



GCRC Newsletter

*Strengthening Partnerships
Between Government
and Higher Education*

www.grcinfo.org

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Government College Relations Council

Eliminating violence in schools the focus of GCRC's 32nd year

This year marks the 32nd anniversary of the Government College Relations Council, and I want to thank all those who have supported this valuable networking association. I'd like to give special thanks to the Steering Committee and Officers who helped shape GCRC during past and current years.

I would like to take this opportunity to extend, to both our members and those in the educational field, an invitation to lunch with Lt. Col. Dave Grossman, one of the world's leading experts on the causes of violent crime. He is the author of the Pulitzer Prize-nominated book, *On Killing*, and has written numerous encyclopedia entries on the subject of violence and aggression.

On April 20, 2001, Lt. Col. David Grossman will make an appearance at Governors State University. Please mark your calendars, and plan to join us for a School Violence Workshop. This presentation is a must for anyone who is concerned about the future of our children and the senseless violence and killing that continues to occur in our schools around the country. The first step toward change is a clear understanding of the problem.

We expect more than 200 people to attend Lt. Col. Grossman's presentation. The audience will include educators, administrators, elected officials and law enforcement from all levels.

Plan to be with us when Lt. Col. Grossman begins with a litany of many of the school violence incidents that have occurred in the United States over the past few years, as well as the general level of violence in the United States. According to his analysis, the murder level in the United States would be many times greater than it is if great strides had

President's Message

not been made in medical care over the years. He suggests that a look at the serious assault rate is far more indicative of the rate of violence in a given area than the murder rate. We are living in the most violent peacetime era in U.S. history.

The violence in our society is not lost on our youth. According to Lt. Col. Grossman, our children are being bombarded with graphic violent images, especially during the formative years of their lives. For adults, violent images are not a great problem, because an adult has the sophistication to differentiate between what is real and what is fiction. Children, on the other hand, do not process the same sophistication to make that same distinction. As a result, children view these images of violence as the way things should be done.

Again, please plan to attend this very important workshop, and learn about the second problem associated with constant viewing of violent images: "*the desensitization of the viewers to the victims and the consequences of their actions.*" To these young shooters, the *victims were not people* with feelings and families, but *objects* to do with whatever the shooter wants, and that includes killing.

Those who attend this workshop will not only be treated to a very informative presentation, but will also experience Lt. Col. Grossman's distinctive presentation style. You will not only be informed, but entertained as well. I hope to see you there.

- Ed Arroyo

People in Transition

GCRC bids a fond farewell to **Gary Moore**, former Treasurer and recent Steering Committee member. He has accepted a position with Break Through Ministries and, consequently, will also be leaving the University of Illinois at Chicago. When he assumed the treasurer function for this organization, the financial records were still being entered into a written ledger, with no automated support. Gary began the electronic record-keeping process utilizing Quicken and restructured the budget process, the forerunner of our current system.

When the GCRC financial picture was quite grim, he initiated and supported the project that we know today as the annual joint MwACE/GCRC Winter Conference, now in its seventh year. That conference has strengthened both our professional and financial health.

We will miss Gary's steadfast contributions to this organization and his commitment to service. We congratulate him and wish him well in his new career direction.



With much regret and appreciation, the organization also accepted the resignation of **Mary Anderson**, Secretary. She was elected to the same position for the Illinois Small College Placement Association (ISCPA). Mary is the Career Specialist at Olivet Nazarene University in Kankakee. Her contributions to our organization will continue as an active member.



Barbara Costello, Director of the Career and Personal Development Center at Saint Xavier University in Chicago, has accepted the challenge to serve GCRC as Secretary. We welcome her contributions and service to the organization.

Report: Crisis in hiring new feds

Federal agencies and the administration must place a higher priority and devote more resources to the recruiting and hiring of college graduates, according to a report from the National Academy of Public Administration, entitled *Entry-Level Hiring and Development for the 21st Century*.

The report notes that federal hiring woes in recent years have elevated "the issues of acquiring and developing entry-level workers for the governments' professional and administration occupations to near crisis proportions."

There is a furious competition for new workers, according to government personnel experts, in part due to the nation's booming economy and low unemployment rate. In addition, nearly a decade of federal agency downsizing, hiring freezes, and increased use of early retirement and retirement bonuses have compounded the problem.

Each year, agencies hire more than 20,000 new people for entry-level professional positions such as engineers, scientists, law enforcement agents, budget analysts, accountants, librarians, psychologists, and information technology specialists. These employees, NAPA says, quickly rise to leadership positions.

Unfortunately, the report points out, current federal hiring methods simply have not kept pace with the private sector in the battle to secure the talent agencies need for the future. To reverse this trend, the report observes, agency executives must make entry-level recruitment a top management and resource priority. The report recommends a comprehensive set of changes to agencies' entry-level hiring methods to improve the quality of candidates, increase candidate knowledge of agency programs, uphold merit principles, improve process timelines, reduce complexity and burden, and contribute to the government's goal of having a diverse workforce. The report also calls for increased promotion of internships and more career-based web sites.

Federal intern program begun

The Office of Personnel Management has unveiled a new program designed to make the federal government a more attractive employer to candidates. The Federal Career Intern Program offers participants professional experience and training opportunities tailored to meet their professional goals, an OPM release stated. The program is open to all qualified candidates, including current federal employees.

OPM Director Janice Lachance said she is optimistic about the impact of the career intern program on agency services. "It will serve as a valuable recruitment tool because it will help agencies maintain a steady stream of qualified employees in diverse occupations who are ready to advance and assume greater roles," she said.

Those hired will occupy positions classified as professional, administrative or technical. Interns will receive excepted-service appointments for up to two years at grades GS-5 through GS-9. With OPM's approval, appointments may be extended for up to one additional year.

Agencies will use OPM's advice and guidance to design a program that best suits their occupational needs, including the formal two-year training component. Those who successfully complete the internship are eligible for non-competitive conversion to the competitive civil service.

Accurate census counts vital for city, county services

By Mary Anderson and Bruce Bloom

The first speaker at the May 5 GCRC general meeting at the Ralph Metcalf Federal Building was Albert Pritchett, chairman of the Cook County Complete Count Committee.

Pritchett emphasized that the government needs the information from the census to provide funding for services to people assuring we have a good society. To accomplish this, the government needs basic information from individuals. One of the biggest challenges government faces in doing the census is the lack of trust with government. We have attempted to educate people about the census and teachers are doing mini-civics lessons with students, who in turn will discuss this with their parents. The bottom line on the census is asking people to help the government by supplying information to help improve the quality of life for people.

Next to speak was Cynthia Linton, a professor at Northwestern University who studied the problems of the 1990 census in order to make some recommendations for the 2000 census.

According to the Northeast Illinois Planning Commission, of the 81,000 people not counted, 71,000 were minorities. Linton said that because of being undercounted, Chicago lost \$500 million and Cook County up to

Spring Meeting

\$800 million in funds. This impacts services the city and county can provide to people. Linton said the Illinois Ethnic Coalition recommended making use of 10 areas to achieve a more accurate census count of minorities and immigrants:

- Ethnic media
- Forums and newsletters
- Religious institutions
- Public schools
- Colleges
- Businesses
- English as a Second Language (ESL) and citizenship classes
- Park districts
- Elected officials
- Census bureau

New officers announced

President Ed Arroyo announced the officers for 2000-01 during the business meeting portion of the May 5 Spring Meeting. They are:

- Ed Arroyo, President
- Jim Opon, Vice President
- Deb Curley, Treasurer
- Barbara Costello, Secretary

Study: ADA not being enforced enough by feds

The National Council of Disability recently released a study that reveals the Americans with Disabilities Act is not being enforced enough by federal agencies, according to published reports.

The council reported that even though agencies do follow up on complaints, they have been slow reacting and lacking in working within a unified national strategy. The report also cites underfunding, understaffing and a strong bureaucracy culture as contributors to the problem.

The 1990 act prohibits discrimination against people with disabilities, and requires that those people have access to transportation and other public accommodations.

The report indicates that a lack of leadership for inconsistencies in enforcement within agencies responsible for enforcing the act. As a result, the council recommended that the Department of Justice take a lead role in ADA implementation across the federal government and that other federal agencies should be more aggressive in enforcing ADA.

School Violence Workshop



with Lt. Col. Dave Grossman,
one of the world's foremost
experts on the roots of
violence and violent crime

April 20, 2001

Governors State University

Free to GCRC members
Limited tickets available
for non-members; details
coming soon

Presented by



Calendar of Events

2000

- Oct. 6: GCRC Kickoff Meeting, Cook County Building, Chicago. Topic: Government Job Update.
- Oct. 30: Fall Job Fair, Northern Illinois University, DeKalb. For information, call 815-753-7204.
- Nov. 30: Job Fair (Part of Recruiting Trends Conference), 3-6 p.m., College of DuPage, Glen Ellyn.
- Dec. 1: Seventh Annual Recruiting Trends Conference (GCRC with Midwest ACE), College of DuPage, Glen Ellyn. Topic: Hiring Trends. Cost: \$85. Register by November 7.

2001

- March 2: GCRC Winter Meeting, DeVry Institute of Technology-DuPage Campus, Addison. Topic: to be determined.
- March 8: Summer Employment Fair, Northern Illinois University, DeKalb. For information, call 815-753-7204.
- March 28: Spring Job Fair, Northern Illinois University, DeKalb. For information, call 815-753-7204.
- April 20: GCRC Spring Meeting, Governors State University. Topic: School Violence Workshop featuring Lt. Col. Dave Grossman.

To include an item in the calendar, email Ed Arroyo at ebarroyo@chic.atf.treas.gov.

Thank you

By Bruce Bloom

GCRC would like to thank John Shaw for hosting our May meeting in the Metcalf Building. Also, thanks to Luz Haro, Personnel Management Specialist, for reserving the room, and to James O. Johnson Jr., Audiovisual Specialist, for taking care of the microphones, sound system and PowerPoint presentation. Thank you to Ed Arroyo and Luis Martinez for their assistance with locating speakers for our meeting. Also, thanks to Bruce Bloom who handled room reservations, logistics and breakfast.