship with CAPIP since 1990. We have employed a total of eight executive fellows and thirteen undergraduate interns. One of the biggest advantages of the program is that the interns bring with them a new way of thinking, in addition to the latest technology and teachings from their respective universities.

Bobby Hunt, OSEEGIB Chief of Informational Technology, currently has four undergraduates working with his team. “We would have had a hard time accomplishing our mission without the expertise and assistance of our interns,” stated Hunt. Implementing a new ViTech system—a premium accounting and eligibility system—required

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CAPIP Interns (l to r) Elizabeth Ashton, Cassandra Jones, Dee Park, and Airica Ryden discuss the latest ViTech developments with Bobby Hunt, Chief of Informational Technology at OSEEGIB (second from right).

Supreme Court to Review Affirmative Action Case

January 2003 IPMA News

The Supreme Court agreed to review an affirmative action case that has the potential to change the landscape of college admissions, employment, and preferences in general. The case, actually, a consolidation of two cases, concerns the University of Michigan’s policy of making race-conscious admissions decisions to ensure the diversity of the student body. The claims are brought by two white students who argue that the policy violates Title VI and the Fourteenth Amendment by giving preference to minority students based on race and ethnicity.

The university relies on charts of tests and grade scores in making admissions decisions. Separate charts are used for white and minority students. The university defends the practice by saying that it is the only way to ensure diversity. In addition, university officials note that the process also allows many white students with lower grades and tests scores than minority students to be admitted to the school.

It was almost 25 years ago that the Supreme Court last reviewed a race-based admissions policy. That case, *Regents of the University of California v. Bakke*, 438 U.S. 265 (1978), was so controversial that it resulted in six separate opinions and created an ambiguous policy that struck down the use of quotas, but allowed race to be considered a “plus factor” in the pursuit of diversity.

Supporters of affirmative action are concerned that the University of Michigan case will be used to end racial preferences at the University level and in employment. In 1997, the Court was denied the opportunity to re-

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the full attention of all the classified IT personnel. The CAPIP Interns were able to assist in the day-to-day operation of the IT Division, which allowed more time to be dedicated to setting up the new system.

In addition, we have a CAPIP Executive Fellow working in our Member Services Division. He will graduate shortly and is carefully considering staying on with the agency.

This is one Program for which there is no downside. The benefits derived from the use of these Interns far exceed any monies spent on the Program.



Executive Fellow Matt Wehmuller discusses career options with OSEEGIB HR Director Gene Krier.

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view an affirmative action employment case when the parties settled out of court. That case, *Taxman v. Board of Education of Piscataway Township*, was brought by a white teacher who was laid-off while a black teacher was retained. Pro-affirmative action groups funded the settlement in order to avoid what they suspected would be a decision limiting or ending affirmative action.

The current cases, *Grutter v. Bollinger*, Docket No. 02-241 and *Gratz v. Bollinger*, Docket No. 02-516 are set for oral argument in March 2003 and a decision is expected by the end of June 2003.

Training Reminder

CAPIP Executive Fellows must complete eight hours of training every six months throughout their internship and Undergraduate Interns are required to complete four hours of training during their internship.

The Office of Personnel Management's Human Resource Development Services Department administers training and development courses for state employees. Information on HRDS classes for the Spring 2003 semester is available on the Office of Personnel Management Website (www.opm.state.ok.us) under *Did You Know?/HRDS Announces Spring Training Schedule*.

And, speaking of training, the CAPIP Spring Training Conference is tentatively scheduled for **Thursday, May 1**. You will be receiving information regarding time, location, and speakers very soon.

CAPIP Changes Since December 2002

Executive Fellows Hired

Tammy Hall
Rehabilitation Services

Converted

Diana Kizer
Rehabilitation Services

Hired from Register

Brent Smerczynski
Department of Labor

CAPIP Appointment Ended

Nina Beasley
Corporation Commission
Naji Khoury
Department of Transportation
Shelly McDonald
Rehabilitation Services
Kimberly Miller
Office of Personnel Management

Jeanetta Monts
Group Insurance Board

Jeanette Nance
Office of Personnel Management

Enrico Taylor
Health Care Authority

Current CAPIP Stats

- 34 Executive Fellows and four Undergraduates are currently working in 12 different state agencies.
- Executive Fellows and Undergraduate Interns currently attend 14 colleges and universities.
- The applicant pool consists of 44 graduate students and 26 undergraduate students.

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