



**National Association of Schools of
Public Affairs and Administration**
www.naspaa.org

July 7, 2003

[This letter was addressed personally to each NASPAA principal representative.]

Dear Principal Representative:

The Partnership for Public Service and the National Association of Schools of Public Affairs and Administration (NASPAA) are pleased to announce a **joint initiative to create a Scholar in Residence position at the Partnership for Public Service for NASPAA scholars**. The Partnership is a nonprofit, nonpartisan organization founded in 2001 with a mission to revitalize the federal civil service. Enclosed is background information on the Partnership for Public Service. Additional information can be found on the Partnership's website at www.ourpublicservice.org.

The Partnership and NASPAA share a core commitment to a strong and vital federal civil service. The Scholar in Residence initiative is one of several programs on which we are working together to attract talented young Americans to public service and to support efforts to improve the federal workplace so that the government becomes an employer of choice for top talent.

We believe that the Scholar in Residence initiative is an important way for the NASPAA community—faculty, as well as doctoral students—to help advance the public service mission of the Partnership and NASPAA. Under this initiative, NASPAA scholars will conduct research at the Partnership on topics related to the rapidly changing world of federal public service. Topics on which additional research is needed include, but are not limited to, the drivers of public service perceptions among the most qualified graduates of NASPAA programs; the implementation of successful performance management systems, including pay for performance; effective applicant selection that balances merit, public service values, and diversity; the selection and development of mid-career and “first-line” managers; and the changing dynamic between federal employee unions and the civil service. An enormous amount of work needs to be done in these areas, but this is also a time of great opportunity for federal civil service reform and improvement.

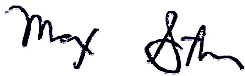
Scholars in Residence will be able to count on the support of the permanent staff of the Partnership, which includes former federal executives and experts on workforce issues able to provide insights and contacts on a wide range of federal civil service issues. Scholars, in turn, will add to the intellectual capital of the federal civil service reform debate through regular exchanges with federal government officials, Partnership staff, and NASPAA member institutions and will produce a publishable research report.

The Partnership will provide a “base of operations” (i.e., a work station, computer and internet access, and other shared administrative support) at its Washington, D.C. offices. Initially, the Partnership is prepared to host one Scholar, although this number may increase as space permits. While this is a non-salaried position, the Partnership is willing to negotiate some modest financial support for Scholar travel costs and other expenses that might be incurred incidental to this arrangement.

In the fall of 2003, we hope to select our first Scholar, who will be in residence at the Partnership for a 6-12 month period; the actual dates are negotiable. NASPAA will assist the Partnership in the selection process. Interested candidates should submit a curriculum vitae, a proposal for research to be conducted at the Partnership, and a letter of endorsement from the dean/director of the candidate’s NASPAA member institution to John M. Palguta, Vice President, Policy and Research, Partnership for Public Service, by September 1, 2003; please contact John at (202) 775-9111, ext. 29, or via e-mail at jpalguta@ourpublicservice.org if you have questions or seek additional information. Candidates should be actively engaged in research on civil service topics, especially those pertaining to the federal workforce. In reviewing proposals, the Partnership and NASPAA will give priority attention to scholars whose proposed research would have practical implications for federal workforce policies or programs.

We see this Scholar in Residence initiative as an outstanding opportunity for NASPAA scholars who want to help shape the future of our nation’s civil service, and we encourage you to help us promote this opportunity to your scholar community. Thank you for your consideration.

Sincerely,



Max Stier
President and CEO
Partnership for Public Service



Kenneth W. Tolo
Executive Director
NASPAA

Enclosures