Illinois City/County Management Association
Diversity Recruitment Guide

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Introduction

The ILCMA is pleased to publish this document as a resource for Association members and others in your local government organization. It contains multiple listings of publications, programs, and agencies for your reference. We suggest that you keep the Guide nearby for easy access. More importantly, we recommend that it be used to help achieve your human resource recruitment objectives.

This Diversity Recruitment Guide is a useful way for the ILCMA to accomplish the following for the profession in general, its members in particular:

- Help educate people about the city/county management profession. Promote the profession as a meaningful career choice for a variety of people.
- Assist municipal and county personnel who are responsible for cultivating diversity among their respective administrative employees.
- Develop connections with other organizations; e.g., colleges, advocacy groups, etc.

Origin and Purpose

The ILCMA Board of Directors created the Diversity Committee several years ago. The charge was to identify ways to involve a greater variety of people in the municipal management profession and to encourage them to join the ILCMA. The association has not formally defined the term “diversity.” However, an informal inquiry of members indicates that they believe it primarily relates to gender, ethnicity, and age.

The Diversity Committee has advanced the original charge in numerous ways. This has included articles in *City-County Management in Illinois*, a roundtable discussion at the ILCMA Annual Conference, and through the production of an audio/video program. The audio/video program was copied on cassette tapes and offered to the membership. It features a series of interviews with managers and assistant managers talking about the wide range of local government services and career options. A concerted effort was made to showcase a variety of people in regard to gender, ethnicity, and age.

The ILCMA Strategic Planning initiative in 2002 included a membership survey. Most of the 246 respondents did not know about the audio/video program. Yet, 94% of those who knew about it reported that the ILCMA should continue this type of work. About 30% of the respondents encouraged ILCMA to expand diversity activities regarding the profession.

The Diversity Recruitment Guide is but one product of ILCMA member efforts to educate, assist, and create connections within the municipal management profession.
Illinois City/County Management Association
Diversity Recruitment Guide

Our intent is to maintain this Guide on a continuing basis through the ILCMA Secretariat with input from the ILCMA Membership, Diversity Committee, and Board of Directors. You are welcome to offer suggestions on ways to improve the contents. For example, we intend to add a *Job Fair* section in the next edition. Your ideas can help this Guide be a useful resource now and into the future.

Acknowledgements

This reference document is the work product of numerous contributors. We take this opportunity to acknowledge the following individuals:

Members of the Diversity Committee 2002-2003:
Brad Townsend, Wood Dale (Chair)
Andri Carr-Peterson, Berkeley
Mark Franz, Evanston/Homewood
Marian Gibson, Channahon/Romeoville
Frank Koehler, Bourbonnais
Tom Mick, Park Forest
Rich Nahrstadt, Northbrook
John Perry, Woodridge
Carl Swenson, Oak Park

Other Contributors:
Trent Davis, NIU Center for Governmental Studies
Rogene Hill, Oak Park
Vanessa Valentine, Wood Dale
Carol Zar, ILCMA Secretariat
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<tr>
<td>CHICAGO SUN-TIMES</td>
<td>312-321-2880</td>
<td>312-321-2980</td>
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<td>CHICAGO TRIBUNE</td>
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<td>CHICAGO WEEKEND</td>
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<td>DAILY HERALD</td>
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<td>847-427-1203</td>
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<td>ELDIA</td>
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<td>EAST SAINT LOUIS MONITOR</td>
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<td>LAWDALE</td>
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<td>SUBURBAN LIFE</td>
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<td>630-368-8809</td>
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<td>SOUTH SUBURBAN STANDARD</td>
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<tr>
<td>THE CHICAGO CRUSADER</td>
<td>773-752-2500</td>
<td>773-752-2817</td>
<td>57,000</td>
<td>Weekly</td>
</tr>
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NEWSPAPERS

THE SHORELAND NEWS
Phone: 773-568-7091
Fax: none
Circulation: 38,000
Frequency: Weekly

SAINT LOUIS, MISSOURI AREA

AFFIRMATIVE ACTION REGISTER
Phone: 314-533-8000
Fax: 314-533-0038
Circulation: 3,000,000
Frequency: Monthly

SAINT LOUIS ARGUS
Phone: 314-531-1323
Fax: 314-361-6421
Circulation: 15,000
Frequency: Weekly

SAINT LOUIS SENTINEL
Phone: 314-531-2101
Fax: 314-531-4442
Circulation: 23,200
Frequency: Weekly

THE EVENING WHIRL
Phone: 314-535-4033
Fax: none
Circulation: 40,000
Frequency: Weekly
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<tr>
<th>Community Colleges</th>
<th>Location</th>
<th>Degree</th>
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<tr>
<td><strong>Belleville Area College</strong></td>
<td>Belleville, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Dr. Wayne Ault</td>
<td>618-235-2700 x5410</td>
<td><a href="mailto:wayne.ault@swic.edu">wayne.ault@swic.edu</a></td>
</tr>
<tr>
<td><strong>Colleges of DuPage</strong></td>
<td>Glen Ellyn, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>David Goldberg</td>
<td>630-942-3722</td>
<td><a href="mailto:Goldberg@cdnet.cod.edu">Goldberg@cdnet.cod.edu</a></td>
</tr>
<tr>
<td><strong>Elgin Community College</strong></td>
<td>Elgin, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Lisa McTighe</td>
<td>847-214-7272</td>
<td><a href="mailto:lmctighe@elgin.edu">lmctighe@elgin.edu</a></td>
</tr>
<tr>
<td><strong>HIGHLAND COMMUNITY COLLEGE</strong></td>
<td>Freeport, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Mr. Jim Dittus</td>
<td>815-235-3432</td>
<td><a href="mailto:jim.dittus@highland.edu">jim.dittus@highland.edu</a></td>
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<tr>
<td><strong>Illinois Central College</strong></td>
<td>East Peoria, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Ms. Carol May</td>
<td>309-694-5331</td>
<td><a href="mailto:cmay@icc.edu">cmay@icc.edu</a></td>
</tr>
<tr>
<td><strong>Joliet Junior College</strong></td>
<td>Joliet, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Dr. Edward Senu-Oke</td>
<td>815-280-2567</td>
<td><a href="mailto:esenuoke@jjc.edu">esenuoke@jjc.edu</a></td>
</tr>
<tr>
<td><strong>Morton College</strong></td>
<td>Cicero, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Dr. Kenton Gatyask</td>
<td>708-656-8000 x293</td>
<td><a href="mailto:gatyask@morton.cc.il.us">gatyask@morton.cc.il.us</a></td>
</tr>
<tr>
<td><strong>Moraine Valley Community College</strong></td>
<td>Palos Hills, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Mr. Deron Schreck</td>
<td>708-974-5613</td>
<td><a href="mailto:schreck@moranevalley.edu">schreck@moranevalley.edu</a></td>
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<tr>
<td><strong>CCC - Harold Washington College</strong></td>
<td>Chicago, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Ms. Kathleen Meany</td>
<td>312-553-5752</td>
<td><a href="mailto:kmeany@ccc.edu">kmeany@ccc.edu</a></td>
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<tr>
<td><strong>CCC - Harry S. Truman College</strong></td>
<td>Chicago, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Ms. Lisa Tekmetarovic</td>
<td>773-907-4066</td>
<td><a href="mailto:ltek@ccc.edu">ltek@ccc.edu</a></td>
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<tr>
<td><strong>CCC - Kennedy-King College</strong></td>
<td>Chicago, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Robert Cruthird</td>
<td>773-602-5174</td>
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<tr>
<td><strong>CCC - Malcolm X College</strong></td>
<td>Chicago, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>Mr. Seymour Schwartz</td>
<td>312-850-7341</td>
<td><a href="mailto:sschwartz@ccc.edu">sschwartz@ccc.edu</a></td>
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<tr>
<td><strong>CCC - Olive-Harvey College</strong></td>
<td>Chicago, IL</td>
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<td>Poli. Science Faculty</td>
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<td>Chicago, IL</td>
<td>Associate of Arts with an emphasis in Political Science</td>
<td>John Passalagua</td>
<td>773-838-7687</td>
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<td>Mr. Robert Cruthird</td>
<td>773-481-8345</td>
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</table>
# Community Colleges

**Oakton Community College**  
Location: Des Plaines, IL  
Degree: Associate of Arts with an emphasis in Political Science  
Contact: Dr. Bill Taylor  
Phone: 847-635-1600  
E-mail: btaylor@oakton.edu

**Parkland College**  
Location: Champaign, IL  
Degree: Associate of Arts with an emphasis in Political Science  
Contact: Dr. Willie Fowler  
Phone: 217-351-2368  
E-mail: wfw1@parkland.edu

**Prairie State College**  
Location: Chicago Heights, IL  
Degree: Associate of Arts with an emphasis in Political Science  
Contact: Dr. Craig Mulling  
Phone: 708-709-3625  
E-mail: cmullin@prairiestate.edu

**Richland Community College**  
Location: Decatur, IL  
Degree: Associate of Arts with an emphasis in Political Science  
Contact: Mr. M. Larry Klugman  
Phone: 217-875-7200  
E-mail: none

**Rock Valley College**  
Location: Rockford, IL  
Degree: Associate of Arts with an emphasis in Political Science  
Contact: Mr. Charles Sicotte  
Phone: 815-921-3515  
E-mail: c.sicotte@rvcc.cc.il.us

**South Suburban College of Cook County**  
Location: South Holland, IL  
Degree: Associate of Arts with an emphasis in Political Science  
Contact: Ms. Sharon Rise  
Phone: 708-596-2000 x2362  
E-mail: srise@southsuburbancollege.edu
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<td><strong>Augustana College</strong></td>
<td>Rock Island, IL</td>
<td>Yes</td>
<td>Public Admin.</td>
<td>No</td>
<td>Yes</td>
<td>Dr. David Dehnel</td>
<td>309-794-7235</td>
<td><a href="mailto:podehnel@augustana.edu">podehnel@augustana.edu</a></td>
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<tr>
<td><strong>Blackburn College</strong></td>
<td>Carlinville, IL</td>
<td>Yes</td>
<td>Public Admin.</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Sam Meredith</td>
<td>217-854-3231 x4267</td>
<td><a href="mailto:smere@mail.blackburn.edu">smere@mail.blackburn.edu</a></td>
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<td><strong>Bradley University</strong></td>
<td>Peoria, IL</td>
<td>No</td>
<td>Political Science with an emphasis in Public Admin.</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Craig Curtis</td>
<td>309-677-2492</td>
<td><a href="mailto:rcc@bradley.edu">rcc@bradley.edu</a></td>
</tr>
<tr>
<td><strong>Chicago State University</strong></td>
<td>Chicago, IL</td>
<td>No</td>
<td>Political Science</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Leroy Bryant</td>
<td>773-995-2192</td>
<td><a href="mailto:l-bryant@csu.edu">l-bryant@csu.edu</a></td>
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<td><strong>Concordia University</strong></td>
<td>River Forest, IL</td>
<td>No</td>
<td>Political Science with an emphasis in Government.</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Kurt Stadtwald</td>
<td>708-209-3037</td>
<td><a href="mailto:crfstadtwkw@curf.edu">crfstadtwkw@curf.edu</a></td>
</tr>
<tr>
<td><strong>DePaul University</strong></td>
<td>Chicago, IL</td>
<td>Yes</td>
<td>Political Science</td>
<td>Masters of Public Services</td>
<td>Yes</td>
<td>Dr. Dean Eitel</td>
<td>312-362-5574</td>
<td><a href="mailto:pcallahan@depaul.edu">pcallahan@depaul.edu</a> or <a href="mailto:deitel@depaul.edu">deitel@depaul.edu</a></td>
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<tr>
<td><strong>Eastern Illinois University</strong></td>
<td>Charleston, IL</td>
<td>No</td>
<td>Political Science with an emphasis in Public Administration</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Edward Brazil</td>
<td>217-581-2217</td>
<td><a href="mailto:cfheb@eiu.edu">cfheb@eiu.edu</a></td>
</tr>
<tr>
<td><strong>Governors State University</strong></td>
<td>University Park, IL</td>
<td>No</td>
<td>Business and Administration with a concentration in Public Administration</td>
<td>Master's Public Administration</td>
<td>Yes</td>
<td>Dr. William Nowlin</td>
<td>708-534-5000</td>
<td><a href="mailto:w-nowlin@govst.edu">w-nowlin@govst.edu</a></td>
</tr>
<tr>
<td><strong>Illinois State University</strong></td>
<td>Normal, IL</td>
<td>No</td>
<td>Political Science with a sequence in Public Service</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Nancy Lind</td>
<td>309-438-8063</td>
<td><a href="mailto:nslind@ilstu.edu">nslind@ilstu.edu</a></td>
</tr>
<tr>
<td><strong>Lewis University</strong></td>
<td>Romeoville, IL</td>
<td>Yes</td>
<td>Public Administration</td>
<td>No</td>
<td>Yes</td>
<td>Dr. Joseph Gaziano</td>
<td>815-838-0500</td>
<td><a href="mailto:gazianjo@lewisu.edu">gazianjo@lewisu.edu</a></td>
</tr>
<tr>
<td><strong>Northern Illinois University</strong></td>
<td>DeKalb, IL</td>
<td>No</td>
<td>Political Science with emphasis in Public Administration</td>
<td>Masters Public Administration</td>
<td>Yes</td>
<td>Dr. Daniel Kempton</td>
<td>815-753-7040 (UG) or 815-753-6149 (G)</td>
<td><a href="mailto:dkempton@niu.edu">dkempton@niu.edu</a> or <a href="mailto:vclarke@niu.edu">vclarke@niu.edu</a></td>
</tr>
</tbody>
</table>
ROOSEVELT UNIVERSITY
Location: Chicago, IL
Minor: No
Bachelors: Political Science with an emphasis in Urban Politics
Masters: Public Admin.
Internship: Yes
Contact: Dr. James McHugh
Phone: 312-341-3745
E-mail: jmchugh@roosevelt.edu

SOUTHERN ILLINOIS UNIVERSITY - CARBONDALE
Location: Carbondale, IL
Minor: Yes
Bachelors: Political Science with an emphasis in Public Admin.
Masters: Public Admin.
Internship: Yes
Contact: Dr. Stephen Shulman (UG)
        Dr. Keith Snively (G)
Phone: 618-453-3194 (UG)
        618-453-3177 (G)
E-mail: shulman@siu.edu
        ksnively@siu.edu

SOUTHERN ILLINOIS UNIVERSITY - EDWARDSVILLE
Location: Edwardsville, IL
Minor: Yes
Bachelors: Political Science with an emphasis in Public Admin.
Masters: Public Admin.
Internship: Yes
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## Recruitment Outlets

**BLACK VOICES**  
Contact: Cathy Taylor  
Phone: 312-222-4475  
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E-mail: ctaylor@corp.blackvoices.com  
Web: [http://www.blackvoices.com](http://www.blackvoices.com)

**ETHNIC WORKFORCE**  
Contact: Naisy Dolar  
Phone: 773-973-4590  
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E-mail: ndolar@ethnicworkforce.com  
Web: [http://www.ethnicworkforce.com](http://www.ethnicworkforce.com)

**THE KALEIDOSCOPE GROUP**  
Contact: Cliff Bailey  
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Fax: 312-274-9001  
E-mail: cbailey@worldvue.com  
Web: [http://www.webkg.com](http://www.webkg.com)

**LATPRO.COM**  
Contact: Gabriela Reyna  
Phone: 954-236-6629  
Fax: none  
E-mail: support@latpro.com  
Web: [http://www.latpro.com](http://www.latpro.com)

**NATIONAL FORUM FOR BLACK PUBLIC ADMINISTRATORS**  
Contact: John Saunders, III  
Phone: 202-408-9300  
Fax: 202-408-8558  
E-mail: none  
Web: [http://www.nfbpa.org](http://www.nfbpa.org)

**PERSONNEL STRATEGIES, INC.**  
Contact: Sonja Anderson  
Phone: 800-390-5561 x107  
Fax: none  
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