

OYA *In the Loop*

June 9, 2009

My time as your director is slipping away, and my 1,039 hours will be exhausted by the end of June. I'm sad to think that my tenure with OYA is coming to a close, but I am happy about the progress the agency has made since my arrival. We are a more focused, open, and transparent agency now.

Although the Governor and his team have worked to get a legislative extension for me to stay with you longer, that effort has hit a road block. It is time to move forward in the recruitment of a new director.

The Governor and his staff have identified an experienced executive manager that they want to interview for the OYA directorship. Colette S. Peters is a former Department of Corrections assistant director where she served between 2004 and 2008. Colette moved out of state last year for family reasons, and is now is ready to return for the right job opportunity.

Next Wednesday, June 17, the Governor will meet with Colette to talk with her about the Oregon Youth Authority. On Thursday, she will meet with the OYA Advisory Committee, and on Friday she will meet with a panel of OYA employees.

Colette joined DOC in April 2004 as Public Affairs administrator, and was quickly promoted to assistant director for Public Services. She was concurrently appointed inspector general, and held those two positions for more than three years.

Her 17 years working in the criminal justice arena includes direct work with victims, juvenile and adult offenders and in broader policy roles. She served the Colorado legislature in a non-partisan capacity, where she was responsible for policy research, analysis and recommendations to legislators on criminal justice, public safety and other policy issues.

Colette holds a bachelor's degree in psychology from the College of Saint Benedict in Minnesota and a master's degree in criminal justice from the Graduate School of Public Affairs at the University of Colorado.

Although I do not know Colette, I recently have talked with her on the phone about the Oregon Youth Authority, its strengths and weaknesses, and the challenges it faces. I was impressed with her knowledge of Oregon, of Oregon state government, and of the legislative process. Her views about leadership and management are consistent with mine, and I am confident she would be inclusive, open, and transparent in her

management of the agency if she is appointed. I believe she is a very strong candidate for OYA director.

I know many of you are asking: What will Deputy Director Fariborz Pakseresht do when there is a new director? The answer to that depends on both the new director and Fariborz. They will talk and decide what is best for the agency. Fariborz is a capable and trusted leader and manager who is doing some very important work for the future of the agency. It is my hope he can stay to finish that work. His job rotation from DHS expires at the end of June, and I hope that it can be extended for another period of time so he and the new director can work together.

There are other leadership changes afoot as a result of the Central Office reorganization that I shared with you in March. We are going to take advantage of this opportunity by realigning some functions in OYA's Central Office – some previously announced and some new. The changes will be completed by July 1, 2009.

These changes and budget cuts result in 15 fewer Central Office positions, including the loss of an executive manager position.

First, a new Community Services Division will be created and led by Assistant Director Phil Cox. This division will consist of the parole and probation and interstate compact functions now under the leadership of Assistant Director Karen Andall, who retires effective July 1. It will also consist of foster care and residential treatment programs, formerly managed out of the Program Office.

Second, other units that were part of the former Program Office will also move. The federal revenue team and OYA Training Academy will move to the Business Services Division under the leadership of Assistant Director Jean Straight. Rules and Policy coordination will move to the Director's Office, reporting to Deputy Director Fariborz Pakseresht. Reception will move to the Director's Office, reporting to Jean Bergen.

Third, Mary McBride, Ph.D., will lead a newly created division, Treatment Services, that is responsible for correctional and behavioral health, treatment, and quality assurance. She will report to the director.

Fourth, Medical Director Marcia Adams, MD, will be responsible for the newly created OYA Health Services Division, reporting to the director. Her focus will be redirected from performing direct patient care to driving health care policy and supervising medical personnel. I have asked her to immediately begin recruiting a supervising nurse manager to help unite our medical team under one umbrella.

Drs. McBride and Adams will be joining the Cabinet. We are working on organizational charts as I write this, and I anticipate that they will be substantially completed during June.