

# THE VOICE

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# Focus On



## Spotlight Employee

Meet our Spotlight Employee, page 3



## Welcome Aboard!

Join us in welcoming new employees, see page 20.



## Check out the Calendar of Events

Don't miss a co-workers birthday, an important milestone, or a holiday event, see pages 12, 13, and 14.



## What's for Dinner?

Need ideas or a new recipe for dinner? Check out Good Eats! on page 25.

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"IF YOU THINK YOU ARE TOO SMALL TO MAKE A DIFFERENCE TRY SLEEPING WITH A MOSQUITO."  
*-Dale Gribble*

# What's Inside THIS ISSUE





## Say hello to **ANDI**

by Steven Carter



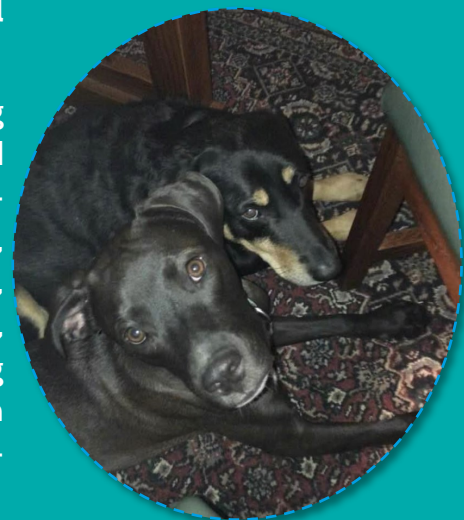
*Andi Hamilton*

Peer Support Team Leader  
Oklahoma First Responders Wellness Division

Andi Hamilton joined the Oklahoma State Bureau of Investigation (OSBI) in 2007 as a Special Agent and is also an Oklahoma Licensed Clinical Social Worker. Hamilton is currently assigned as a commissioned Peer Support Team Leader to the Oklahoma First Responders Wellness Division, which was created in 2022, and focuses on mental, physical, financial, and family health. Peer Support leaders provide a number of services, such as individual consultation and referrals for all areas of wellness and group support interventions. Group interventions include wellness education, prevention and critical incident stress debriefings after traumatic incidents (i.e., officer-involved shootings, natural disasters, and heinous child abuse cases).

Hamilton's career in Oklahoma began in 1996 as a DHS Child Welfare Specialist. In 1999, she transitioned to the role of forensic interviewer for child advocacy centers and later as a federal government contractor. She was also a co-founder of Oklahoma Interviewing Services, Inc. Hamilton has been qualified as an expert in child sexual abuse dynamics and forensic interviewing in both state and federal courts in Oklahoma. Prior to working for the OSBI, Hamilton saw clients in private practice as a licensed therapist. As a graduate student, Hamilton provided critical incident stress debriefings and group therapy for Oklahoma City April 1995 bombing survivors.

Hamilton celebrates her 20<sup>th</sup> wedding anniversary this spring to her husband Neil, who is retired from law enforcement. They have three lovely children, Zoe, Gracie, and JR and two lively dogs, Splash and Shekel. In her spare time, Hamilton enjoys gardening, socializing with friends, and pursuing a Ph.D. in the Sociology Department at the University of Oklahoma.





# I'M SO STRESSED OUT!

From the **NATIONAL INSTITUTE of MENTAL HEALTH**

**Feeling overwhelmed? Read this fact sheet to learn whether it's stress or anxiety, and what you can do to cope.**

## Is it stress or anxiety?

Life can be stressful—you may feel stressed about performance at school, traumatic events (such as a pandemic, a natural disaster, or an act of violence), or a life change. Everyone feels stress from time to time.

What is stress? Stress is the physical or mental response to an external cause, such as having a lot of homework or having an illness. A stressor may be a one-time or short-term occurrence, or it can happen repeatedly over a long time.

What is anxiety? Anxiety is your body's reaction to stress and can occur even if there is no current threat.

If that anxiety doesn't go away and begins to interfere with your life, it could affect your health. You could experience problems with sleeping, or with your immune, digestive, cardiovascular, and reproductive systems. You also may be at higher risk for developing a mental illness such as an anxiety disorder or depression. More information about anxiety disorders is available at [www.nimh.nih.gov/anxietydisorders](http://www.nimh.nih.gov/anxietydisorders).

## So, how do you know when to seek help?

## Stress vs. Anxiety

### Stress

- Generally is a response to an external cause, such as taking a big test or arguing with a friend..
- Goes away once the situation is resolved.
- Can be positive or negative. For example, it may inspire you to meet a deadline, or it may cause you to lose sleep.

### Both Stress and Anxiety

Both stress and anxiety can affect your mind and body. You may experience symptoms such as:

- Excessive worry
- Uneasiness
- Tension
- Headaches or body pain
- High blood pressure
- Loss of sleep

### Anxiety

- Generally is internal, meaning it's your reaction to stress.
- Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.
- Is constant, even if there is no immediate threat.





## It's important to manage your stress.

Everyone experiences stress, and sometimes that stress can feel overwhelming. You may be at risk for an anxiety disorder if it feels like you can't manage the stress and if the symptoms of your stress:

- Interfere with your everyday life.
- Cause you to avoid doing things.
- Seem to be always present.



## Coping With Stress and Anxiety

Learning what causes or triggers your stress and what coping techniques work for you can help reduce your anxiety and improve your daily life. It may take trial and error to discover what works best for you. Here are some activities you can try when you start to feel overwhelmed:

- Keep a journal.
- Download an app that provides relaxation exercises (such as deep breathing or visualization) or tips for practicing mindfulness, which is a psychological process of actively paying attention to the present moment.
- Exercise, and make sure you are eating healthy, regular meals.
- Stick to a sleep routine, and make sure you are getting enough sleep.
- Avoid drinking excess caffeine such as soft drinks or coffee.
- Identify and challenge your negative and unhelpful thoughts.
- Reach out to your friends or family members who help you cope in a positive way.

## Recognize When You Need More Help

If you are struggling to cope, or the symptoms of your stress or anxiety won't go away, it may be time to talk to a professional. Psychotherapy (also called talk therapy) and medication are the two main treatments for anxiety, and many people benefit from a combination of the two.

If you or someone you know has a mental illness, is struggling emotionally, or has concerns about their mental health, there are ways to get help. Find more information on the National Institute of Mental Health (NIMH) website at [www.nimh.nih.gov/findhelp](http://www.nimh.nih.gov/findhelp).

If you are in immediate distress or are thinking about hurting yourself, call or text the 988 Suicide & Crisis Lifeline at **988** or chat at [988lifeline.org](http://988lifeline.org).

## More Resources

- NIMH: Anxiety Disorders ([www.nimh.nih.gov/anxietydisorders](http://www.nimh.nih.gov/anxietydisorders))
- NIMH: Caring for Your Mental Health ([www.nimh.nih.gov/mymentalhealth](http://www.nimh.nih.gov/mymentalhealth))
- NIMH: Child and Adolescent Mental Health ([www.nimh.nih.gov/children](http://www.nimh.nih.gov/children))
- NIMH: Tips for Talking With a Health Care Provider About Your Mental Health ([www.nimh.nih.gov/talkingtips](http://www.nimh.nih.gov/talkingtips))
- Centers for Disease Control and Prevention: Anxiety and Depression in Children ([www.cdc.gov/childrensmentalhealth/depression.html](http://www.cdc.gov/childrensmentalhealth/depression.html))



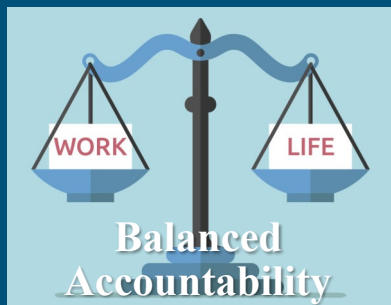
National Institute of Mental Health

NIH Publication No. 20-MH-8125

[www.nimh.nih.gov](http://www.nimh.nih.gov)

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Submitted by Janice Joslin

## Setting Email Guidelines

- Don't send mass emails assuming everyone will want to know all the things – only send to those that need to know
- Minimize “reply all” – help stop the onslaught responses
- Bcc: shouldn't exist – forward directly afterward if someone needs to see the email chain
- Always be clear with deadlines
- Don't expect an immediate response unless requested specifically in the subject line
  - If immediate response needed, call or talk in-person.
- For immediate (same day) responses needed – phone call or text required
- If not available that day, must use out of office function
- Emergency action emails are not allowed – must call instead
- During vacation, emails will not be checked
- When off duty, and at home, email responses will not be sent
  - If needed – call the individual.
- If cc'd on an email, no response needed
- Check emails only 3-4 times / day instead of constantly or every 10 minutes
  - This allows for you and co-workers to do deep, meaningful work. Research shows this reduces stress and allows you to focus on the task at-hand.
  - Sometimes we reach the end of the day and wonder why we didn't get what we intended to accomplish completed – email is oftentimes the culprit.
- Email communication should be at the bottom of the list
  - One-on-one, phone call, video chat, text, email

## Emotional Intelligence at Work: Learn from Your Emotions

Emotional intelligence (EQ) is a hot topic now, and for a good reason. Stress and burnout are rampant, driven by COVID-related changes, polarizing politics, and other stressors. Leaders and managers with strong EQ are better equipped to help team members deal with stress and burnout, which is vital for productivity and employee retention.

Consider this: Limeade, a provider of employee wellbeing solutions, conducted a survey in 2021, finding that most people who left jobs during the Great Resignation were feeling burnt out and went to companies that invest in employee well-being.

However, EQ isn't just for periods of significant stress. It's a skill set that every leader, manager, and employee should master. Emotional intelligence will pave the way to better interpersonal relationships, supporting a more positive and collaborative work culture. Managers need strong EQ to help them identify when their team members are experiencing burnout, stress, or other mental wellness challenges and maintain their own mental wellness.

### What is Emotional intelligence( EQ)?

Emotional intelligence is the ability to recognize and understand your own emotions and the emotions of others. Daniel Goleman, an early pioneer of EQ, says that EQ starts with self-awareness, or paying attention to how you react emotionally to different situations (1996). Self-awareness includes being aware of your strengths, weaknesses, and values, which shape how others perceive you. It can help you convey confidence and also help you handle criticism and input in constructive ways.

Once you are self-aware, you can begin developing other EQ skills that promote better performance and greater collaboration at work. These include:

- **Social skills**, which help you build relationships and influence others.
- **Empathy**, or insight into other people's feelings, helps you avoid misunderstandings and communicate effectively across differences in background (culture, values, etc.).
- **Self-management** is the practice of directing your feelings. It can help you change a bad mood, avoid overreacting and be more objective. It can also help you channel positive feelings like passion.
- **Motivation** is the ability to harness emotions to keep moving forward toward goals. It also refers to the ability to kindle enthusiasm in others.

### What Does Emotional intelligence Look Like in Practice?

A manager handles various practical functions and tasks, from scheduling employees to controlling costs. A manager with high EQ can do much more, such as using social skills to read energy or mood in an individual or a meeting.

They listen well and use empathy to help their staff work through issues, possibly including personal issues. They self-manage to avoid losing their temper and making irrational choices. They motivate themselves and their team, encouraging strengths and shoring up weaknesses.

In *Remote Work: Redesign Processes, Practices and Strategies to Engage a Remote Workforce*, my coauthor Kim Shepherd and I encourage managers to ask team members what they want and need from a leader (2021). The answers we've received through the years all point to strong EQ and include inspiration, compassion, openness, and courage.

### What Employees Need Today

Taryn McKenzie, EVP of Sales and Marketing at TalentSmart EQ, believes that the current environment makes emotional intelligence more important than ever (2022). She says that what employees really need is:

- To know that employers care – ask about life outside of work (family, hobbies, etc.), and make a stronger connection.
- To feel empowered — provide people with tasks that challenge them, then step back and



**Emotional Intelligence at Work: Learn from Your Emotions (cont'd)**

give them full rein.

- To feel appreciated — recognition and rewards are important and range from acknowledging an individual's success in a team meeting to providing tangible rewards like gift cards.

I would add that, in the new normal (and particularly if your organization is working in a hybrid or remote model), it's essential for leaders to provide:

- Focus on outcomes rather than time spent.
- Empower employees to work the way that best suits them.

To do either one, you may need to leverage EQ to let go of your own need to control things and motivate employees. Remember that people are more susceptible to stress and burnout these days, so you should put your empathy to work to keep a caring eye on your team.

**Additional Emotional intelligence Practices**

There is much more to explore about emotional intelligence than will fit in this space. However, here are a few practices that I find useful at work:

**Be vulnerable.** Vulnerability is consciously choosing to wear certain emotions on your sleeve. Being vulnerable in a deliberate, constructive way supports emotional intelligence because you make a point of understanding and managing your feelings as you interact with others. Share stories of your failures with your team, including how you felt and what you learned from them. Vulnerability encourages authenticity and genuine connection

**Be direct and clear.** Writing on Textio.com, Cassie Sanchez says that, in times of stress, a best practice in communication is to stick to the basics: Be authentic, transparent, and human (2020). For example, a low-EQ email to the team might say, "While the current situation is challenging, we are implementing strategies to deal with it." Instead, keep it real: "We're all frustrated with the way things are, but if we support one another, we'll get through it one step at a time."

**Own your shortcomings.** This is a humbling act and can be very difficult. However, you can see it as an opportunity to understand yourself better with strong emotional intelligence. It also sets you up to identify people whose skills complement your own, with whom you should have successful collaborations. The EQ comes in when you work past your fear of experiencing negative emotions, like feelings of inadequacy or embarrassment.

Psychologists know that emotions strongly influence cognition, including perception, attention, learning, problem-solving, memory, and reasoning — the influence can be positive or negative (Tyng et al., 2017). EQ will help you be aware of your emotions and how they impact your intellectual processes and enable you to be more effective in your professional and personal life.

## HELP US TO HELP YOU! Importance of Submitting an IT Help Ticket

Submitted by Michael Bridgford

As you all know, the OSBI IT section is currently undermanned so they are using Spiceworks as their lifeline. What does this mean for you and your team? Moving forward Spiceworks tickets will take priority. Emailing individual IT members, calling them personally, or camping out in front of their offices will not get you help any faster. IT's first question will be, "Did you put in a ticket?" If you did not, you will be asked to please do so. If you have emailed or left a message for a specific IT employee and they happen to not be in the office that day or even that week, your request will go unanswered until they return. When a Spiceworks ticket is put in it goes to **EVERYONE** in IT which allows for **ALL** tickets to be triaged and assigned to who can fix it for you. Please note that our help tickets **DO NOT** go to OMES, they are reviewed internally.

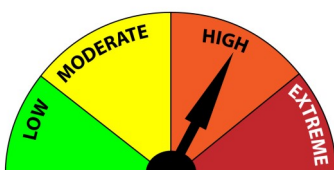
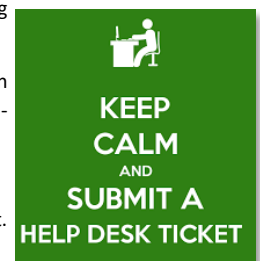
**Triage guidelines/priority levels:** If you are able to work but one function of your job is down you will most likely be lower priority to those who are completely down. If you are staring at blank screen and are dead in the water you will get help as fast as possible...I know what you are thinking "if my computer isn't working how am I suppose to put in a ticket?" Please ask a co-worker to put one in for you!

Which leads us into the next concept, as best as possible, be your own IT! If you have a problem, check if anyone in your section can help you, if not then put in your ticket. Lastly, please include in the Spiceworks ticket your name, phone, location, asset tag of computer or device effected, a brief description of the problem, and your work window.

**For example:**

Michael Bridgford, 405-879-2620, HQ 2<sup>nd</sup> floor, computer #16783 is not reaching the internet. I get off at 4:30 and will be back in at 8:00.

Thank you for your cooperation!





by Julie Kelly

Thanks to an uptick in remote working, systems protected by weak passwords are now being accessed from unprotected home networks, sticky note passwords are making their way into public coffee shops, and workers are logging in on personal devices that have a much higher chance of being lost or stolen. Companies and individuals that don't improve their cyber practices are at much greater risk now than before.

### 1. Social Engineering

In 2023, *social engineering tactics* will be a key method for obtaining employee data and credentials. Over 75% of targeted cyberattacks start with an email. Phishing is one of the top causes of data breaches, followed by



#### 1 Social Engineering

Any network is hackable if an employee can be duped into sharing access.

the use of stolen credentials and ransomware. Phishing and email impersonation continue to evolve to incorporate

new trends, technologies and tactics. For example, cryptocurrency-related attacks rose nearly 200% between October 2020 and April 2021, and are likely to remain a prominent threat as Bitcoin and other blockchain-based currencies continue to grow in popularity and price.

### 2. Third-Party Exposure

In 2023, *third-party breaches* will become an even more pressing threat as companies increasingly turn to independent contractors to complete work once handled by full-time employees. Network access will continue to be a focus for criminal organizations: Hackers tapped into the U.S.'s Colonial Pipeline in April 2021 by acquiring compromised credentials and accessing a VPN that lacked multi-factor authentication, resulting in a \$5 million Bitcoin payment to regain access.

According to a 2021 workforce trends report, over 50% of businesses are more willing to hire freelancers as a result of the shift to remote work caused by COVID-19. A remote or dispersed workforce will continue to present security challenges for organizations large and small.

#### 2 Third-Party Exposure

Vendors, clients, and app integrations with poor security can provide access to an otherwise well-protected network.



Since COVID-19, the FBI has reported a 300% increase in cyberattacks. The study found that 53% of adults agree that remote work has made it much easier for hackers and cybercriminals to take advantage of people. A cybersecurity firm CyberArk reports that 96% of organizations grant these external parties access to critical systems, providing a potentially unprotected access route to their data for hackers to exploit.

### 3. Configuration Mistakes

In 2023, the continued combined impact of the COVID-19 pandemic, socio-political upheavals and ongoing financial stress is likely to increase the number of careless mistakes that employees make at work, creating more exploitable opportunities for cybercriminals.

According to a Lyra Health report, 81% of workers have experienced mental health issues as a result of the pandemic, and 65% of workers say their mental health has directly impacted their work performance.



#### 3 Configuration Mistakes

Even the most cutting-edge security software only works if it's installed correctly.

they've installed actually work, which means at least half of IT experts already aren't performing regular internal testing and maintenance.

This strain will only exacerbate an existing issue: Ponemon Institute reports that half of IT experts admit they don't know how well the cybersecurity tools

### 4. Poor Cyber Hygiene

Thanks to an uptick in remote working, systems protected by weak passwords are now being accessed from unprotected home networks, sticky note passwords are making their way into public coffee shops, and workers are logging in on personal devices that have a much higher chance of being lost or stolen.

Companies and individuals that don't improve their cyber practices are at much greater risk now than before.

#### 4 Poor Cyber Hygiene

Employee training is essential to ensure those with network access maintain safe cyber practices.



Surprisingly, IT professionals often have even worse cyber hygiene habits than the general population: 50% of IT workers say they reuse passwords across workplace accounts, compared to just 39% of individuals at large.

### 5. Cloud Vulnerabilities

One might think the cloud would become more secure over time, but in fact, the opposite is true: IBM reports that cloud vulnerabilities have increased 150% in the last five years. Verizon's DBIR found that over 90% of the 29,000 breaches analyzed in the report were caused by web app breaches. New developments in cloud security include the adoption of "Zero Trust" cloud security architecture. Zero Trust systems are designed to function as though the network has already been compromised, implementing required verifications at every step and with every sign-in instead of granting sustained access to recognized devices or devices within the network perimeter.

This style of security gained popularity in 2021 and is likely to see widespread adoption in the coming year.

### 6. Mobile Device Vulnerabilities

Mobile device vulnerabilities have been exacerbated by the increase in remote work, which led to an uptick in companies implementing bring-your-own-device policies.







According to Check Point Software’s Mobile Security Report, over the course of 2021, 46% of companies experienced a security incident involving a malicious mobile application downloaded by an employee.

Cybercriminals have also begun to target Mobile Device Management systems which, ironically, are designed to allow companies to manage company devices in a way that keeps corporate data secure. Since MDMs are connected to the entire network of mobile devices, hackers can use them to attack every employee at the company simultaneously.

**7. Internet of Things**

Researchers predict that the number of smart devices ordered will double between 2021 and 2025, creating an even wider network of access points that can be used to breach personal and corporate systems. The number of cellular IoT connections is expected to reach 3.5 billion in 2023, and experts predict that over a quarter of all cyberattacks against businesses will be IoT-based by 2025.



**8. Ransomware**

Ransomware attacks will persist and evolve as criminal organizations look to evade the OFAC block list and apply pressure tactics for payment. In fact, cybercriminals can now subscribe to “Ransomware-as-a-Service” providers, which allow users to deploy pre-developed ransomware tools to execute attacks in exchange for a percentage of all successful ransom payments.

Similar to legitimate software companies, cybercriminal groups are continually developing their tool kit for themselves and their customers

**Ransomware**

Hackers can capture sensitive data or take down networks and demand payment for restored access.



– for example, to make the process of data exfiltration quicker and easier. Another trick that threat actors sometimes pull off is rebranding their ransomware, changing bits and pieces in the process.

According to Microsoft, 96.88 percent of all ransomware infections take under four hours to successfully infiltrate their target. The fastest malicious software can take over a company’s system in under 45 minutes.

*5 Key Ransomware Statistics:*

- Ransomware cost the world \$20 billion in 2021. That number is expected to rise to \$265 billion by 2031.
- In 2021, 37 percent of all businesses and organizations were hit by ransomware.
- Recovering from a ransomware attack cost businesses \$1.85 million on average in 2021.
- Out of all ransomware victims, 32 percent pay the ransom, but they only get 65 percent of their data back.
- Only 57 percent of businesses are successful in recovering their data using a backup.

**9. Poor Data Management**

Data management is about more than just keeping your storage and organization systems tidy. To put things in perspective, the amount of data created by consumers doubles every four years, but more than half of that new data

is never used or analyzed. Piles of surplus data leads to confusion, which leaves data vulnerable to cyber attacks.

Breaches caused by data handling mistakes can be just as costly as higher-tech cybersecurity attacks. In a 2018 case, Aetna was ordered to pay \$17 million after mailing sensitive health information in the wrong type of envelope.



Due in part to the exponential explosion of data that’s taken place over the past decade, experts predict that 2023 will bring an increased shift away from “big data” toward “right data,” or an emphasis on storing only data that is needed.

To sort right data from unnecessary data, teams will increasingly rely on automation, which comes with its own set of risks.

Automated programs are like spiderwebs—a small event on one side of the web can be felt throughout the entire structure. And while the data processing itself relies on artificial intelligence, the rules and settings the AI is instructed to follow are still created by humans and are susceptible to human error.

**10. Inadequate Post-Attack Procedures**

Holes in security must be patched immediately following a cybersecurity attack. In a 2021 survey of 1,263 companies that had been targeted in a cybersecurity breach, 80% of victims who submitted a ransom payment said they experienced another attack soon after. In fact, 60% of cyber attacks could have been prevented if an available patch had been applied, and 39% of organizations say they were aware they were vulnerable before the cyber attack occurred.

One increasingly popular solution is the adoption of the subscription model for patch management software. “Patching-as-a-Service” products provide continuous updates and patches, increasing patch speed and efficiency. Automated patching also reduces the likelihood of patch vulnerabilities created due to human error.



**Staying on Top of It All**

Staying aware of and protecting against new cybersecurity threats as they appear can be overwhelming. With millions of hackers working around the clock to develop new attack strategies more quickly than companies can update their defenses, even the most well-fortified cybersecurity system can’t provide guaranteed protection against attacks.



## OKLAHOMA WILD WEST SHOWS AND PERFORMERS

In this and future issues we will try to include stories and images from the past on a subject that may be of interest to everyone\*. This issue features *Oklahoma's Wild West Shows and Performers*. Click on any image to enlarge.

In the annals of this variety of entertainment, Oklahoma's Wild West<sup>1</sup> shows occupied a distinctive niche by reflecting a dualism that marked the history and aspirations of the state. Wild West showmen celebrat-

remained involved with other shows until he formed his own in 1888. His Wild West show connections, the dime novel-sounding moniker "Pawnee Bill," and his own tales promoting himself as "Boomer" leader, foe of

Oklahoma  
 Historical  
 Society



Guthrie, OK, 10-days old in 1889



Gordon W. Lillie  
 "Pawnee Bill"  
 1860 - 1942

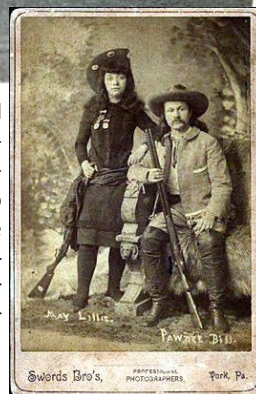


ed Oklahoma's colorful western heritage while promoting the state as business-oriented, progressive, and led by successful rancher-businessmen.

In the late nineteenth and early twentieth centuries when Wild West shows flourished, most Americans thought of Oklahoma as the Wild West. It had been Indian Territory, and encroachment there by miners and cattlemen had precipitated conflicts between American Indians and the intruders. Then came the frenzied 1889 land rush into Oklahoma Territory. Oklahomans took pride in their roughhewn past, but they also sought acceptance as a settled part of the United States, deserving respect from the business community and the rest of the nation.

Gordon W. Lillie, popularly known as Pawnee Bill, pioneered the role of Oklahoma's Wild West showmen. He presented himself as proud Oklahoman, friend of the Indians, adventurer, rancher, and businessman. His association with the Pawnees allowed him to recruit Indian performers for Buffalo Bill's newly formed Wild West show in 1883. Lillie

outlaws, and pioneer businessman par excellence added to his persona the images of frontier adventurer and forerunner of civilization.



From 1888 to 1913 Lillie had his own extravaganzas, billed as "Pawnee Bill's Historic Wild West" and "Pawnee Bill's Great Far East." An astute and sometimes sensational showman, he filled his arena with war-painted Indians, daring rescues, horsemanship, and marksmanship, including that of his wife, sharpshooter May Manning Lillie. Annie Oakley joined his troupe for the 1888 season. Like Buffalo Bill, Lillie took his entourage to Europe. Sometimes he prospered, and sometimes he flirted with financial disaster, but he always survived financial crises. He and Buffalo Bill combined their shows in 1908 as "Buffalo Bill's Wild West and Pawnee Bill's



<sup>1</sup><https://www.ohistory.org/publications/enc/entry.php?entry=WI010>

\*If you have any suggestions for future issues, please email me [here](mailto:julie@okhistory.org)

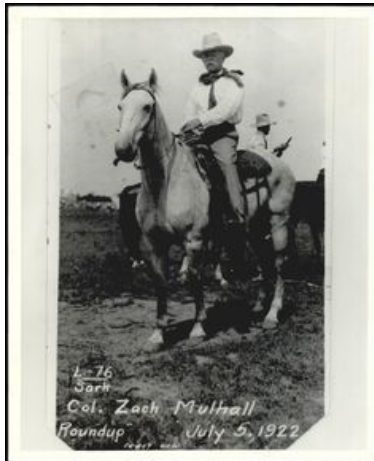
**OKLAHOMA WILD WEST SHOWS AND PERFORMERS** *CONT'D*

Great Far East," an arrangement that lasted until 1913.

The next important show to emerge from Oklahoma was created by Joe, George, and Zack Miller of the 101 Ranch, in Kay County. Touring from 1907 to 1916 and 1925 to 1931, the Miller Brothers' 101 Ranch Wild West show visited England, contingents of it toured Latin America, and 101 performers often traveled with circuses in Europe and Russia. Modified versions of the 101 show continued to appear until 1949. The Millers emphasized that they and their father, Joseph, had participated in Oklahoma's tumultuous "Wild West" past as cattle drivers and traders, friends of the Ponca, and ranchers who had established the sprawling 101. Publicity trumpeted their enthusiasm for Oklahoma and touted the 101 Ranch as the nation's leader in agribusiness. The Millers stressed that they were businessmen-ranchers, not cowboys, whom they regarded as colorful but less significant than ranchers. Oklahoma newspapers hailed the 101 Ranch Wild West show as Oklahoma's best publicity organ, and Gov. Charles N. Haskell allowed his son Joe to travel with the troupe and ride in its street parades in 1909. When the 101 Ranch collapsed in the Great Depression, so did the brothers' offshoot enterprise.

The Millers' show imaged Oklahoma as a place where adventure, progress, and prosperity mingled comfortably with patriotism and social justice. Apparently, even ethnic and gender differences had disappeared there, because the 101 gave top billing to an African American cowboy named Bill Pickett. The Millers expressed their fondness for the Ponca who lived on the ranch, and in 1913 advertising promoted cowgirls as vigorous and independent women who were treated as equals to cowboys on the 101. Patriotism burgeoned in 1910 when war with Mexico threatened and again in 1916 when Pancho Villa led a raid across the Rio Grande. Those in the 101 show—the Millers, cowboys, and cowgirls—expressed their enthusiasm for becoming citizen-soldiers and defending Oklahoma and the rest of the United States from foreigners.

Oklahoma's Wild West shows, mostly those of Pawnee Bill and the Millers, and including Col. Zack Mulhall's Wild West, made people who lived in their state appear to be colorful and likeable characters.



**Colonel Zach Mulhall**  
Zachariah P. Vandever Mulhall  
1847 - 1931

Among those promoted as "Oklahomans" were Geronimo, Will Rogers, and Lucille Mulhall, who were, and Tom Mix, Dan Dix, Helen Gibson, Neal Hart, "Buck" Jones, and Mabel Normand, who were not. Even those who ran smaller shows, advertised the state by including the word "Oklahoma" in their titles, as evidenced by the names Arlington & Beckman's



**Miller Brothers 101 Ranch**

Oklahoma Ranch Wild West (1913), Barrett Shows and Oklahoma Bill's Wild West (1920), and Rhoda Royal 3 Ring Circus combined with Oklahoma Ranch Wild West (1922).



**Joe Miller, 1868 - 1927**

Wild West shows occupied an important role in Oklahoma's history. In publicity and in the arena, Oklahoma and Oklahomans could be all things to all people. The shows presented stirring Wild West history, adventurous and likeable people, economic opportunity, patriotism, and tolerance for racial and gender differences. Certainly not all of this was true, but it mattered little to those Wild West showmen who created the spectacles or to the spectators who witnessed them.



**Tom Mix, 1880 - 1940**



**Geronimo, 1829 - 1909**



**Will Rogers, 1879 - 1935**

# Happy Birthday to all of You From all of Us!

APRIL		MAY		JUNE	
Employee	Birthday	Employee	Birthday	Employee	Birthday
Justin Dowell	1	Teresa Goodloe	1	Zach Horn	3
Kevin Kramer	1	Philip Havins	1	Bryce Phillips	3
Kimberly Stiles	2	Christine Chalmers	3	Eli Turley	4
Kevin Lanham	3	Jonathan Lindstrom	6	Amanda Mathews	6
Chris Bunner	4	Jessica Moseley	6	Joseph Alsdurf	7
Rachel Ross	4	Matthew Stillwell	6	Jack Keisorn	9
Tiffany Burger	6	Daniel Flores	9	Frank Spencer	9
William Long	7	Amie Gates	9	Annie Gilbreath	10
Heather Cropper	9	Casey McCarty	9	Kenneth Titsworth	10
Christy Penney	9	Collin Woodruff	9	Daryl Charlton	11
Roger Fine	10	Kevyn Gray	11	Donna Robertson	13
Brian Morice	10	Alan Henry	11	Toby Humphrey	14
Morris Stewart	12	Kalli Kapraun	11	Jessica Brence	15
Ginger Casler	13	Brennah Davis	12	Meghan Jones	16
Darren Ocegquera	13	Angel Lopez	12	Karen Nichols	16
Tanner Snow	15	Jason Ott	12	Priscilla Brents	18
Thomas Devera	16	Rachel Flores	13	Julie Garrett	18
Danielle Hawkins	18	Torrance Anderson	14	Maurice Belding	20
Anup Phutane	18	Caitlyn Chojnacki	14	Lauren Culver	24
Clint Terry	18	Tiffany Cooper	15	Patricia Alferrez-Young	27
Misty Jeter	20	Corey Morris	16	Troy Morris	27
Cathy Miller	20	Sawyer Davidson	18	Brittany Lindsey	29
Andrea Hamilton	21	Sandra Goodpasture	23		
Rachel Collins	22	Anita Wood	23		
Michella Carter	23	John Graham	24		
Heather Schafstall	25	Davin Lenhart	24		
Jeremy Burgin	26	Christian Goode	25		
Katherine Cook	26	Jessamyn McLain	25		
Matthew Myers	27	Bailee Martin	26		
Steven Carter	29	Stan Florence	28		
Sarah Ranabhat	30	Mark Drummond	29		
Aubry Thompson	30	DeAnna Stillwell	30		



May your birthday bring a  
smile to your face, happiness  
to your heart, and many  
blessings to your life!

Happy  
Birthday!



If you do not wish your birthday or anniversary date to be published in future issues, please email me [here](#).

[Link to Back Issues](#)



## Happy Anniversary to Employees who joined the OSBI in April, May or June\*

APRIL		MAY		JUNE	
Employee	Years of Service	Employee	Years of Service	Employee	Years of Service
Patricia Alferez-Young	1	Zachary Chael	10	Charlotte Auwen	15
Caitlin Aviles	1	Katelyn Cooper	3	Abigail Bailey	1
Lori Bilodeau	8	Terri-Ann Crawford	31	Laura Brown	2
Amber Bowen	14	Dillon Davidson	10	Tiffany Burger	5
Jessica Brence	2	Chris Davis	25	Amy Davila	15
Sierra Brown	1	Wendy Duke	22	Todd Doyals	9
Steven Carter	16	Dale Fine	11	Amie Gates	11
Daryl Constable	1	Pamela Flanders	38	David Gatlin	9
Chadrick Dansby	29	Jennifer Foster	1	Seth Gillenwater	1
Sawyer Davidson	7	Vernon Glover	21	Meghan Jones	21
Lillian Dufner	2	Christian Goode	3	Julie Kelly	11
Kristie Edwards	2	Kourtney Heard	23	Talia Lane	15
Brian Exinia	6	Misty Jeter	6	Christopher Leamon	9
John Graham	16	Julie Kindle	15	Shannon Martinez	16
Elizabeth Green	16	Brittany Lindsey	6	Lori Miller	3
Andrea Hamilton	16	Bailee Martin	1	Brian Morice	4
Ashley Hoggatt	3	Sylvia McConnell	31	Jarod Murphey	5
Janice Jolly	16	Jessica Moseley	1	Crystal Normand	7
Kalli Kapraun	2	Joseph Orcutt	17	Rachel Ross	17
Davin Lenhart	18	Phillip Ott	3	Danielle Ross-Carr	10
Amanda Mathews	3	Jose Posa	9	Tatiana Scott	3
Jessamyn McLain	15	Christa Rhodes	32	Zachary Stults	2
Garry Metcalfe	10	Kimberly Teuscher	2	Clint Terry	9
Karen Nichols	10	Aubry Thompson	19	Jordan Toyne	4
Darren Oceguela	2	Eli Turley	3	Kayron White	4
Todd Spurlock	13	Chad VanHoesen	3	Adam Whitney	19
Keith Swenson	9	Robert Walden	15	Marty Wilson	21
Alli Timmons	5	Shana Wilson	21		
Barbara Wells	17				
Robert Williams	21				
Anita Wood	10				
Kevin Woodward	2				



Please join us in congratulating all of our Red Feather Award recipients!  
Great job everyone!



- |                    |                 |                 |                     |                      |
|--------------------|-----------------|-----------------|---------------------|----------------------|
| Lindsey Adamson    | Holly Davis     | David Gatlin    | Kevin Lanham        | Mark Risinger        |
| Brenna Alvarez (2) | Scott Devera    | Amanda Gilson   | Chance Lanyon       | Tatiana Scott (2)    |
| Kelsey Backry      | Carrie Farris   | Alan Henry      | Kriste Lemons       | Travis Smiddy        |
| Amber Bowen (2)    | Dale Fine       | Misti Hix       | Amanda Mathews      | Elizabeth Smith      |
| Joshua Branch      | Kelli Fleener   | Melissa Jackson | Casey McCarty       | Shondreya Toomey (2) |
| Zach Chael         | Jennifer Foster | Kalli Kapraun   | Roger McIver        | Ryan Woolley         |
| Christine Chalmers | Michael Francis | Cooper Knight   | Josh Patzkowski (2) |                      |



If you do not wish your birthday or anniversary date to be published in future issues, please email me [here](#).

\*Some years of service may be different due to an employee leaving the OSBI and then returning. We have tried to catch those and put your original EOD but if we missed it, please let us know!

# April 2023



Sun	Mon	Tue	Wed	Thu	Fri	Sat
						★ 1
2	3	7	5	6	★ 7	8
★ 9	10	11	12	13	14	15
16	17	18	19	20	21	★ 22
23	24	25	★ 26	27	28	29
30						



**State Holiday's**

None



**Holiday's / Events**

- 1 - April Fools' Day
- 7 - Good Friday
- 9 - Easter Sunday
- 22 - Earth Day
- 26 - Administrative Professionals Day

# May 2023



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	★ 5	6
7	8	9	10	11	12	13
★ 14	★ 15	16	17	18	19	★ 20
21	22	23	24	25	26	27
28	★ 29	30	31			



**State Holiday's**

29th - Memorial Day



**Holiday's / Events**

- 5 - Cinco de Mayo
- 14 - Mothers' Day
- 15 - Peace Officers Memorial Day
- 20 - Armed Forces Day

# June 2023



Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	★ 14	15	16	17
★ 18	★ 19	20	★ 21	22	23	24
25	26	27	28	29	30	



**State Holiday's**

None



**Holiday's / Events**

- 14 - Flag Day
- 18 - Fathers' Day
- 19 - Juneteenth
- 21 - Summer Begins

Holiday's in bold are Federal Holiday's



By Alli Timmons

## Meet the Team



Samantha Meisinger

Kate Millar

Jaród Murphey

## The Firearms & Toolmarks Unit Forensic Science Center, Edmond, OK

The OSBI Firearms and Toolmarks Unit is a discipline of the OSBI Criminalistics Services Division housed at the [Forensic Science Center](#) in Edmond, Oklahoma. They specialize in the identification of fired ammunition components (bullets and cartridge cases), firearms functionality, Integrated Ballistics Identification System (IBIS) entry, serial number restoration, distance determination, and toolmark identification.

Kate Millar is the technical manager and supervisor of the unit. There are also two criminalists, Samantha Meisinger and Jaród Murphey. They use comparison microscopes to compare bullets and cartridge cases from crimes scenes to known test fires they prepare in their laboratory. Test fires are prepared by firing a suspected firearm into a water tank (see photo of bullet recovery tank above) and collecting the fired projectile for comparison.

They also maintain the state's databases for bullets and cartridge casings (NIBIN). They have an indoor firing range for distance determination testing. This allows them to approximate how far an individual was to the victim when they fired a weapon.

Their work recently solved a cold case from 2013. The case was featured on an [episode](#) of "Forensic Files II" in 2021. This was the first case solved by the OSBI Cold Case unit.



77-year old Alva resident,  
Charles Nieman, victim



# OSBI Retiree News

by Julie Kelly

## Retired OSBI Special Agent is Award Finalist

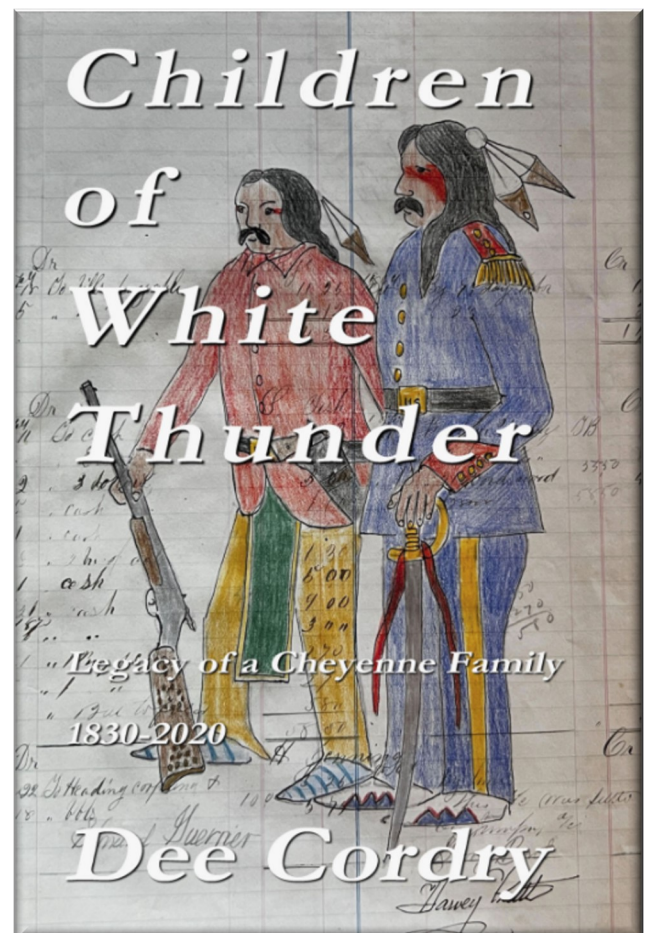


Retired OSBI SA Dee Cordry was named Oklahoma Book Award finalist for Non-Fiction for his book *Children of White Thunder, Legacy of a Cheyenne Family 1830-2020*.

*Children of White Thunder* is the biography of one extended Cheyenne family, the descendants of White Thunder, a Cheyenne Holy man who was Keeper of the Sacred Medicine Arrows. White Thunder is also our own Harvey Pratt's ancestor. *This is the history of Harvey's family.*

### About Dee Cordry

“ Dee Cordry retired from the OSBI in December of 2008. He is a published author, public speaker, research consultant, and has been interviewed in documentaries. Cordry has developed strong relationships with Cheyenne tribal leaders, tribal historians, state historians, archeologists, authors, and researchers. His research and analysis skills provide revealing details, new perspective, context, and understanding of Cheyenne history, culture, and heritage.<sup>1</sup> ”



<sup>1</sup><https://www.amazon.com/stores/author/B002UN67QQ/about>





# Criminalistics Services Division

by Alli Timmons



## JAN

- Megan Terrell was promoted to Physical Evidence Technician
- Sierra Brown was promoted to Tech in Biology
- Alli Timmons passed the ABFT Certification exam
- Jeff Hickerson was promoted from grant-funded to agency-funded position
- Alli Timmons & Elizabeth Smith attended Oklahoma Science Overnight Program for 4H
- Leigh Armstrong, Connie Lansdale, & Stefanie Maynard practiced their tomahawk throwing skills at Urban Tomahawk



## FEB

- Alli Timmons was asked to speak at two American Chemical Society Conferences in California and Oklahoma City
- Beth Snoddy was released for casework
- Cait Aviles passed mock trial and written exam, released for casework



## MAR

- Leigh Armstrong passed technical questions & mock trial - released for casework
- Jaród Murphey trained in BulletTRAX database entry - ATW'd to enter the 250+ backlogged test fired bullets
- Garry Metcalfe, Danielle Ross-Carr, Tori Strout, Cindy Rodriguez, Kriste Lemons, and Scott Devera attended the AAFS 2023 in Orlando, FL



## APR

- Beth Snoddy, Jeff Hickerson, Mya Cavazos, and Alli Timmons will be attending the 2023 Southwestern Association of Toxicologists Conference in Shreveport, LA



## MAY

- There will be an Outreach Presentation at the Forensic Science Center on May 17th.



## JUN

- Alli Timmons will be giving a presentation as part of the Youth Indian Police Academy at the Bureau of Indian Affairs in Anadarko



Leigh Armstrong, Connie Lansdale, and Stefanie Maynard at [Urban Tomahawk](#) in Edmond, OK



Alli Timmons and Elizabeth Smith (not pictured) from the FSC Toxicology Unit attended the Oklahoma [Science Museum](#) Science Overnight Program for a 4H group at the Science Museum. The 4H kids learned about controlled substances and toxicology.





## 2023 Citizen Awareness Academy

by Steven Carter

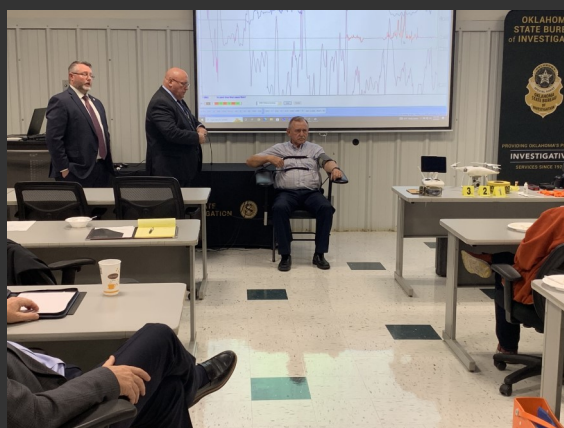
The Northwest Region recently conducted a regional Citizen Awareness Academy during the month of January 2023. Western Technology Administrator Andie Corning graciously provided classroom facilities at Western Technology Center in Weatherford, Oklahoma. Citizens from Custer County gathered weekly to learn of OSBI services provided to requesters and citizens throughout Oklahoma.

Approximately 20 attendees, including representatives from Wright Radio, Weatherford Daily News, Oklahoma Senator Darcy Jech, District 2 District Attorney Angela Marsee, Weatherford School administrators, Southwestern Oklahoma State University administrators, as well as many local business owners attended.

OSBI Investigative, Laboratory, and Information Services Division Directors informed attendees of services provided by their divisions. Northwest region agents conducted informative lectures on crime scene equipment, use of force, and the history of the OSBI. Lieutenant Amie Gates presented a homicide case study, and attendees were able to participate in hands-on shooting scenarios utilizing the MILO

Firearms Training Simulator provided by Northwest Technology Center. Captain Roger McIver and Special Investigator Troy Morris also

provided information on polygraphs. District Attorney Marsee and Sheriff Dan Day spoke to attendees about the vital role the OSBI fulfills in the law enforcement community in northwestern Oklahoma.



# OSBI Legal Brief

by Kimberly K. Conyers



*Kimberly K. Conyers*  
OSBI General Counsel

The first session of the 59<sup>th</sup> Oklahoma Legislature began on February 6, 2023 and at the start of the session, over 3,000 House and Senate bills had been filed by lawmakers. Broadly speaking, education funding, medical marijuana regulations and expansion of firearms rights have been the major focus of the bills filed this year. After the first deadline of March 3, 2023, just over 1,000 of the measures remain active. The next major milestone will occur on March 23<sup>rd</sup>, which is the deadline for all bills to have passed from their chamber of origin. I expect to see another significant reduction in the number of bills still active after that date!

For this session, the OSBI had several priorities in addition to securing our budget appropriations. We have worked with legislators to request administrative subpoena power to assist with obtaining information in criminal investigations ([SB 297](#)). In addition, we have requested expanded authority over sexual assault kits and investigations arising from the testing of those kits ([SB 1000](#)). Finally, we requested a change in language to create uniformity in the statutory references to the Statistical Analysis Center (SAC) ([HB 1394](#)). As of this writing, I expect all three of these measures to continue advancing through the process.

Several other measures are active that have the potential to impact the duties and responsibilities of the OSBI, particularly in the area of Self-Defense Act licensing. Senate Bill 1002 ([SB1002](#)) is also still active and could potentially impact the volume of cases the Bureau receives involving missing children and manhunts. I anticipate that the language in this measure will change as the session continues but it is likely one that will have an impact on the OSBI. Unfortunately, [SB294](#) which would have eliminated the statute of limitations for certain sex crimes did not receive a hearing in Senate committee where it was assigned so it will not advance this session. After discussions with Senator Floyd, who was the author of the bill, it was decided that we would attempt this request again next year.

In terms of funding for FY24, we have requested an increase in funding to provide a 10% raise to all non-commissioned employees. We have also asked for additional funding to begin a complete overhaul of the Computerized Criminal History (CCH) system and modernization of the Information Services Division (ISD). Additional increases were also requested to our budget to hire personnel for CART, public corruption, oilfield theft and the ICAC units.

I am happy to provide updates on any specific areas of legislation or bills that you are interested in, so please do not hesitate to reach out if I can help! During session, it is usually easiest to reach me by email at [kim.conyers@osbi.ok.gov](mailto:kim.conyers@osbi.ok.gov).



Hello All!

This issue is the second collaboration of OSBI divisions! We are including new employees (some old!) from all contributing divisions! Welcome to all employees! We are excited for them to join us. We know they are going to be valuable assets to the OSBI and can't wait to see what they accomplish here. (NCIC transferred under ISD in March of 2023).

Information Services Division

 <b>Angel Lopez</b> Admin Tech, CHRU	 <b>Heather Eronini</b> Admin Tech, SDA	 <b>Matthew Coffman</b> Crime Rep FR, BFSU	 <b>Crystal Normand</b> NCIC Supervisor
 <b>Danielle Hawkins</b> NCIC Specialist	 <b>Baili Gunter</b> NCIC Specialist	 <b>Pam Flanders</b> NCIC Specialist	 <b>Cooper Knight</b> NCIC Specialist




Investigative Services Division

 <b>Justin Aldridge</b> Special Agent, NERO	 <b>Justin Dowell</b> Special Agent, NERO	 <b>Kevyn Gray</b> Special Agent, NERO
 <b>Tanner Snow</b> Special Agent, SERO	 <b>Roy Williams</b> Special Agent, SCRO	 <b>Radford Dew</b> Special Agent, SCRO

Criminalistics Services Division

  
**Kaitlyn Hickey**  
Lab Analyst, CSD

Support Services Division

 <b>Jennifer Treadwell</b> Comptroller, ACCT/BDGT	 <b>Kazuko Kovarik</b> Accounting Tech, ACCT/BDGT	 <b>Terry James</b> Accountant, ACCT/BDGT
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## OSBI Schedules Recruitment Career Fair! by Kourtney Heard



**OSBI is hosting a career fair!** The event is scheduled for April 13th, 2023, 9:00 - 2:00 at FSC in Edmond.

Over the years, employee recruitment has declined, specifically for the Information Services Division. The division no longer receives a flood of applicants and often struggles to have more than a handful of candidates. The division created a recruitment committee in hopes of boosting the volume of interviewees. Since formation, the committee has expanded to include other divisions. The group decided an agency career fair would be beneficial in many areas. Plans are to host a minimum of one career fair annually to introduce students to the agency, establish professional relationships, and discuss potential job and/or internship opportunities. Face to face interactions at these events are effective in identifying talented future employees and connecting with them early to ensure hiring qualifications can be met.

The committee will be seeking a location for the next career fair. If you have the perfect place or other suggestions for the committee, please e-mail [recruitment@osbi.ok.gov](mailto:recruitment@osbi.ok.gov), and don't forget to pass the word about our first event on April 13<sup>th</sup>. Click [here](#) for the link to our Recruitment Resources page on our website. There are several versions of flyers to choose from.

# OSBI Statistical Analysis Center

## Project: An Analysis of Crimes on Tribal Land in Oklahoma

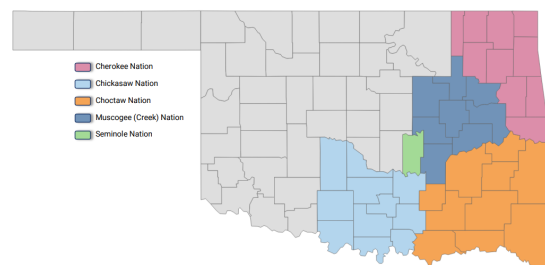
### McGirt v. Oklahoma

by Kara Miller

In July 2020, the United States Supreme Court ruled in [McGirt v. Oklahoma](#), 140 S.Ct. 2452, that the Muscogee (Creek) Nation's reservation, contained within Oklahoma, was never disestablished by Congress and as a result, the State of Oklahoma lacked criminal jurisdiction on reservation land. As a result of this ruling, major crimes committed within this region with a tribal offender(s) or victim(s) could not be prosecuted in state court. These crimes must be investigated and processed through federal or tribal jurisdictions (law enforcement and court systems). While this decision initially only affected the Muscogee (Creek) Nation, it was later expanded to four other Nations (Cherokee, Chickasaw, Choctaw, and Seminole) through rulings from the Oklahoma Court of Criminal Appeals; together, these five Nations are known as the Five Civilized Tribes (Figure 1). This area encompasses approximately 40 of Oklahoma's 77 counties (51.9%).

Considering how this ruling impacts the resources of the criminal justice community in Oklahoma, the Statistical Analysis Center (SAC) identified an opportunity for further research. The SAC was interested in examining crimes reported in the geographic area of the Five Civilized Tribes as well as surveying the criminal justice community. The SAC analyzed reported crime to identify any changes in reporting practices whether it be the number of crimes or an increase/decrease in individuals reported as American Indian/Alaskan Native (AI/AN). When surveying law enforcement agencies and court systems, the SAC was interested in learning how these entities have responded to the *McGirt* decision, and how it impacted their agency. The report full report is now publicly available and accessible [here](#).

Figure 1. Five Civilized Tribes Geographic Area\*



\*Note: In the map above, boundaries were limited to the county lines. However, a Nation's boundary may extend over the county lines, or it may end before a county line.



## Update Project

by Erin Henry

I don't know about you, but I'm quite happy to say "good-bye" to cold, winter weather, and "hello" to Spring sunshine and flowers! Even though the changing of seasons can wreak havoc with my allergies, I'm willing to pay the price, as I enjoy the refreshing sense of renewal it brings. Speaking of refreshing things, I want to share a progress report on our AFIS update, as this project will impact every division in one or more ways.

As of this writing, the purchase request for year one expenses of an updated 10-year renewable AFIS maintenance contract has been sent to OMES (thank you, Vernon!). It has already received two approvals at OMES and if all proceeds as anticipated, a purchase order should be in place by the time this newsletter is published. The updated maintenance contract has several features that are different from past maintenance contracts.

First, our current maintenance contract only covers enough to keep AFIS operational. It does not provide for any updates to software, search algorithms or other features Idemia has developed since it was implemented in 2017. The new maintenance contract provides for Evergreen support, includes updates to software and search algorithms. These updates will not only impact latent and ten print search capability, but also capabilities for searching scars, marks, and tattoos and conducting facial recognition searches. Second, this maintenance contract will transition our AFIS from an on-premise system to a cloud-based system. Although this presents security concerns, the IT department spent a significant amount of time discussing Idemia's capabilities and methods for ensuring security of the cloud AFIS. Thank you to Ben Weiss, Jack Keisorn and the rest of the IT team for your input and continued guidance throughout this process!! Finally, as previously mentioned, this maintenance contract will be a one-year contract with nine options to renew instead of a one-year contract with only four options to renew. This will streamline the process of maintaining and updating AFIS for the next 10 years and also distributes the cost of updates throughout the 10 years. This will prevent the system from becoming outdated in between updates and avoids a hefty "replacement price tag" every 8-10 years. Year one costs \$2,000,000 and 90% of that will be paid through the 2022 NCHIP (National Criminal History Improvement Program) grant award. The annual cost for years 2-10 is roughly \$1,000,000.

Once the purchase order is issued, the update process is expected to take approximately 10 months. The first three months (April – June) will be spent drafting a detailed requirements document. During this time, we will be coordinating with LEU (Latent Evidence Unit), CIU (Crimes Information Unit), IT, and outside agencies such as the Medical Examiner's (ME) Office and Department of Corrections (DOC) to ensure we accurately identify the needs of the system. We are currently working with the ME's office to help them implement Livescan devices suitable for collecting and submitting fingerprints from deceased individuals. We are also working to coordinate with the DOC regarding the potential implementation of Iris scanning capabilities. We will be working to ensure the updated system can support these projects as well.

Following the projected timeline, testing should occur around November to February, and go live should be sometime around February 1, 2024. If you'd like to read more detail about the project implementation schedule or what the updated AFIS will be able to do, feel free to review the [quote](#) provided.

In closing, I realize this project will require a lot of work and input from multiple units and divisions. However, I look forward to working with everyone on this project and I can't wait to see what all we can accomplish with an updated AFIS!



# Who Is That?

Send us your baby pictures for the 'Who is That?' game. We'll post a photo in every newsletter! See if you can guess who it is!

*Note: It will be always be an employee of the OSBI.*

Try your luck at guessing this issue's **Who is That?** below



Click [here](#) or on the photo to enlarge, then if you think you know who it is, email your guess [here](#).

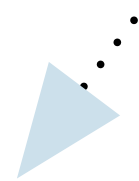
Winners are notified and also announced in the next issue of the newsletter.

No one correctly guessed who the baby was in the last issue. It was BFSU's own **Lisa Merka!**



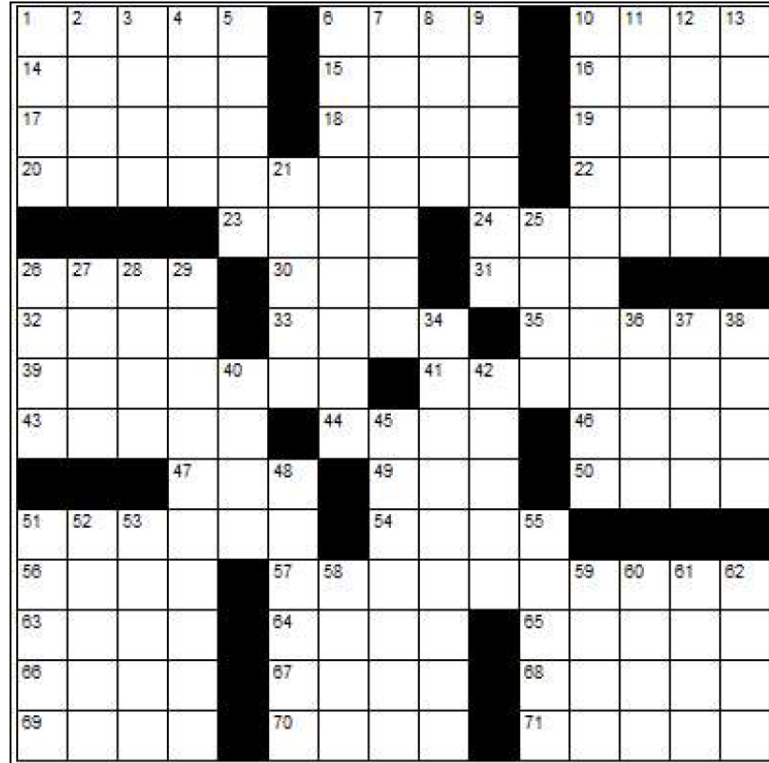


# Sharp Brains - Cognitive Skills



## ACROSS

1. Wading bird
6. Falafel bread
10. Obscures
14. Din
15. Passed with flying colors
16. Skin disease
17. Commence
18. Anagram of "Dear"
19. Put away
20. Timely
22. Arrived
23. Ancient alphabetic character
24. Forayed into
26. Several
30. Dung beetle
31. Our star
32. Culminating point
33. Jobs for musicians
35. Relative magnitudes
39. Greek goddess of healing
41. Diminishing
43. Partially melted snow
44. Fill to excess
46. Coastal raptor
47. Buddy
49. Excavate
50. Amount of medication
51. Orb
54. Millisecond
56. Impoverished
57. Trickiness
63. Arm bone
64. Fern clusters
65. Cowboy sport
66. Violent disturbance
67. Type of sword
68. Apple-based alcoholic drink
69. Ripped
70. Geek
71. Wear away



## DOWN

- |                               |                       |                         |
|-------------------------------|-----------------------|-------------------------|
| 1. Declines                   | 13. Stitched          | 42. Father              |
| 2. Delight                    | 21. Gentle prod       | 45. Adorer              |
| 3. Indian music               | 25. Certain something | 48. Let up              |
| 4. Greek goddess of discord   | 26. Exhausts          | 51. Gush                |
| 5. Above a baritone           | 27. Iridescent gem    | 52. Infantile paralysis |
| 6. Psychological disorders    | 28. List of choices   | 53. Respect             |
| 7. Large mass of floating ice | 29. Infuriate         | 55. Sorceress           |
| 8. Blue-green                 | 34. Slaked            | 58. Desire              |
| 9. Snakes                     | 36. Novice            | 59. French for "Black"  |
| 10. Entranced                 | 37. Hotels            | 60. Poi source          |
| 11. Group of eight            | 38. Curved molding    | 61. Sow                 |
| 12. Munchkin                  | 40. Blacken           | 62. Achy                |

Random weird OK laws: In Bristow it is against the law to serve water to a customer in a restaurant unless one peanut in a shell is also served. The consequences for this "serious" offense can result in a fine of up to five whole dollars.

Click [here](#) for the solution







## Garlic Shrimp Pasta with Spicy Sun-Dried Tomato Cream Sauce

Submitted by: Erin Henry



### Ingredients

- ½ lb shrimp (Use unfrozen, uncooked shrimp. If you have to, you can use unfrozen cooked shrimp - it will work here too)
- 4 oz sun-dried tomatoes in olive oil
- ¼ teaspoon salt
- ¼ teaspoon paprika
- 4 garlic cloves minced
- 1 cup half-and-half or whole milk
- 1 teaspoon dried basil
- ¼ teaspoon crushed red pepper
- 1 cup Parmesan cheese, freshly shredded
- 8 oz fettuccine pasta (use gluten free brown rice fettuccine for gluten free version)

### Instructions

1. **Note: if using sun-dried tomatoes in oil (in a jar), make sure to drain sun-dried tomatoes from oil, before using them. Reserve 2 tablespoons of this drained oil for sauteing as described below:**
2. In a large skillet, sauté minced garlic and sun-dried tomatoes (drained from oil) in 2 tablespoons of oil (reserved from the sun-dried tomatoes jar - see note above) for 1 minute until garlic is fragrant.
3. Add shrimp, sprinkle with a small amount of salt, paprika, and cook on medium heat for about 2 more minutes.
4. Add half-and-half, basil, and crushed red pepper to the skillet with shrimp, bring to boil and reduce to simmer.

Whisk the Parmesan cheese into the hot cream and stir to melt cheese, on the lowest heat setting, until cheese is melted.

5. Remove the sauce from heat. Add more salt, basil, and more crushed red pepper if desired, to taste.
6. In the meantime, cook pasta according to package instructions. Drain (reserving some pasta water).
7. Add cooked pasta to the creamy mixture, add more salt, basil, and more crushed red pepper if desired, to taste. If the sauce is too thick, use the reserved pasta water to thin it out.

Nutrition Information	
Garlic Shrimp Pasta with Spicy Sun-Dried Tomato Cream Sauce	
Amount per Serving	<b>522</b>
<b>Calories</b>	<b>% Daily Value*</b>
Fat 15g	23%
Saturated Fat 8g	50%
Cholesterol 182mg	61%
Sodium 1087mg	47%
Potassium 1257mg	36%
Carbohydrates 62g	21%
Fiber 5g	21%
Sugar 12g	13%
Protein 33g	66%
Vitamin A 755IU	15%
Vitamin C 14.9mg	18%
Calcium 496mg	50%
Iron 5mg	28%

\* Percent Daily Values are based on a 2000 calorie diet.

## Baked S'mores Dip

Submitted by: Julie Kelly

- 6 (1.5 oz bars milk chocolate candy bars (such as Hershey's)
- 2 tablespoons milk
- 12 marshmallows
- 2 (4.8 oz) packages graham crackers



1. Preheat oven to 450 degrees F (230 degrees C).
2. Break chocolate bars into a saucepan over low heat. Add

milk. Heat, stirring constantly, until chocolate is melted, about 5 minutes. Pour into 8-1/2x6-1/2-inch casserole dish. Arrange marshmallows over melted chocolate.

3. Bake dip in the preheated oven until marshmallows are golden brown, 4 to 7 minutes.
4. Serve dip with graham crackers.

Servings per Recipe: 6; Nutrition per serving: 465 calories; 18g fat; 73g carbs; 6g protein





## 10 INSANE THINGS THAT HAPPENED IN OKLAHOMA YOU WON'T FIND IN HISTORY BOOKS

1. In October 2005, an Oklahoma City man was sentenced to 30 years in prison for shooting to kill and robbery. He asked to increase the sentence to 33 years so that it would match Larry Bird's jersey number and the judge granted his request.
2. Deer were once so rare that a donated fawn was the first animal at the Oklahoma City Zoo.
3. The longest jail term in the U.S. to a single person on multiple counts, was to Oklahoma child rapist Charles Scott Robinson in 1994. He was sentenced to a total of 30,000 years; 5,000 years for each of the six counts against him.
4. The Oklahoma City Bombing (1995), The Boston Marathon (2013), Virginia Tech Shootings (2007), Columbine Shootings (1999) and the Branch Davidian siege (1993) all happened the 3rd week in April.
5. Investigators found an extra leg in the aftermath of the Oklahoma City Bombing. A match was never found.
6. During 1964, the United States FAA bombarded Oklahoma City with sonic booms from 8 supersonic flights per day, 7 days per week for six months. There were more than 15,000 complaints.
7. Until 1942, Oklahoma would surgically sterilize criminals under the belief that bad behavior was hereditary.
8. After the deadly I-40 bridge collapse in Oklahoma, a person impersonated an Army Captain and took control of the disaster scene for two days, including directing FBI agents.
9. One of the single worst incidents of racial violence in American history happened in Tulsa in 1921. The Greenwood District, the wealthiest black community in the United States, was burned to the ground. An estimated 10,000 African-Americans were left homeless.
10. One of the most toxic cities in America is located in Picher, Oklahoma. The town sits in the middle of a toxic waste dump and many of the residents were unaware that they had unsafe levels of lead in their blood.

## A COLLECTION OF SOME OF THE OLDEST PHOTOS EVER TAKEN IN OKLAHOMA

Oklahoma joined the Union in 1907 and has an incredible history that's been preserved by many groups. One group that's been at the helm of preserving Oklahoma's history since 1893 is the [Oklahoma Historical Society](#). Here is a few of their collection of historical photos of Oklahoma (pre and post statehood). Click on any photo to enlarge.



**Photo of Main Street Sayre, Oklahoma, in 1903**



**Mill Creek, Oklahoma in 1908, just one year after becoming a state**



**Men identified as Six Bits and Tom Smith, 1884**



**Comanche women drying meat in 1910**



**Women in cabins, c. 1899**





**A COLLECTION OF SOME OF THE OLDEST PHOTOS EVER TAKEN IN OKLAHOMA (CON'T)**



**First Decoration Day in Guthrie, 1889**

Congress recognized Decoration Day as a federal holiday in 1938, and the name "Memorial Day" became more commonplace after World War II. But the federal government didn't officially adopt that name until 1967.



**Tornado damage at Snyder, Oklahoma Territory, May 1905**



**Taking prisoners to the train in Muskogee, Indian Territory, 1901**

In 1900, the town of Muskogee reportedly had the largest concentration of federal employees outside of Washington, D.C. This was due to – The Dawes Commission located in Muskogee to administer the enrollment of members of the Five Civilized Tribes and the fact that in 1889 – Muskogee became the location of the first federal district court established in Indian Territory.



**Deltis Post Office in Oklahoma Territory, c. 1903**

The community of Deltis was said to be in present-day Dewey County, approximately six miles southeast of Camargo, Oklahoma



**Photo of a street scene in Anadarko shortly after opening in August 1901**

Businesses are J. W. Dakes Blacksmith, Homestyle Restaurant, Sanborn and Coffee Groceries. Men, women and saddled horses stand among wooden buildings.



**People waiting for the land opening at Buffalo Springs, 1889**

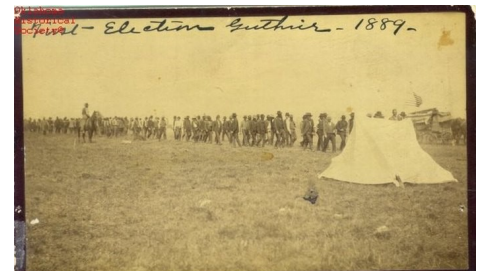


**Utopia Hospital, Oklahoma City, c. 1908**

Said to be the first black hospital in Oklahoma, founded by Dr. W. L. Haywood



**Muskogee's first fire engine in front of the station on South 2nd Street, 1893**



**First Guthrie Election, 1889**



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# OSBI NEWS

OKLAHOMA'S FAVORITE LAW ENFORCEMENT AGENCY

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Volume 5, Issue 3

*Congratulations!*

Campenni-Hunt Family



LOOKING FORWARD  
TO WELCOMING

*Baby Girl*

DUE  
MAY 2023



#life

CONGRATULATIONS



Constance Lansdale

**UCO**

**E. C. Hall Outstanding  
Graduate Student Award**

Fall 2022 Award Winner

Master of Science  
Forensic Science-Molecular Biology



# PET PARADE



**Otis**  
He's a 2 year old  
West Highland  
Terrier Mix  
Thinks he's a  
Rottweiler  
but is the baby so he  
gets away with  
anything!



## Frankie

a.k.a. Frankie Pants;  
Corn Dog  
He's around 9 years old  
Loves food and car  
rides! Has a fear of  
being left behind!



## Ally

a.k.a. Crackhead  
She's 3 years old &  
the crazy one!  
Loves to play catch,  
chase grasshoppers  
and stalk squirrels.  
She's a sock thief!



## Meet the fur-babies of Betty Stickley

CRIMINAL HISTORY MANAGEMENT UNIT

If you'd like to showcase your furry family members, send a photo or photos along with your fur baby's name, details, and any personality traits, quirks, or even issues to [julie.kelly@osbi.ok.gov](mailto:julie.kelly@osbi.ok.gov). We will spotlight your baby in a future issue of the newsletter! Don't forget we can also spotlight any **#Life** events as well, a new human baby, grandbaby, weddings, engagements, graduations, etc., anything you'd like us to consider for inclusion in an upcoming issue.

