NATIONAL ACADEMY OF PUBLIC ADMINISTRATION

1600 K Street, N.W., Suite 400
Washington, D.C. 20006

TEL: (202) 347-3190 FAX: (202) 223-0823
INTERNET: www.napawash.org

For Immediate Release
July 18, 2017
Contact: Betsy Holahan bholahan@greatpointstrategies.com

MEDIA ADVISORY
National Academy of Public Administration Releases
No Time To Wait: Building a 21st Century Public Service
Expert Panel to Discuss Report's Recommendations for Civil Service Reform

WASHINGTON, DC – The National Academy of Public Administration today released a new report, sponsored by the Samuel Freeman Charitable Trust, called *No Time To Wait: Building a 21st Century Public Service*. The report will be discussed today by a panel of public administration experts at an afternoon event hosted by the Academy.

"We are excited to present *No Time to Wait*, which offers a reform proposal that would profoundly transform the federal government's civil service workforce system and processes in a way that would make government work more efficiently and effectively for all," said Terry Gerton, President and CEO of the National Academy of Public Administration. "The ideas in this report, if implemented, will help to ensure that the federal government has the talent – a highly skilled, agile and responsive workforce – needed to meet the enormous responsibilities of the 21st Century."

The report outlines how in numerous situations, ranging from ensuring cyber safety to protecting the nation's borders, the federal government faces profound problems in making government work for the American people. And in many cases, these problems share a common root cause: the federal government's human capital system is fundamentally broken.

No Time to Wait recommends that to address the government's human capital crisis, three changes must occur:

1) Mission First - Every agency needs great flexibility to hire, motivate, assess, and fire if necessary, to meet the needs of its mission. The current system is crumbling under one-size-fits-all pressures that no longer meet the needs of agency leaders working hard to manage their programs.

2) Principles Always - The system needs to follow the merit principles, updated for the 21st Century. The merit system was implemented in the 1880s to keep the government

from being whipsawed with every new administration, and the goals remain valid today. However, different agencies have different missions and principles, so merit must match the mission.

3) Accountability for Both - The federal human capital system must be held accountable; not in the narrow sense of making it easier to fire employees, but in the fundamental sense of serving mission and merit. A new system of accountability, rooted in data analytics, would help federal government agencies become more agile and efficient.

A blue-ribbon panel of exerts in the field of public administration will discuss the recommendations put forth by the new report, at an event held today at 4:00 pm at the National Academy of Public Administration.

Panelists will include **Donald F. Kettl,** Professor and former Dean, School of Public Policy, University of Maryland; **Anita Blair,** Deputy Assistant Secretary of Defense for Civilian Personnel Policy, U.S. Department of Defense; and **Dan G. Blair,** Former Acting Director, U.S. Office of Personnel Management. The panel will be moderated by **Paul Verkuil**, Former Chairman, Administrative Conference of the United States and opening remarks will be delivered by **Terry Gerton,** President and CEO, National Academy of Public Administration.

The panel event will be live-streamed here. To learn more or register to attend the panel event, please click here.

About the National Academy of Public Administration
Chartered by Congress to provide non-partisan expert advice, the Academy is an independent, non-profit, and non-partisan organization established in 1967 to assist government leaders in building more effective, efficient, accountable, and transparent organizations. Learn more at www.napawash.org

###