



# GCRC Newsletter

*Strengthening Partnerships  
Between Government  
and Higher Education*

[www.grcinfo.org](http://www.grcinfo.org)

March 2, 2001

Government College Relations Council

## Lloyd first GCRC scholarship winner

*By Dan Walther*

Elizabeth Lloyd, a master's degree candidate at Northern Illinois University, DeKalb, is the first recipient of the GCRC Scholarship. The scholarship is to encourage public service and foster employment in government. It provides \$1,000 toward tuition and fees.

The GCRC Steering Committee released information and applications for this new scholarship in spring 2000. Lloyd, one of 10 students who applied for the scholarship, was named the first winner at the Oct. 6, 2000, GCRC meeting at the Cook County Building, Chicago.

Lloyd, of Decatur, Ga., completed her undergraduate degree from

Morris Brown College in May 1999. She has also attended Pontifical Catholic University in Rio de Janeiro, Brazil, and the University of Namibia in Windhoek. Her degree at NIU is in public administration with an emphasis in human services. During the fall semester she completed an internship with the Department of Children and Family Services. She has also interned with the Metropolitan Neighborhood Development Corp. and the Georgia state capital in Atlanta.

Lloyd has been active with Student Government Association, peer counseling, African American Leadership Conference, Delta Sigma Theta Sorority,

NAACP, the Black Graduate Student Organization and the NIU Political Science Association.

One of her supervisors said, "her desire to serve humanity extends far beyond the context or the continent of America. This is exemplified by her various study abroad programs. She is a young lady of exceptional integrity and character."

"She has worked hard to build the attitude among other students that the role of a good executive committee is to train other group members to replace the current committee," said another supervisor.

Relating her experiences both in and out of school, Lloyd writes,

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## *Violence workshop highlight of spring meeting*

*Excerpts taken from [www.killology.com](http://www.killology.com)*

The April 20 spring meeting of GCRC promises to be an extra-special one, as one of the world's foremost experts in the field of human aggression will share his knowledge on violence in our schools and workplaces with members and guests. Lt. Col. Dave Grossman has testified before U.S. Senate and Congressional committees and state legislatures, and his research has been cited in a national address by the President of the United States.

He has made startling new contributions to our understanding the root causes of the current "virus" of violent crime raging around the world, the process of healing the victims of violence in both wartime

and peacetime, and the ways we can prevent young adults from developing the predisposition for violent behavior.

Col. Grossman's latest book, *Stop Teaching Our Kids to Kill: A Call to Action Against TV, Movie and Video Game Violence*, has received international acclaim for its information on the impact of media violence. The book provides research findings and practical information for parents on the pressing topic of keeping our young people safe from committing and becoming victims of violent behavior of children and teens.

Col. Grossman has served as an expert witness in both federal and state courts, including United States

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# 29th Recruiting Trends report shows

By Bruce Bloom

The College of DuPage McAninch Arts Center played host to 280 people for the seventh annual Winter Conference on Dec. 1, 2000. The conference was developed through a partnership between GCRC and the Midwest Association of Colleges and Employers. Dr. Phil Gardner, principal investigator of the Collegiate Employment Research Institute, presented the Recruiting Trends 1999-2000 Report, the 29th annual study of business, industry and government agencies employing new college graduates. Highlights of the report findings are shared here.

## Employment Outlook

Gardner explained that the number of current vacancies in the organization not only frames labor market requirements, but also how the organization perceives the current (short-run) economic climate.

Positive factors include:

- Growth/expansion of the organization, including new products and expanding markets, makes companies more competitive and increases productivity.
- State of the national economy, including solid financial/capital markets, controlled interest rates and low inflation.
- Continued technological advancements contribute to higher productivity and development of new products and services of e-commerce.

The negative factors?

- An "anticipated" slowdown in the economy, as higher interest rates take hold, will impact construction and major purchases.
- Employers cannot find "experienced" employees to sustain organizational competitiveness. This will require employers to find substitutes, and salaries will increase faster than anticipated.
- To control costs, labor and consultant costs will be trimmed, organizational structures will be redesigned, and mergers will eliminate positions.

Overall, respondents to the survey expressed

confidence in the economy. Gardner reports that competition to find qualified employees will be intense, especially for technical graduates. The pace at which organizations are required to move with regards to new processes and product development, transactions, recruiting strategies, and learning continues to be furious, he said.

Factors influencing this year's labor market are powerful, he explained.

- Some respondents reported they could not find enough labor last year and are carrying unfilled needs over to this year, he said. Last year, employers expected to hire 64 individuals on average and were able to hire only 57.
- Many employees took advantage of gains made in their retirement assets due to the strong stock market and took early retirements. Companies planning for succession find themselves needing more labor, Gardner said.
- Several companies reported large hiring goals at the same time their companies were laying off a major segment of their labor force, he explained.
- The decline in hiring those with bachelor's degrees does not reflect that employers do not want these people, Gardner explained, but rather that they do not expect to find them and have begun to substitute. Several employers commented that they were seeking associate degree candidates to fill some bachelor's level positions, particularly in the technical areas.

## Size Of Hiring Unit

Hiring units under 91 employees will hire more graduates (12% above last year), Gardner said. This offsets a decline in hiring among the units of 92-600 employees, (only 15%, down from last year). The largest employers (unit of 3,500 or more) are expecting to expand hiring by 66%, which appears across all degree levels. They have a strong sustained need for labor.

## Academic Major

Technical (engineering and computer science) needs are huge this year and will dominate, Gardner said.

# hiring expected to be up in next year

Communication and telecommunications major hires are up significantly among employers who target these graduates. Business majors hiring will be higher than last year, he said. Companies who hire these types of graduates are eagerly seeking liberal arts, humanities and science majors.

## Salary Expectations

Employers expressed concerns that a tight labor market was putting upward pressure on salaries. Last year, many employers offered more in salaries than they intended. They are hoping to keep salaries close to inflation, Gardner said, although they acknowledge they may have to make higher offers to attract qualified candidates. In many majors, the lower end of the salary range will move up faster than the top end.

## Incentives

Most incentives offered by companies dealt with the work environment. Manufacturing and professional services were more likely to use incentives. The highest incentives used were:

- Training 74%
- Relocation reimbursements 69%
- Challenging/interesting assignments 68%
- Casual work environment 67%
- Flexible work hours 53%
- Performance bonuses 52%
- Family/work balance 46%
- Signing bonus 45%
- Stock options 19%

## Recruiting on the Internet

The survey revealed 34% of recruiting activity is conducted through the web, with some companies exclusively dealing through the Internet. Others, however, still want face-to-face contact. Companies reported they received 37% of resumes through the web, while 19% of college hires can be directly attributed to the web.

Electronic word searches to screen resumes tend to focus on major, grade-point average, degree level and selected experiences or skills (software). There

were fewer searches targeting behavioral skills, which employers say they want. Most employers respond within a few days (39%), with 28% responding within two weeks after receiving resumes. Employers find the Internet to be somewhat (38%) to moderately (26%) effective.

## Employment Fairs

According to the survey, 30% of respondents had many more employers than expected attend, 42% had a few more employers than expected attend, while 25% had the same number of employers in attendance as last year. Student attendance was higher than last year, according to 38% of respondents, while 49% said it was about the same as last year.

According to the survey, 45% of employers agreed that employment fairs were the best method for recruiting talented candidates. Employers like fairs where they can connect with many potential candidates. There are some variations of the employment fair, such as the virtual employment fair. Online-recruiting will be a major strategy of the future to find new employees, according to 46% of the employers surveyed. However, e-recruiting still must prove itself to 31% of employers surveyed.

## College-employer Relations

Less than one-third (28%) of employers responding to the survey indicated their college hires mainly came from their co-op or internship programs, while almost half (45%) said this was not the case. Alumni career services were not an effective resource for finding experienced candidates, with only 19% of respondents reporting success in using them. More than half (59%) of employers did not use alumni career services as a resource.

## *Want to know more?*

If you missed the Winter Conference and would like to learn more about the Recruiting Trends report, visit the Collegiate Employment Research Institute's web site at <http://www.csp.msu.edu/ceri>. Click on "Publications," then "Recruiting Trends report" to learn more or order your own copy.

## Violence

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v. McVeigh (the first Oklahoma City Federal Building bombing case).

The School/Workplace Violence Workshop runs from 9:30 a.m. to 3:15 p.m. April 20 at Governors State University, University Park. Workshop registration begins at 8:30 a.m., along with a continental breakfast. Col. Grossman's talk will be divided into two sessions, with lunch in between. The morning session runs from 9:30-11:45 a.m., followed by lunch from noon to 1 p.m. The afternoon session takes place from 1-3:15 p.m.

Prepaid advanced registration is required for the workshop. Tickets are \$10 for GCRC members and students, and \$30 for non-members. Both prices include lunch. (GCRC members may attend the workshop at no charge if not selecting the lunch option.) For questions about registration, call Jim Opon at (708) 235-3974.

### Workshop on Violence in Schools and the Workplace



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**

Advanced registration required

GCRC members and  
students: \$10

Non-members: \$30

Presented by



Call (708) 235-3974 for details

## Calendar of Events

### 2001

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 and Workplace Violence Workshop featuring Lt. Col. Dave Grossman.

*To include an item in the calendar, email Ed Arroyo at [ebarroyo@chic.atf.treas.gov](mailto:ebarroyo@chic.atf.treas.gov).*

## Thank you

*By Bruce Bloom*

GCRC would like to thank the 2000 Winter Conference Planning Committee: Nancy Wajler and John Petrik, co-chairs, Ken Windisch, Laura Kessler, Ellen Anderson, Jim Opon, Ed Arroyo, Dan Walther and Bruce Bloom.

Ed, Jim and John also coordinated our first government employment fair, with 24 employers and 200 students attending. Laura put together breakout session descriptions and coordinated people to introduce speakers and collect evaluations. John, Nancy, Ed, Ken, Dan and Jim contacted employers for sponsorship. John and Bruce compiled evaluations for the breakout sessions.

Also, thanks to others who helped make the event a success: Ron Nillson; Kim Jarvi; Janeen Paul; student workers Hamaad Chippa, Annika Mansson and Rownak Mahtab; and Eric Nillson.

## Scholarship

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“Although these experiences have had their share of challenges, in all honesty, through the challenges I gained maturity, independence, patience, a strengthened spirituality and a more informed sense of self.”

GCRC is proud to name Lloyd as our first recipient and sends our best wishes as she completes her studies and begins her public service career.