

CAPIP NEWS

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

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DRS Pleased With CAPIP Participation

Joanie Batty
Department of Rehabilitation Services

The Oklahoma Department of Rehabilitation Services (DRS) provides services to persons with disabilities who may have the ability to pursue employment; education to children who are deaf and/or blind; and to those who, due to the severity of their disabilities, may benefit in terms of increased participation in the family or community. DRS also determines eligibility for Social Security Disability Assistance and Social Security Income through its Disability Determination Division. Services are arranged through resources available in the community or provided through DRS resources.



DRS has participated in the Carl Albert Public Internship Program for several years and has had a very positive experience with it. The Carl Albert Public Internship Program has allowed DRS to develop and train staff while they are becoming qualified for the job. Many of our current professional staff were once Executive Fellows within this program. The two-year fellowship program has proven to be a mutually beneficial period for the employee and the agency to determine whether the Fellow and the position are compatible and whether a long-term commitment between the agency and the employee would be beneficial. The Carl Albert Public Internship Program has also allowed us to develop important relationships with universities and colleges, which has enabled us to greatly enhance and diversify our applicant pool for the Vocational Rehabilitation Specialist positions within our agency.

DRS staff members have consulted with Dayna Petete, the coordinator of the Carl Albert Public Internship Program, on numerous occasions. We have also referred a large number of graduate students to her office for information on application and admission into the program. We have found her to be very helpful, professional, and courteous in her technical assistance and coordination of this program.

DRS has hired approximately 45 Executive Fellows and, if funding is available, fully intends to hire more.

Current CAPIP Stats

- 31 Executive Fellows and five Undergraduate Interns are currently working in 10 different state agencies.
- Executive Fellows and Undergraduate Interns currently attend 12 colleges and universities.
- The applicant pool consists of 42 graduate students and 38 undergraduate students.

Diversity A Constitutional Goal Supreme Court Rules

*International Public Management
Association for Human Resources
July 1, 2003 HR Bulletin
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In a pair of decisions issued Monday, June 23, 2003, the Supreme Court said that achieving a diverse student body is a constitutional goal. The Supreme Court, in a 5-4 opinion written by Justice Sandra Day O'Connor, upheld the University of Michigan Law School's admission policy noting the school's attention to an applicant's individual attributes made the process itself constitutional. *Grutter v. Bollinger*, Docket No. 02-0241.

O'Connor, as predicted, was the swing vote in a narrowly divided opinion. Most remarkable is that a majority of the Court was able to agree that diversity is a constitutional goal. Many university officials were pleasantly surprised by the rulings.

David L. Warren, President of the National Association of Independent Colleges and Universities (NAICU), in a statement following the ruling said, "We are very pleased that, under the Supreme Court decisions announced this morning, all institutions of higher education may continue to shape their admissions procedures, and to achieve their individual institutional missions, consistent with the Bakke decision of 1978."

In the second decision, the Court ruled that the University of Michigan's undergraduate admission's policy was unconstitutional because the program was not narrowly tailored to achieve a diverse student body. In the law school case, described above, the university looked at a student's entire application package and used race

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My Accomplishments During 2002

Lester Claraval, Oklahoma Department of Labor
CAPIP Executive Fellow 1997 - 1999

Last year, I was very thankful for a lot of good things that happened. I decided to share this with CAPIP so that my friends and others can share in my accomplishments, too. Below is what I was able to do during 2002:

- Received national recognition for authoring two chapters of the Interstate Labor Standards Association Child Labor Administration Guide, a national enforcement manual which was distributed to the Department of Labor in all 50 states. This national publication helped enhance the Child Labor Program in each state.
- Received the Central Oklahoma Chapter of the American Society for Training and Development Award of Excellence, the organization's top training achievement award. I developed, marketed, and facilitated this award-winning workshop lesson plan and presentation to educate Oklahoma's future workforce in schools across the state. This workshop is called "Paying Attention Pays," Youth Employment Educational Outreach Workshop. "Paying Attention Pays" is a game that teaches students about their rights and safety in the workplace, encourages group activity, and enables each team to compete for a game prize. The program has had a lot of success and schools across Oklahoma have benefited as a result of my contribution to the state. "Paying Attention Pays" is the state's first experiential youth employment workshop which has been a great service contribution to the citizens of Oklahoma.
- Contributed to the success of the Oklahoma Restaurant Association Mid-southwest Food Service Convention by serving as a panel member on their first-ever Regulatory Panel. I presented material on the wage & hour laws and the state/federal child labor laws to the participants. The Oklahoma Restaurant Association presented me with their Appreciation Plaque and honored me for my generous educational contribution.
- Graduated from the Oklahoma City Fire Department Citizens Fire Academy

Class VII, one of 20 to complete the program last year. I had the opportunity to give television interviews to promote this program on two different news channels in Oklahoma. I am also certified to assist the firefighters with the Safety Trailer, an educational outreach tool used to teach children about fire prevention and safety. I currently serve as a volunteer for the Oklahoma City Fire Department.

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as a plus factor. However, when it came to the undergraduate admission's policy, the university used a more rigid approach.

Students were awarded points, up to a maximum of 150, for high school grades, activities, and standardized test scores. Underrepresented minority groups—African Americans, Native Americans and Hispanics, were automatically awarded 20 additional points—those with a perfect SAT score were awarded 12.

The Court found this to be too close to a quota system. The Court split 6-3 on that opinion, with Chief Justice William Rehnquist joining and writing the majority opinion. That case is *Gratz v. Bollinger*, Docket No. 02-0516. The cases may be found [online](#) by searching under Supreme Court cases.

Fall CAPIP Training Again Part of CPM Event

On September 12, 2003, CAPIP Executive Fellows and Undergraduate Interns will again have the opportunity to attend the annual conference of the Oklahoma Society of Certified Public Managers. The fee for this conference will be \$65.00 to be paid by each participant's employing agency, and attendance will fulfill the OPM-sponsored training requirement for Fall 2003, as well as the required job-related training provided by the employing agency.

Excellence Achieved in 2003 is the theme of this year's conference, which will be held at the U.S. Postal Training and Marriott Convention Center in Norman, OK.

Conference speakers and topics include: *Batteries Not Included*, Bobbie Staten; *Diversity—Indian Affairs are Best*, Tim Tall Chief; *Managing Change in the Workplace*, Dr. Marla Sanchez; *Your Ability to Effectively Negotiate*, Bob Oros; *Bioterrorism and Safety in Today's Workplace*, Dr. James Crutcher; *Managing the Generation Gap in the Workplace*, Steve Gilliland; and *Motivating for Excellence*, Steve Gilliland.

Political analyst Burns Hargis, co-host, with Mike Turpen, of *Flashpoint*, a weekly Sunday morning talk show on KFOR Television in Oklahoma City, will be the luncheon speaker.

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.

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Carl Albert Public Internship Program
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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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CAPIP Changes Since March 2003

Executive Fellows Hired

John Matt Blue

Office of the Attorney General

Tansy Diaz

Oklahoma Health Care Authority

Sharon Rea Harbolt

Employment Security Commission

Brian Howe

Oklahoma Health Care Authority

Molly Burns Neuman

Public Employees Retirement System

Undergraduate Interns Hired

Imole Babaniji

State and Education Employees

Group Insurance Board (OSEEGIB)

Kayvan Rasolkhani

OSEEGIB

Kerry LaDon West

OSEEGIB

Converted

Matthew Wehmueller

OSEEGIB

Heather Franz

Department of Human Services

Jesse Fuchs

Employment Security Commission

CAPIP Appointment Ended

Tansy Diaz

Office of Personnel Management

Austin Gilley

Public Employees Retirement System

Veronica Grant

Office of Personnel Management

Michelle Guilford

Department of Rehabilitation Services

Kimberly Ann Miller

Department of Transportation

Graduated

Elizabeth Ashton

OSEEGIB

Preston Draper

Attorney General

Cassandra Jones

OSEEGIB

Robert Warden

Water Resources Board

Spring Training Conference Highlights Public Service

The Carl Albert Public Internship Program kicked off "Public Service Recognition Week" on Thursday, May 1, with the Spring 2003 Training Seminar. The theme was *Public Service* and speakers included State Treasurer Robert Butkin, Senator Jay Paul Gumm, Secretary of State Susan Savage, and Oklahoma Supreme Court Justice Yvonne Kauger. Oscar B. Jackson, Jr., Administrator of the Office of Personnel Management and Cabinet Secretary of Human Resources and Administration, provided the welcome. Approximately 26 CAPIP Executive Fellows and Undergraduate Interns attended the event.



On January 9, 2003, Governor Brad Henry named Susan Savage Secretary of State. Ms. Savage, who was Mayor of the City of Tulsa from July 1992 until April 2002, received a BA in Sociology from Arcadia University in Glenside, Pennsylvania.



The CAPIP Executive Fellows and Undergraduate Interns who attended the Spring 2003 Training Conference took a short break to pose for a group photo.

Scenes from the Spring Conference

Oscar B. Jackson, Jr., OPM Administrator and Cabinet Secretary of Human Resources and Administration (left) and State Treasurer Robert Butkin (right) listen to Mr. Butkin's introduction. In June 1991, Governor David Walters named Mr. Jackson OPM Administrator and Cabinet Secretary of Human Resources. In January 1995, Governor Frank Keating reappointed him to both positions, and in January 2003, Governor Brad Henry appointed Mr. Jackson OPM Administrator and Cabinet Secretary of Human Resources and Administration. Treasurer Butkin was elected in 1994 in his first race for political office. In 1998, he became the first state treasurer in Oklahoma history to be re-elected without opposition. In 2002, he broke new ground gaining re-election without an opponent for a second consecutive time. Most recently, Treasurer Butkin headed Governor Brad Henry's transition team.



Justice Yvonne Kauger arrived at the conference ahead of schedule and sat in on Secretary of State Susan Savage's presentation. Here, she listens to a question addressed to the Secretary of State. Justice Yvonne Kauger was appointed to the Oklahoma Supreme Court on March 11, 1984, by Governor George Nigh. She served as Chief Justice from January 1997 through December 1998. In November 1999, the Oklahoma Bar Association honored Justice Kauger with the Judicial Excellence Award. On June 7, 1999, in recognition of her outstanding efforts to improve the administration of justice, she was awarded the Herbert Harley Award by the American Judicature Society.



Jay Paul Gumm was elected to the Oklahoma State Senate in 2002. Senator Gumm was born in Durant, Oklahoma, and graduated from Durant High School in 1982. He received his BA in Political Science in 1986, from Southeastern Oklahoma State University. Senator Gumm served as Executive Director of the Durant Area Chamber of Commerce from 1998 through 2002. He joined the staff of the Oklahoma House of Representatives in 1986, and served through 1998. In 1983, Senator Gumm was named Outstanding Young Democrat in Oklahoma. In 1984, he served as an LBJ Congressional Intern.