

# CAPIP NEWS

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

Second Quarter 2004

A Publication of the State of Oklahoma Office of Personnel Management

Volume 7 Issue 2

## CAPIP Fall Training Conference Scheduled for September 10

*Dayna Petete, CAPIP Coordinator*

On September 10, 2004, CAPIP Executive Fellows and Undergraduate Interns will again have the opportunity to attend the annual conference of the Oklahoma Society of Certified Public Managers (OSCPM). The fee for this conference will be \$75.00 to be paid by each participant's employing agency, and attendance, which is required, will fulfill the OPM-sponsored training requirement for Fall 2004, as well as the required job-related training provided by the employing agency (eight hours every six months).

OSCPM is a nationally recognized professional organization for state managers founded in June 1989. The Society is composed of supervisory and management level state and local government employees who are enrolled in the Certified Public Manager Program administered by the Office of Personnel Management. The purpose of the organization is to improve the quality of Oklahoma government through public manage-

ment, instruction, and methods of operation in the public sector.

This year's conference will again be held at the National Center for Employee Development (NCED) in Norman, OK. The NCED is a nationally- and community-based training facility, working with local business to help create better employee development and education.

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

*Fall Training, continued on page 5*



*A group of CAPIP participants enjoying last year's OSCPM Conference (l to r): Airica Ryden, Kayvan Rasolkhani, Kerry West, and Imole Babaniji, all of the State and Education Employees Group Insurance Board.*

## Gov. Henry Signs State Employee Pay Bill

*From the Office of Governor Brad Henry  
April 15, 2004*

On April 15, Governor Brad Henry signed legislation that will give state employees their first pay raise in three years. House Bill 2005 will deliver back-to-back raises to state employees over the next two years.

"For the difficult and often thankless jobs they perform, state employees deserve adequate compensation," said Gov. Henry. "This is a long overdue, much deserved pay raise for our dedicated workers."



*Governor Brad Henry*

The governor signed HB 2005 on Thursday, April 15, in a State Capitol ceremony. He was joined by House Speaker Larry E. Adair, Senate President Pro Tempore Cal Hobson and other legislators who were instrumental in the bill's passage.

Under the proposed legislation, beginning January 1, 2005, state employees will receive a \$1,400 salary increase and an additional \$700 hike the following fiscal year.

Elected officials, cabinet officers, and agency directors who are cabinet officers are not eligible for the pay increase.

*Editor's Note: CAPIP Executive Fellows and Undergraduate Interns are eligible for the increase in accordance with the provisions of HB 2005.*

# CAPIP Executive Fellow Encourages DHS Employees to "Take A Closer Look"

*Tammy Ratliff, Department of Human Services*

The Oklahoma Department of Human Services (DHS) Design Team has recently rolled out its latest poster campaign entitled, *Take A Closer Look*. The idea behind the campaign is to create awareness among DHS employees regarding the use of print materials, especially paper. Employees are encouraged to copy on BOTH sides of the paper whenever possible as a way of helping both the environment and the budget. It's a straightforward approach that can have a significant effect.

The Design Team has created a "poster series," and the plan is to periodically interchange the posters in the series. There are many advantages to having a "poster series." First, employees will notice the change and appreciate the effort being taken. Secondly, they will begin to look forward to the next poster. And, every time a new poster is installed employees will re-read the message and, thus, be more likely to copy on both sides.

DHS Director Howard Hendrick and the Design Team sent a letter to each DHS unit asking that the posters be installed in plain sight near every copier/printer in a way that will permit the poster to be flipped over to the next side within six months.

Members of the Design Team are excited about the *Take A Closer Look* poster campaign and are confident that it will be a great success!



*Executive Fellow Tammy Ratliff and the first three "Take a Closer Look" posters.*

## Regents Approve Tuition Increases

*Oklahoma State Regents for Higher Education—June 30, 2004*

Facing record enrollments, increasing mandatory costs and state appropriations that have fallen more than \$58 million during the last four years, Oklahoma's public institutions of higher education have still managed to keep tuition below limits set by the Oklahoma Legislature. This means the costs will be below the average rate charged at other institutions in the region.

The Oklahoma State Regents for Higher Education approved tuition and mandatory fee increases across the state system on June 30, during their regularly scheduled meeting.

Undergraduate tuition and mandatory fees for Oklahoma residents will go up an average of 9.2 percent next fall. Nonresident undergraduate tuition and mandatory fees will increase an average of 10.2 percent.

"We are striving to provide quality degree programs while keeping administrative costs low. Fortunately, we are managing to keep our college costs reasonable while other states' costs are higher," Chancellor Paul G. Risser said. "It is important to note that our

*Tuition, continued on page 3*

## CAPIP Changes Since March 2004

### Executive Fellows Hired

*Ivy Graham*

*Oklahoma Water Resources Board*

*Tammy Ratliff*

*Department of Human Services*

*Dorothy Sanders*

*Department of Rehabilitation Services*

*Brenton Wilson*

*Oklahoma Water Resources Board*

### Undergraduate Interns Hired

*Nicole Altobello*

*Oklahoma Health Care Authority*

*Changes, continued on page 3*

*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*

*CAPIP Coordinator and Editor*

**Janis Craig**

*Administrative Assistant*

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institutions are continuing to take steps to increase financial aid and tuition waivers for students to lessen the impact of these increases."

Other policy actions were taken that will affect students.

The University of Oklahoma, OU Health Sciences Center, OU-Tulsa, and OSU will no longer have different rates for lower and upper division courses, but will instead charge one single rate.

Depending on the institution, undergraduate students will pay approximately \$324 to \$426 more for 30 credit hours. A full-time student typically enrolls in 30 or more credit hours per year.

Even with the increases, officials at both OU and OSU said they expect their institutions to remain at the bottom of the Big 12 in cost for undergraduate attendance.

All of the state's regional universities have also decided to do away with the different tuition and fee structure for lower and upper division courses. Students attending those institutions will be expected to pay an additional \$175 to \$329 for 30 credit hours. Residents at the state's two-year colleges will be paying anywhere from \$90 to \$305 more for 30 credit hours.

Higher education officials anticipate that the majority of Oklahoma's student population will be minimally impacted by the tuition and fee increases next year. Students across the state system have been nearly unanimous in their support of tuition increases in order to maintain or improve the quality of programs.

Enrollment across the state system is expected to rise 3.2 percent next year. This continues the trend where the state's colleges and universities have seen an additional 20,000 students on their campuses during the last four years.

Student financial aid is also going up on college campuses. OU awarded more than \$1 million to nearly 2,000 students this past academic year as part of its privately funded



—From the Oklahoma State University Website, <http://osu.okstate.edu/>

Sooner Heritage Scholarship Program. Institutions are also dedicating more funding for student wages and on-campus jobs.

"We want to do everything we can to provide the necessary resources so that no one is excluded from going to college because they can't afford it," State Regents Chairman Ike Glass said.



—From the University of Oklahoma Website, <http://www.ou.edu/>

## Executive Fellow Works on Grant

*Derek Lieser, Executive Fellow  
Oklahoma Health Care Authority*

Since becoming an Executive Fellow for the Oklahoma Health Care Authority (OHCA), I have assisted in writing the State Planning Grant, which will provide premium assistance (or a voucher) to the people of Oklahoma with incomes 200 percent below the federal poverty level.

OHCA is the state of Oklahoma's Medicaid Agency. The agency administers *SoonerCare* and other health related programs. Our vision is for Oklahomans to enjoy optimal health status through having access to quality healthcare, regardless of their ability to pay.

The State Planning Grant involves:

- Analyses of the uninsured in the state and their opinion of state assistance,
- Employers' opinion of helping to provide health insurance to their employees, and
- The private insurance marketplace promoting private growth.

A portion of the cigarette tax the Oklahoma Health Care Authority actively supported will assist in the Governor's plan to cover 100,000 uninsured citizens.

The general goal of this project, as set by OHCA and HRSA (Health Resources and Services Administration) is to develop viable,

*Grant, continued on page 5*

*Changes, continued from page 2*

*Jon Anderson  
Office of State Finance*

*Stephen Georgewill  
Group Insurance Board*

*Nicole Morrow  
Group Insurance Board*

*Heather Nelson  
Group Insurance Board*

*Jacquelyn Revels  
Office of State Finance*

**Converted**  
*Tansy Diaz  
Oklahoma Health Care Authority*

*Everett Slavik  
Office of Personnel Management*

*Robert Warden  
Oklahoma Water Resources Board*

**Hired from Register**  
*Hee Jin Kim  
Department of Rehabilitation Services*

**Graduated**  
*Kerry West  
Group Insurance Board*

**CAPIP Appointment Ended**  
*Imole Babaniji  
Group Insurance Board  
David Cobb  
Department of Rehabilitation Services*

*Eric Lewis  
Public Employees Retirement System  
Molly Burns Neuman  
Public Employees Retirement System*

*Kayvan Rasolkhani  
Group Insurance Board  
Shoyambhu Shakya  
Employment Security Commission*

*Jackelin Simmons  
Oklahoma Water Resources Board*

*Ronnie J. Watson  
Oklahoma Water Resources Board*

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## CAPIP Stats

- 19 Executive Fellows and 7 Undergraduate Interns are currently working in eight different state agencies.
- Executive Fellows and Undergraduate Interns currently attend ten colleges and universities.
- The applicant pool consists of 25 graduate students and 17 undergraduates.

# Financial Aid Increases Highlight Higher Ed's 2004 - 05 Budget

Oklahoma State Regents for Higher Education—July 6, 2004

More students will be receiving help meeting college costs this fiscal year thanks to a \$10.2 million budget increase in student assistance programs across the state system. The increase is part of higher education's more than \$1.5 billion operating budget for fiscal year 2005.

Approved by the Oklahoma State Regents for Higher Education recently, the FY 05 budget will support education and research opportunities for the approximately 230,000 credit-seeking students who annually attend the state's 25 colleges and universities and two higher education centers.



UNIVERSITY OF  
CENTRAL  
OKLAHOMA

—From the University of Central Oklahoma Website, <http://www.ucok.edu/>

"Considering the funding challenges our public institutions have been facing during the last few years, this budget is certainly a step forward, albeit a small one," Chancellor Paul G. Risser said. "Institutions have focused their budgets on providing more resources to help their students succeed while at the same time reducing administrative costs. This is extremely noteworthy since many institutions have seen significant enrollment growth on their campuses within the last four years."

Regents reported that the primary functions of instruction, research, and public service continue to make up approximately 56 percent of institutions' operating budgets and that institutional expenditures within those functions have increased compared to FY 04. Instruction showed the largest dollar increase of \$52.3 million, which makes up 47.3 percent of expenditures, followed by research at \$5.4 million and public service at \$3 million.

Higher education operating funds come from two sources: state appropriations and revolving funds, which include revenues from tuition and fees, carry-over funds, federal and local funds, and gifts and grants.

State appropriations for the state system



—From the East Central University Website, <http://www.ecok.edu/>

in FY 05 total \$802.1 million, an increase of \$34.2 million from FY 04.

Revolving fund income at state system institutions is expected to increase by \$74.5 million to \$696.4 million for FY 05, thanks in large part to the tuition and mandatory fee increases at state colleges and universities and an expected enrollment increase statewide of 3.2 percent. Total tuition and fees will still be below limits set by the Oklahoma Legislature.

To help students pay for increases in tuition, Regents approved a \$10.7 million increase in institution-based scholarships and added nearly \$6 million in state-funded schol-

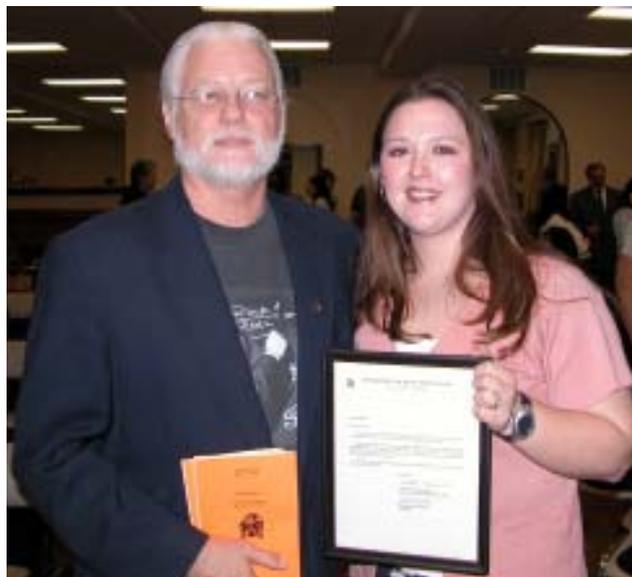
arships, including \$4.1 million for the Oklahoma Higher Learning Access Program (OHLAP) and \$900,000 for the Oklahoma Tuition Aid Program (OTAG).

Higher education officials said that as a result of the funding situation in FY 05, most institutions across the state system will be able to meet \$22.5 million more in mandatory costs, such as health insurance and utilities, and will likely approve or propose salary increases. Institutions will also be able to restore 85 more faculty positions and 85 more staff positions after eliminating more than 300 last year. Institutions will also spend an additional \$1.6 million for library books and other materials.

"Most faculty and staff at our colleges and universities have not seen a pay raise in several years, so we are pleased that the institutions can reward their employees with pay increases. They have performed admirably during these challenging times and deserve to be recognized for their work," Risser said.

The state system will continue to hold down administrative costs, dropping from 8.1

*Financial Aid, continued on page 5*



In April 2004, CAPIP Executive Fellow Jennifer Sliger (r), who works for the Department of Rehabilitation Services in Ada, received the "Graduate Intern of the Year" Award from the faculty of the Graduate Rehabilitation Counseling Program at East Central University (ECU). Pictured with Jennifer is Dr. Randal Elston (l), the chairman for the Rehabilitation Counseling Program at ECU.



Derek Lieser (r), an Executive Fellow at the Oklahoma Health Care Authority, is pictured with OHCA Human Resources Director Ron Wilson (c) and former CAPIP Executive Fellow Tansy Diaz (l), who also served as an Executive Fellow at OPM.

*Financial Aid, continued from page 4*

percent of the budget in FY 04 to 7.9 percent in FY 05

Despite the \$34.2 million increase in state appropriations for FY 05, Oklahoma's public colleges and universities have seen a significant drop in state support over the last two decades. Since 1988, state appropriations as a percentage of the budget have dropped from 75 percent to 50 percent.

Officials said that they are still concerned about decreases in state appropriations and the lack of funds for several worthwhile programs such as OTAG and Summer Academies in Math and Science.

OHLAP, which pays the tuition for students who meet certain academic and behavior requirements in high school, still needs another \$4.1 million in FY 05 to meet its scholarship obligations this coming year.

State Regents hope that a portion of revenues dedicated specifically for OHLAP from the recently created Tribal Gaming Compact will take care of the shortfall. If it doesn't, they say they will request a supplemental appropriation in 2005. They are also uneasy about future funding for OHLAP, which is expected to need an additional \$8 million in funding in FY 06.

"Although Oklahoma's economy looks to be on the rebound, there are still challenges ahead for the state system in the years to come," State Regents' Chairman Ike Glass

said. "State support has dropped significantly and institutions have been searching for other ways to make up for those shortfalls, such as raising tuition and fees." We need to be careful so that we don't price Oklahomans out of a college education. I am confident that higher education leaders and legislative leaders will continue to work together to address this issue."



—From the Langston University Website, <http://www.lunet.edu/>

*Fall Training, continued from page 1*

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*.

*Grant, continued from page 3*

realistic, and effective strategies for Oklahoma to consider in order to offer health insurance coverage to uninsured residents of the state. Specific goals include:

- Collaborating with public and private sector partners to develop awareness and gain input and understanding of Oklahoma's uninsured problems.
- Increasing the level of understanding concerning Oklahoma's uninsured population through further analysis of existing quantitative data sources and through additional data collection that will help Oklahoma design more effective expansion options and strategies for specific target groups.
- Developing comprehensive options to expand insurance coverage and to project associated enrollment and cost estimates for key segments of the state's uninsured population—including low-income adults and children, young adults, and uninsured workers.
- Developing a report to the United States Secretary of Health and Human Services, outlining an action plan to continue improving access to insurance coverage, including developing recommendations that respond to the SPG's qualitative and quantitative findings and identifying necessary next steps and key partners to respond to recommendations.

## Universities to Adopt New Degree Programs

*Reprinted with permission of GIT, Inc. July 1, 2004, Capitol Network News*

New degree programs for the University of Oklahoma and Oklahoma Panhandle State University were approved July 1 by the Oklahoma State Regents for Higher Education. OU was approved to offer a doctor of philosophy in geophysics and a doctor of philosophy in ecology and evolutionary biology and OPSU was approved to offer a bachelor of science in equine science.

The purpose of implementing a doctor of philosophy in geophysics, according to OU, is to have a program that offers students the opportunity to master advanced concepts and

*Degrees, continued on page 6*

*Degrees, continued from page 5*

practices in geophysics, conduct geophysics research and work in various industries served by geophysicists. The program will also assist OU's aspirations to become a center of excellence for study in geology and geophysics, with an emphasis in applied areas such as energy.

Currently the only option for geophysics students desiring a doctoral degree is to pursue the existing doctor of philosophy in geology. Only offering a bachelors and masters degree in geology and geophysics is a limiting factor in OU's ability to become a preeminent research institution in geophysics. It also limits OU's ability to attract sufficient numbers of quality Ph.D. candidates.



—From the Oklahoma Panhandle State University Website, <http://www.opsu.edu/>

According to OU's request, many qualified candidates from physics, mathematics and engineering will ultimately become geophysicists to work in higher education, government research institutes, and industry, specifically the petroleum industry. OU has said it has an excellent reputation in the petroleum industry for quality preparation and its graduates are in demand. The school anticipates at least six students to enroll in the program for the fall of 2007.

The doctor of philosophy in ecology and evolutionary biology will offer students the opportunity to develop sophisticated abilities needed to understand complex ecological and evolutionary systems, develop novel ways of applying this knowledge and disseminating it to the public, and assume leadership roles in the field.

OU stated that the traditional zoology-botany-microbiology organization of OU departments does not emphasize or focus interdisciplinary work that is essential to ecology and evolutionary biology research. According to OU, academic and professional jobs

are often seeking candidates with interdisciplinary backgrounds.

Employment opportunities for students of the program are ample according to OU officials. Ecological principles are necessary for sustainable agriculture production, timber business, fishery, and water supply. As a result, more trained researchers, faculty, and practitioners are needed in the fields of ecology and evolutionary biology.

No other institution in the state offers either of these degree programs. The programs were approved by the Regents with the stipulation that continuation of the programs beyond Fall 2008 will depend on the school meeting established criteria.

OPSU will offer a program that will prepare students to work in the business aspect of the equine industry and horse training, with a research focus on training young horses. The bachelor of science in equine science is not offered at any other institution in Oklahoma.

OPSU said it has observed an increase in the demand for qualified professionals to meet the needs of the large number of animal agricultural industries in northwestern Oklahoma and the Oklahoma panhandle. The Paul Wessler Equine Center, which is currently under construction, will be used by OPSU for the program. OPSU said the center would

provide stable facilities for up to ten horses, as well as feed and tack storage.

A total of 28 local employers in the Oklahoma, Texas and Kansas area have indicated support for the program, according to OPSU officials. The program expects to enroll at least 30 students in Fall 2008.

Other new degree programs approved by the Board of Regents on July 1 include a bachelor of science in health studies at OU Health Sciences Center, associate of arts in child development at Eastern Oklahoma State College, associates in applied science in network technology and in database management at Oklahoma City Community College, and certificates in broadcast communications and cyber security at Rose State College.

### *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.*



Tune into *College Connection* to hear the latest news on state and national higher education issues, as well as listen to a variety of guests provide valuable information on preparing for college. The program, sponsored by the Oklahoma State Regents for Higher Education, currently airs on 10 stations.

#### Stations and Airtimes

- Altus—90.1 FM (KOCU)—Sunday, 5 p.m.*
- Alva—Audio on NWTN 7 (KNSU)—Friday/Saturday/Sunday, 7 a.m.*
- Ardmore—90.3 FM (KLCU)—Sunday, 5 p.m.*
- Claremore/Tulsa—91.3 FM (KRSC)—Friday, 12 p.m.*
- Clinton/Weatherford/Elk City—89.1 FM (KYCU)—Sunday, 5 p.m.*
- Lawton/Ft. Sill/Duncan—89.3 FM/102.9 FM (KCCU)—Sunday, 5 p.m.*
- Miami—1590 AM (KNEO) (Dorms only), and audio on NEO-13 TV—Monday/Wednesday, 10 a.m.*
- Oklahoma City—1520 AM (KOMA)—Saturday, 6 p.m.*
- Wichita Falls, TX—88.7 FM (KMCU)—Sunday, 5 p.m.*