

SGA elections will be held this semester

Student asks if you will let your voice be heard

Wendy A. Hess
staff reporter

As a presidential election year, the fall of 1996 is full of campaign rhetoric from the nominees, publicity stunts, media hype, and polls that claim to reveal the true pulse of the nation.

The evening news is full of "man on the street" interviews, with disgruntled citizens who complain about their government, then admit they don't vote.

Penn State Harrisburg's (PSH)

campus seems to mirror the opinion of the nation, when it comes to frustration with the government. Walk down any hall and it is common to hear someone say "there's nothing to do here," or just plain old, "this campus sucks".

Well, it's an election semester, so take the opportunity and vote in the upcoming Student Government Association (SGA) elections, and empower yourself to take control of your campus.

The SGA is the communication link

between the student body and the PSH administration, that consists of elected representatives from each academic division, and elected executive positions.

The purpose of the SGA is to meet the students' needs, determine the funding for campus clubs, plan recreational activities, help facilitate change and provide a forum for student concerns.

Representative slots to be determined by the September 23 and 24 elections are: Junior Senator Behavioral Sciences/Education; Junior Senator Humanities; Junior Senator Business, Junior Senator

Engineering; Junior Senator at Large; and Junior Senator Public Affairs.

Find out who is running and vote.

After a year of controversy in 95-96, including illegal meeting practices in which the SGA criticized the content of, and the coverage it received from the Capital Times, during budget determinations, left many students angry and confused about their government.

Like every new day, this year is a chance for things to change.

"We want to put SGA back into the hands of the students," said Liann Bankos, 96-97 SGA vice-president.

"This year we're more organized and our lines of communication are open," she said.

Open meetings are held every Tuesday at 12:20 p.m., and each includes time for a student open forum, when anyone can voice their concerns or ideas to the SGA.

Many people don't know that during SGA meetings, decisions about campus activities, like Gallery Lounge performances, visiting speakers, and others, are determined. If you guffawed about the mime in the Gallery Lounge last year, it's your own fault.

"We want to be for and of the stu-

dents," said Frank Nieves, 95-96 SGA president. "We are going to make this a successful year."

The budget meeting, that assigns funds to clubs, will be held on October 1. If you belong to a club, attend it.

This year don't complain about everything on campus, help change things: vote, know your representatives by name AND face, and attend SGA meetings.

The difference could determine whether the next campus activity will be an ice cream social or a beer bash. (Just kidding...this is a dry campus).

PSH Diversity Abounds

Capital Times reporter introduces series

Debbi Mallek
Staff Reporter

When most of us see an article about diversity, we automatically think of racial, ethnic or religious diversity. But at Penn State Harrisburg (PSH), diversity doesn't necessarily fit that mold.

The diversity that I'm referring to is age.

While the past decade or two has seen a marked increase in "adults" returning to college, there doesn't seem to be much information (other than statistical) about these "adults" and the special challenges they face integrating their outside lives with the college, and interacting with typically younger students. What better forum to address these issues than our own Capital Times?

So we've decided to tackle the issue of "returning adults" by profiling adult students in each issue, hoping to bridge the age gap by letting younger students learn more about us, and by letting older students know that there are others here that face the same difficulties that they encounter.

I'll kick off this series by telling you a little bit about myself.

I am, first and foremost, the mother of three children - Joshua 9; Rachael 7; and Hannah, 5. I began my college career at Rutgers University in 1979 at the age of 17, but soon dropped out to get married and raise a family.

I kept promising myself that I'd go back and finish my degree, but the timing never seemed right. Now that my children are all in school, I've decided to make the time to finish my degree in Communications.

It all sounds very simple, but it isn't. I've always been an active member of the community, and since volunteers are scarce these days, I didn't want school to interfere with my community projects.

Also, as a mom, I have a house to clean, lots of laundry, and meals to prepare. Not to mention the kids' homework and the never ending cycle of transporting the children from one activity to the next.

Although my life is particularly challenging right now, it's never been more rewarding. I've missed the interaction with people who seek out and enjoy education - learning for learning's sake - and I hope that, despite your unique difficulties as "adult" students, you can embrace this experience as a positive step forward.

We welcome your comments and additions to this series. If you're interested in participating in this series on returning students, please contact me at the Capital Times office, (717) 948-6440. We look forward to sharing your stories.

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covers
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Deadline
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Contact:
Ralph Renn
948-6588
or
George Young
948-6269

Coopers & Lybrand:

Coming to Campus With a Unique Approach to Recruiting

What are your strengths and weaknesses?
Where do you see yourself in five years?
What three adjectives best describe yourself?

If you identified the above as "Questions frequently asked on an interview," you're right! Unless, that is, you're being interviewed by Coopers & Lybrand.

Coopers & Lybrand L.L.P., one of the world's leading professional services firms, has introduced a new approach to college recruiting. The firm's National Director of Recruiting Brent Inman explains, "Research shows that candidates who possess certain competencies, as well as a comfort level with the demands of our business and the culture of our organization, will more likely be happy, succeed and grow professionally with us."

They call the process Strategic Selection Advantage (SSASM) and it's different from anything being done by other companies. For one thing, the firm won't judge you on a traditional resume like a lot of other companies do. Instead, candidates fill out a comprehensive application form and then go through a three-step assessment process: Competency-based interviewing, organization fit and role fit.

What's In It For the Candidate?

Coopers & Lybrand stresses the "win-win" aspect of SSASM. "It enables students to make an informed decision about Coopers & Lybrand after participating in this process -- that's just as important to their future success as ours," explains Harrisburg Business Assurance Partner, Mike Dollard. In fact, several students have already gone through the SSASM process. Here's what they said:

"I was able to present a part of myself that I don't think I would have been able to present in another interview. It allowed me to talk about experiences in my past which portrayed my character and made me more marketable to Coopers & Lybrand."

"I definitely think the situational interview allows for interaction on both ends. Not only do they find out things about me that I think are important and valuable, but... the questions they ask allow you to see what qualities they're looking for."

"As a young professional and as a student just having gone through interviews, it's very important to me that a firm is interested in who I am and what I am capable of accomplishing."

A Three Step Process

The first component of SSASM is

Competency-Based Interviewing and Assessment.

Through a series of pre-developed, structured questions, recruiters go beyond the face of the resume. "You will be asked to describe how you have handled certain situations -- at work, in classroom settings, through membership in campus and outside organizations -- situations that may be similar to everyday life at Coopers & Lybrand," explains Mike Dollard. "Because you'll be asked open-ended questions, there are no right or wrong answers," Dollard adds.

The *Organizational Fit* component comes next. Corporate cultures vary from organization to organization, and not everyone thrives in the same type of environment. "This component compares the ideal organization for which you would like to work against the characteristics that realistically define Coopers & Lybrand's organizational culture," Harrisburg Business Assurance Partner, Kevin Mitchell explains.

Finally, Coopers & Lybrand examines *Role Fit*. Candidates will be evaluated not only on how well they fit into the organization, but also on how well they fit into specific work roles. We all have varying comfort levels with different work situations based on our development, our strengths and our talents. As a result, we are more likely to succeed in certain roles than others. "The role fit examines your performance in past situations that may be similar to experiences at Coopers & Lybrand," says Kevin Mitchell.

Competency Modeling Background

At the request of the United States Foreign Service, research conducted by Harvard psychologist David McClelland in the early 1970s led to the development of competency modeling. The Foreign Service asked McClelland to identify research methods that could predict job performance, and were less biased by race, sex or socioeconomic factors. Traditional academic aptitude and knowledge content tests had proven inadequate. As a result, the competency modeling approach was developed to serve as a substitute for directly observing actual performance.

"SSASM is not an untested hypothesis or a consultant's theory," Mike Dollard stresses. Since its inception, it has enabled us to develop a relationship with the students, while identifying where they stand in terms of the skills and competencies, as well as how they would fit in with Coopers & Lybrand," he says. "We know it works, and we see it as a clear competitive advantage."