

CAPIP NEWS

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

First Quarter 2004

A Publication of the State of Oklahoma Office of Personnel Management

Volume 7 Issue 1

The CAPIP Experience: An Open Letter to Managers from an Executive Fellow

To Oklahoma state government managers,

I am writing to express my gratitude and concern for the Carl Albert Public Internship Program (CAPIP) in hopes of offering insight to managers who hire or are considering hiring students through the program.

Thank you for supporting this program and giving me the opportunity to work for you. Currently, I serve as a compensation analyst for the Office of Personnel Management, and I will be receiving my master's degree in public administration this May.

My experience in state government has taught me a great deal. Here, let me share my progression: Believe it or not, bureaucracy has always fascinated me, and I have a strong desire to participate and better understand how and why things get done. First, I set out to gather information through journalism, in which I have a bachelor's degree. As a cub reporter for a newspaper in my early career, I fell in love with covering city hall. But writing about government couldn't quench my desire to be a part of it, so I set off to become a practitioner of public administration.

Early on in this journey, I discovered and am still discovering some naiveté on my part. My wanting to know how and why things get done led to processes and politics—good academic stuff. But in the real world, I had forgotten what my parents tried to teach me as a child: People come first. To borrow from social psychologist Douglas McGregor, it's the human side of enterprise that gets things done and makes them worth doing.

Here is where my concern about CAPIP rises, and I feel compelled to share this with managers accordingly. With McGregor's advice in mind: In order for the state and its agencies to be successful, the needs of people must be paramount—both our citizen customers and our employees. Granted, this is a lofty and vague concept that often leads to patronizing pamphlets about mentoring and employee recognition. However, I believe there are more practical implications, especially for CAPIP. Let me offer four recommendations based on my experience:



First, the internship program is not a temporary employment service that provides well-educated temporary employees to perform routine tasks. My initial experience in CAPIP resembled such a situation, which might be an indictment on the program's oversight. Rather,

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Carl Albert Bust Unveiled in U.S. Capitol

*From the Office of
Congressman Ernest Istook (R-OK)
March 3, 2004*

(WASHINGTON) On March 3, Oklahomans honored Carl Albert, the 46th Speaker of the U.S. House of Representatives, with the unveiling of a bronze bust to be permanently displayed in the U.S. Capitol next to the House chambers. Congressman Ernest Istook (R-OK) was the master of ceremonies at the ceremony in Statuary Hall.

"Carl Albert was an extraordinary man who served our country and the state of Oklahoma during a difficult time in our nation's history. This is a great honor for both the former speaker and for all Oklahomans," said Congressman Istook.

Carl Albert served in the U.S. House of Representatives for three decades and was the Speaker of the House from 1971 to 1976 during the tumultuous years surrounding Vietnam and Watergate. He served in Congress longer and held more power than any other Oklahoman. Albert retired in 1976 and passed away in his hometown of McAlester, OK in 2000.

Istook originally approached the Clerk of the U.S. House about including the bust in the U.S. Capitol collection in 2001. The bust was a donation of Oklahoma native artist Paul Moore. Moore completed the bust in 1994 as a head study for a full-sized figure of Carl Albert currently on display in McAlester. Moore is also currently working on the Oklahoma Centennial Land Run Monument in Oklahoma City depicting the Land Run of 1889, which when completed will be one of the largest bronze statues in the world

The bust was approved and shipped to

Carl Albert Bust, continued on page 2



The Honorable Carl Albert and Karla Kay Harden, one of the first participants in the state internship program that bears his name.

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Washington in the summer of 2002. In Fall 2002, the Oklahoma delegation sent a letter to House Speaker Dennis Hastert (R-IL) requesting that the bust be displayed in the hall outside the House Chambers along with the other five Speaker busts in the Capitol collection. Congressmen Brad Carson (D-OK), former Congressman Wes Watkins (R-OK) and Istook all helped raise the private funds necessary for the granite column on which the bust will be displayed.

Attending the ceremony were numerous family members, former Albert staff, former Congressmen, and Oklahoma dignitaries, including Governor and First Lady Brad and Kim Henry, former Congressman Wes and Lou Watkins, former Congressman Glenn English, former Congressman J.C. Watts, former Congressman Bill Brewster, former Congressman Dave McCurdy, former Congressman and Ambassador Jim Jones, federal Judge Robert Henry, former staffer Joel Jankowsky, and Albert's son, Dr. David Albert and Albert's daughter, Mary Frances Albert.

The bust will be placed on permanent display next to the House Chambers.

CAPIP Changes Since December 2003

Executive Fellows Hired

Oklahoma Health Care Authority
Derek Lieser

Office of Personnel Management
Jennifer Jepson

Department of Rehabilitation Services
Katherine Crittenden
Sheila Denson
Brenda Salinas
Angelia Sligar
Jennifer Sliger
Lucretia Vogt
Katherine Zdanowski

Oklahoma Water Resources Board
Jackelin Simmons
Ronnie Watson

Undergraduate Interns Hired

Department of Human Services
Mary Mitchell

Oklahoma State and Education Employees
Group Insurance Board
Rashad Francis

Converted

Office of Personnel Management
James Perez

Department of Rehabilitation Services
Bonnie Allen
Tom Boyd

Graduated

Office of State Finance
Jessica Graumann

CAPIP Appointment Ended

Office of the Attorney General
Matt Blue

Oklahoma Employment
Security Commission
Sharon Harbolt

Oklahoma Health Care Authority
Catina Baker

Department of Rehabilitation Services
Victoria Friend
Shelly McDonald
Andre Washington

CAPIP Stats

- 25 Executive Fellows and five Undergraduate Interns are currently working in nine different state agencies.
- Executive Fellows and Undergraduate Interns currently attend ten colleges and universities.
- The applicant pool consists of 13 graduate students and 12 undergraduate students.

Oklahoma Office of Personnel Management
Carl Albert Public Internship Program
2101 N. Lincoln Boulevard, Suite G-80
Oklahoma City, OK 73105

Oscar B. Jackson, Jr.

Administrator and
Cabinet Secretary of Human Resources & Administration

Dayna R. Petete

Assistant Administrator for Communications & Legislative Liaison
and CAPIP Coordinator

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the purpose of the program is not only to provide you with a valuable employee, but also to assist students in gaining experience and knowledge in state government and to encourage pursuit of careers in state service. Accordingly, your selection and job assignment decisions should reflect this mutual goal—if you do not care to do this, hire a qualified temporary employee.

Second, understand that CAPIP empowers you as a manager to flex your leadership muscles. Many of the Merit System restrictions, such as experience and qualifications, are lessened for this program, which means you can use this as a workforce planning tool to promise a better future for your agency and leave a legacy of good management. If you select a professional, teachable, and diligent Executive Fellow, you can train him or her in line with the needs of your agency—creating a very valuable employee.

Third, after hiring a Fellow, occasionally ask him or her this question: “What do you think?” And, truly listen to the answer and discuss the merits of his or her opinion. This shows that you value the Fellow, and it will create an atmosphere of openness—the best kind for good communication, teaching opportunities, and problem solving.

Fourth, remember you’re still the boss. There seems to be some truth to the stereotype about fresh-out-of-college employees being foolishly idealistic—thinking problems are solved and changes occur based on the merits of a good idea. Don’t be intimidated by this ambitious and energetic quality. In reality, you know that change is the result of consensus that must be built on an idea and agreed upon by the key players in any organization. Take time to explain who the key players are in your agency and how things get done. Any respectable Fellow will honor and appreciate your insight. Of course, this means you must reserve the proverbial “that’s just the way things are” or “that’s what the Legislature decided” for extreme cases. Your thoughtful instruction will provide context for the Fellow and increase the chances of getting a good answer when you ask, “What do you think?”

Overall, I believe these recommendations will provide a more fruitful CAPIP experience for everyone. Of course, these tips require conscientious planning, careful execution and a dose of humility—none of which are easy, but all of which are necessary to get things done and make them worth doing.

Sincerely,
Austin Gilley
Executive Fellow
austin.gilley@opm.state.ok.us



CAPIP News

Starting Salary Offers Decline for Many New College Graduates

International Public Management Association for Human Resources

Reprinted with permission

May 2003 IPMA-HR News

A salary report conducted by the National Association of Colleges and Employers (NACE) shows that salary offers to many new college graduates, most notably those in the technical disciplines, are lower than they were in 2002.

According to the Winter 2003 Salary Survey, the average offer to computer science graduates has plummeted 13.1 percent while the average offer to information sciences graduates also has fallen 2 percent. Starting salaries in many engineering disciplines also fell by relatively small amounts. The business disciplines fared better, with five out of seven majors gaining ground. The average offer to business administration grads rose 11 percent while marketing graduates saw their average offer increase 5.2 percent. Starting salary offers to accounting graduates increased 4.6 percent while economic/finance grads saw almost the same boost.

According to NACE, the generally lackluster salaries reported in the Salary Survey point to a sluggish job market for 2002-03 college graduates.

For additional information, please contact Camille Luckenbaugh, (800) 544-5272, ext. 111; luckenbaugh@nacweb.org, or Mimi Collins, (800) 544-5272, ext. 119; mcollins@nacweb.org.

Don't forget to update your file at the end of each semester with:

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

The Department of Environmental Quality participated in the University of Oklahoma Government Career Fair on March 4, 2004. Pictured, with an OU applicant (r), are (l to r) Jamie Fannin, Denise Harkins, and Lee Warden.

Colleges, Universities Use Innovative Race-Neutral Ways to Achieve Diversity on Campus, Report Says

From the United States Department of Education

On March 26, U.S. Secretary of Education Rod Paige released "Achieving Diversity: Race-Neutral Alternatives in American Education," a report that outlines the various ways higher education institutions are using innovative, race-neutral approaches to achieve diversity on their campuses.

"Our goal is to highlight positive, constructive methods to help schools achieve and maintain diversity on their campuses," Secretary Paige said. "This report outlines several race-neutral approaches that appear promising and demonstrate the broad range of options available to schools looking for race-neutral ways to create a diverse student body.

"As these alternatives evolve, the department will continue to assist schools on how to effectively use race-neutral alternatives. The department will also continue with our mission to close the achievement gap to ensure that all students are prepared at the front end to meet the competition in higher education, without the need for special preference at the back end. That's the president's and my mission with the *No Child Left Behind* law: to fundamentally change the way we educate our children in America—to change our public schools system from one that does a good job educating some of the children, to a system that's held accountable for educating every child, from every walk of life."

The report builds upon the department's 2003 report and outlines such options as "developmental approaches," which are designed to diversify student enrollments by improving the qualifications of applicants, and "admissions approaches," which consider additional admissions criteria in an effort to achieve a more diverse student body. The report does not endorse any particular program but rather provides a catalog or description of what educational institutions are attempting.

The report also includes information on approaches used in K-12 schools, public and private colleges, and graduate and professional schools. For example, it includes information on:

- Improvements brought about by the *No Child Left Behind Act*;
- Partnerships between postsecondary institutions and nearby public schools that

facilitate mentoring;

- Partnerships between the College Board and various school districts to prepare students to take the PSAT and SAT exams;
- Coordination between community colleges and traditional research institutions which encourage students to transfer into research institutions;
- Creation by graduate and professional schools of race-neutral programs to target promising undergraduate students;
- State partnerships with the College Board to improve educational achievement

among students who attend traditionally low-performing schools;

- Use of socioeconomic criteria for student assignments and university admissions;
- Use of class-rank plans that guarantee university admission to high school seniors who graduate within a specified percentage of their school's senior class; and
- Race-neutral lotteries for student admissions.

The report is available at <http://www.ed.gov/about/offices/list/ocr/edlite-raceneutralreport2.html>.



Cynthia Williamson (above right) represented the Office of Personnel Management, and J. C. Colbert (below) represented the Department of Corrections, at the University of Oklahoma Government Career Fair, held March 4, 2004, at the OU Student Union.

