



## Obstacles to Minority Employment in Criminal Justice: Recruiting Alaska Natives

John Riley

Alaska Natives, who constitute approximately 17 per cent of the state's population, remain under-represented in justice system employment and over-represented among those who are arrested, convicted, and incarcerated. While fewer than 8.5 per cent of those employed by the Alaska Department of Corrections identify themselves as Alaska Natives, approximately 33 per cent of those incarcerated in the state's jails and prisons identify themselves in this way. Because minority recruitment patterns raise concerns about fairness and questions about the effective delivery of services to a disproportionately Native inmate population, increased recruitment of Alaska Natives is an important concern, particularly for the Alaska Department of Corrections.

### Recruiting Alaska Natives

Beginning with the assumption that low levels of Native hire in recent years are in part a function of low levels of interest in correctional jobs, the project discussed in this article was designed to yield data from which we might begin to specify and describe the range of issues that influence perceptions of correctional work and to provide some insight into the experiences that shape career choices. A Justice Center research group recruited a convenience sample of 158 participants who provided written responses to structured questionnaires and oral responses to open-ended questions administered in focus group sessions lasting

Table 1. The Relative Attractiveness of Selected Occupations

Selected occupations	N = 154			
	Number of respondents ranking occupation as a first choice		Per cent of respondents ranking occupation as a first choice	
	First response	Second response	First response	Second response
Pilot	54	54	35 %	35 %
Social worker	39	33	26	22
Nurse	23	26	15	17
Police officer	13	15	9	10
Correctional officer	12	10	8	7
Probation officer	11	10	7	7

approximately two hours.

Focus group interviews were conducted between January and May of 1999 with 158 Alaska Natives in 10 communities, including Anchorage, Bethel, Douglas, Eklutna, Fairbanks, Juneau, Kenai, Nome, Seward, and Soldotna. Because budget considerations set limits on travel, research was conducted in communities where existing correctional facilities offer substantial opportunity for employment in the field.

### Findings

Early in the focus group sessions, participants responded to a questionnaire on the attractiveness of a series of occupational titles, including social worker, nurse, probation officer, pilot, correctional officer, and police officer. When asked to rank this series of occupations according to the attraction they felt to each, respondents typically placed the correctional officer position toward the bottom of a list of six choices. "Correctional officer" was listed as a first choice by only 12, or approximately 8 per cent of the 154 respondents who answered this question. On the other hand, 65 respondents (42%) listed "correctional officer" as fifth or sixth choice in a field of six. Work

as a probation officer was evaluated in similar terms. Only 11 respondents, or approximately 7 per cent, listed this occupation as a first choice. By comparison, 54 respondents, or approximately 35 per cent of those who answered this question, listed "pilot" as a first choice. Similar results were obtained when respondents ranked the social worker's job. In this case, 39 respondents, or approximately 26 per cent of those who answered this question, listed "social worker" as a first choice.

The data on "first choices" in Table 1 offer some insight into the relative desirability of correctional work for project participants. The three occupations associated with the criminal justice system were clearly less interesting to our respondents at the beginning of the focus groups than occupations found outside of the criminal justice system. Even so, there remains a substantial pool of potential applicants in this group. Approximately one in six participants described one of the two forms of correctional work as a first choice. Of course, job seekers do not always have the option of waiting for work in a particular chosen field, and it is more realistic to consider both first and second choices as potential applicants. If we ex-

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### HIGHLIGHTS INSIDE THIS ISSUE

- An examination of victimization of Alaska Natives and American Indians (page 2).
- Current Justice Center research projects (page 7).

## Victimization among American Native Peoples

According to the most recent and reliable figures assembled, the rate of violent victimization among American Indians—a group defined to include Alaska Natives—is more than twice as high as the national average. The disparity in rates occurs across age groups, sexes, housing locations and income groups.

Among law enforcement officers, social service personnel and others associated with the justice system, there is an anecdotal sense that Alaska Native criminal victimization rates are high, but precise figures are lack-

ing. For a variety of reasons it is difficult to provide accurate data on victimization among Alaska Natives. No thorough statewide victimization survey has ever been conducted which could provide accurate data according to different demographic markers. The closest one can come to a statistical sense of victimization among Alaska Natives is through national figures assembled by the Bureau of Justice Statistics (BJS) on the broader category of American Indians—a category which is structured to include figures on Alaska Natives. How-

ever, even the national assembly of data on this group has been infrequent, due at least in part to the fact that annual sampling surveys result in the inclusion of too few responses from this demographic group to provide definitive statistics. (American Indians, including Alaska Natives, account for just under one per cent of the U.S. population, and, hence, would appear in general population statistical samples in relatively low numbers; Table 1. Table 2 presents population figures for Alaska Natives and American Indians in Alaska.)

**Table 1. American Indian and Alaska Native Tribes in the United States, 1996**

Population estimates from the Bureau of the Census for July 1, 1998 indicate that American Indians and Alaska Natives account for just under one per cent of the U.S. population.

The indigenous peoples in the United States belong to about 550 federally recognized tribes that have a distinct history and culture and often have a separate language.

In 1995, the Bureau of the Census reported 2.2 million American Indians and Alaska Natives residing in the United States, about 1.94 million of whom were American Indians. In 1990, over half of American Indians and Alaska Natives lived in 10 states.

Race	Population	Per cent of population	Tribe	Per cent of American Indians	State	American Indian/ Alaska Native population
White	222,932,000	82.6 %	Cherokee	16.4 %	Oklahoma	252,000
Black	34,370,000	12.7	Navajo	11.7	California	242,000
Asian	10,370,000	3.8	Chippewa	5.5	Arizona	204,000
American Indian/ Alaska Native	2,357,000	0.9	Sioux	5.5	New Mexico	134,000
			Choctaw	4.4	Alaska	86,000
			Pueblo	2.8	Washington	81,000
<b>All races</b>	<b>270,029,000</b>		Apache	2.7	North Carolina	80,000
			All other tribes	51.0	Texas	66,000
					New York	63,000
					Michigan	56,000

Source: "American Indians and Crime," Bureau of Justice Statistics, NCI-173381 based on data from the U.S. Bureau of the Census

**Table 2. Alaska Native and American Indian Population in Alaska**

Population by race and tribal group in Alaska, 1990 Census. (Breakdowns by tribal group are unavailable for non-census years.)

Native American and total population of Alaska, 1992-1996

	Number	% of total population	Native American and total population of Alaska, 1992-1996			
			Native American population	% Native American	Total population	
<b>White</b>	<b>415,492</b>	<b>75.5 %</b>	1992	91,933	15.7 %	586,684
<b>Native American</b>	<b>85,698</b>	<b>15.6</b>	1993	94,176	15.8	596,808
Aleut	10,052	1.8	1994	96,182	16.0	600,765
Eskimo	44,401	8.1	1995	98,068	16.3	601,646
Athabascan	11,696	2.1	1996	99,638	16.5	604,966
Tlingit	9,448	1.7				
Haida	1,083	0.2				
Tsimshian	1,653	0.3				
Alaska Native (other)	566	0.1				
Other North American tribes	4,633	0.8				
Tribe not reported or specified	2,166	0.4				
<b>Black</b>	<b>22,451</b>	<b>4.1</b>				
<b>Asian and Pacific Islander</b>	<b>19,728</b>	<b>3.6</b>				
<b>Other and unknown race</b>	<b>6,674</b>	<b>1.2</b>				
<b>Total</b>	<b>550,043</b>					

Source of data: Alaska Department of Labor, Research and Analysis Section, *Alaska Population Overview: 1998 Estimates*, based on U.S. Census Bureau and Alaska Department of Labor data

**Table 3. Annual Average Violent Victimization Rates for Persons Age 12 or Older, By Race, 1992-1996**

Race	Population age 12 or older	Violent victimizations	
		Number	Rate per 1,000 persons age 12 or older
White	180,543,825	8,880,083	49
Black	25,587,158	1,570,386	51
Asian	6,325,003	184,743	29
American Indian/ Alaska Native	1,204,014	149,614	124
<b>All races</b>	<b>213,660,000</b>	<b>10,784,826</b>	<b>50</b>

Source: Bureau of Justice Statistics

**Table 4. Annual Average Rate of Rape and Sexual Assault, Robbery, and Assault, By Race of Victim, 1992-1996**

Number of victimizations per 1,000 persons age 12 or older in each racial group.

	White	Black	Asian	American Indian/ Alaska Native	All races
Rape/sexual assault	2	3	1	7	2
Robbery	5	13	7	12	6
Aggravated assault	10	16	6	35	11
Simple assault	32	30	15	70	31
<b>All violent victimizations</b>	<b>49</b>	<b>61</b>	<b>29</b>	<b>124</b>	<b>50</b>

Source: Bureau of Justice Statistics

A report from BJS entitled “American Indians and Crime” presents data from the five-year period 1992–1996. The agency describes the report as the first result of a heightened effort on the part of the federal bureaucracy to “document issues of crime and justice affecting American Indians.” The study uses data from a broad variety of sources, including statistical series maintained by BJS, the FBI and the Bureau of the Census.

During 1992–1996 American Indians experienced an average of almost 150,000 violent crimes per year from among the estimated 10.8 million violent crimes occurring on average each year. (The category of violent crime here includes rape and sexual assault, robbery and assault for persons age twelve or older. It does not include murder. For data on murders, see the accompanying article, “Native Murder Victims.”) This figure represents a violent crime rate among American Indians of 124 per 1,000 individuals twelve or older—a rate about 2.5 times the national rate (Table 3).

The sexual assault/rape rate was more than three times the national rate, and the rate of robbery was twice as high as the national rate. The aggravated assault rate was more than three times the national rate, and simple assault more than twice the national rate (Table 4).

The violent crime victimization rate for American Indian males was more than double that found among all males; the rate for American Indian females was also more than twice as high as that among women in general (Table 5). American Indian males between 18 and 24 had the highest victimization rate of all.

When the data are viewed from the perspective of location of residence—urban, suburban, rural—American Indians also experience higher rates of victimization in each subgroup, with an urban rate over three times that for urban residents in general.

The same high rates of victimization are

found when figures are compared across income groups, with the highest rate occurring among those with annual household incomes under \$10,000 (Table 6).

The data presented here were derived from the National Crime Victimization

Survey, which is administered by BJS to a national sample of households. The agency reports that it has now refined the survey to permit improved collection of data on the impact of crime among American Native peoples in future years.

**Table 5. Violent Victimization Rate For Persons 12 or Older, By Age, Sex, Location of Residence, and Race, 1992-1996**

Number of victimizations per 1,000 persons.

Victim characteristic	White	Black	Asian	American Indian/ Alaska Native	All races
<b>Sex</b>					
Male	59	68	37	153	60
Female	40	56	21	98	42
<b>Age</b>					
12 to 17	118	115	60	171	116
18 to 24	101	105	41	232	100
25 to 34	61	66	34	145	61
35 to 44	43	51	24	124	44
45 to 54	27	30	15	43	27
55 or older	8	11	5	14	9
<b>Location</b>					
Urban	63	75	29	207	65
Suburban	48	52	29	138	48
Rural	37	33	30	89	37
<b>Total</b>	<b>49</b>	<b>61</b>	<b>29</b>	<b>124</b>	<b>50</b>

Source: Bureau of Justice Statistics

**Table 6. Violent Victimization Rates, By Annual Household Income and Race, 1992-1996**

Number of victimizations per 1,000 persons.

Household income	White	Black	Asian	American Indian/ Alaska Native	All races
Less than \$10,000	74	71	30	182	73
\$10,000-19,999	51	70	30	137	54
\$20,000-29,999	47	56	32	104	48
#30,000-39,999	46	54	22	72	46
\$40,000 or more	42	50	22	84	42

Source: Bureau of Justice Statistics

## Native Murder Victims

Considered as a national group, American Indians do not fall victim to murder at any higher rate than the general population. This does not seem to be true for Native peoples in Alaska, however.

Over the period 1976-1996, approximately 3100 American Indians were murdered—about 0.7 per cent of all murders victims nationwide, a percentage comparable to the percentage of American

Indians in the general population. (Detail on these victims is available for only 2826 or 92 per cent of the total estimated number; Table 7). However, as Table 7 indicates, in Alaska, Native people were 28 per cent of all murder victims over the period, a percentage much higher than that in any other state and much higher than Native representation in the general population.

**Table 7. Murders of American Indians and Alaska Natives, as a Percentage of All American Indians/Alaska Natives and of All Murder Victims, by State, 1976-1996**

State	Number of murders of American Indians/Alaska Natives	Per cent of:			
		All murders of American Indians/Alaska Natives	The American Indian/Alaska Native population	American Indians/Alaska Natives as a per cent of:	
				All murder victims	Total resident population
California	386	13.7 %	13.7 %	0.6 %	1.0 %
Oklahoma	326	11.5	11.9	6.2	8.1
Alaska	268	9.5	4.2	28.0	15.5
North Carolina	245	8.7	3.9	2.0	1.2
Arizona	233	8.2	10.8	4.1	5.8
Washington	191	6.8	4.4	4.2	1.8
Minnesota	164	5.8	2.5	7.4	1.2
New Mexico	160	5.7	6.7	7.5	8.9
New York	75	2.7	3.1	0.2	0.4
Oregon	71	2.5	2.0	2.7	1.4
All other states	707	25.0	36.8	0.3	0.4
<b>U.S. total</b>	<b>2,826</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>0.7 %</b>	<b>0.8 %</b>

Note: Supplementary homicide data are for 1976-1996. Population data are for 1994.

Source: Bureau of Justice Statistics

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pand our definition of potential applicants to include all those who listed either form of correctional work as a first or second choice, we find that 57 participants (37%) fall into this category.

After initial evaluation using questionnaires, we conducted focus group interviews with a series of open-ended questions to explore the participant's attitudes toward work and particular career options. In order to evaluate the potential impact of outreach efforts that seek to improve recruitment by educating prospective candidates about the benefits of correctional work, participants were given a brief presentation on the work of correctional officers approximately one hour into the focus group. The presentation was designed to communicate the kind of information about the correctional officer's position that would typically be offered in outreach programs designed to improve

minority recruitment. This presentation had five principal components:

- Information on salary and benefits
- Description of the "week-on/week-off" scheduling practices
- A detailed job description
- Discussion of Alaska Natives now working in corrections
- Expression of the Department of Correction's desire to recruit Alaska Natives

The presentation was followed by a second series of open-ended questions intended to elicit discussion of the participants' attitudes toward work in the field of corrections. At the end of each focus group, in order to measure any changes in the participants' evaluation of the desirability of correctional work, participants were once again asked to rank a series of selected occupational categories. The final evaluation of these occupational choices was only marginally different from that expressed at the begin-



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ning of the focus groups. As the data in Table 1 suggest, the presentation and group discussion appear to have had little impact on participants' subsequent evaluations of correctional work.

### Understanding Attitudes: Three Themes

Three themes, first identified as they emerged in discussions of "a perfect life" and the "ideal job," surfaced throughout the focus group discussions: an interest in opportunities to help others, a desire for work group harmony, and a need for a flexible schedule. These three themes shaped respondents' perceptions of employment opportunities in the field of corrections. For these respondents, jobs providing opportunities for service, work-group harmony, and flexible schedules are strongly preferred to those that do not.

### Helping Others

When participants were asked to evaluate

the desirability of a variety of occupations, preferences were frequently justified with reference to opportunities for service. The following are typical comments.

*Well for me what makes a good job, you know, a good job, and I love my job right now, is working in my community for my people. The trust, the respect, the togetherness, helping each other.*

*[On a good job] everybody works together and helps each out.*

This reference to service was particularly true for social work, a field that was a first choice for many of our participants, including a woman from Anchorage who offered the following remark:

*I also put social worker [as a first choice] because I like helping people. I think it is one of the [best] jobs in the world [because] you can share and help and learn.*

A woman from the Bristol Bay region, interviewed in Anchorage, also described social work as a “helping profession.”

*Social workers like in Dillingham they help, like this one person I know, helps elderly people get into homes where they need to be. Or into nursing homes when families can't help them. Social workers find foster homes for children that are in an abusive, you know, situation[s] where they need to take them out and put them in there temporarily. Social workers help people who need to get on welfare if they are not having enough income for like, [a] husband...a wife and three kids.*

The majority of our participants did not expressly identify careers in the criminal justice system as “helping jobs.” Even so, as the following exchange suggests, there were exceptions.

*Q: You liked the ones...that involve helping people? Which are the ones that help people?*

*A: Social worker, or nurse, or probation officer, [softly] corrections.*

*Q: Corrections?*

*A: I mean, yes, they may be sitting there guarding people and they might not help them, or they might, by studying to get their GED.*

A woman interviewed in Seward was quick to see the service component of correctional work.

*...being a correctional officer you know...just picturing it...I think you are helping those people toward something better.*

Appreciation for the service opportunities inherent in policing and corrections seemed to depend, in part, on personal experience. A participant in one of the focus groups conducted in Nome was already employed by the Department of Corrections.

*I am a correctional officer and it is a good job. I do have a small chance to make a little bit of impact on some lives. It is not very often, but once in awhile.... I am satisfied with what I am doing.*

Another respondent, interviewed in Seward, had a first-hand opportunity to watch probation officers as they supervised her co-workers on a former job.

*My first choice was a probation officer. ... I've actually worked in a place where people had probation officers that came to visit them on the job, basically just keeping track of [them]. There [are] certain rules that they follow, you know, it was pretty cut and dry, I thought, and the people that I saw were extremely helpful...*

A man participating in one of several Seward focus groups described the satisfaction he found in helping others while working for a time as a police officer:

*I love helping people even though ... there was names called at me, and some people threatened me. But that's part of the job and people don't understand what situation they are in. You try to help them the best that you can.*

For many respondents, helping others is valued as an end in itself; but also because it is seen as a way to promote harmony in the community. A man from a rural community in western Alaska, interviewed in Seward, described an incident that illustrates one way that helpfulness can bring people together.

*We have a police officer in our village who is black. We are all Natives, [there are] some white teachers. He worked and kept at his job. They got*

*to him because he was black, they called him [names] because he was black, but he kept at it and then he started helping people. And then that changed. And it just shows that if people can realize that the cops are there just to help people it can change a lot of people.*

Ideas of helpfulness are inextricably caught up with those of harmony. In the experience of many respondents, helpfulness is both a reflection of the underlying harmony in the community and a precondition of continued cooperation.

### Harmony

Focus group participants frequently mentioned harmony as an attribute of the perfect life or the ideal job, with harmonious family and work group relations valued and interpersonal relations characterized by conflict and stress described as things to be avoided rather than as challenges to be overcome. Many participants described correctional work as a field in which conflict and confrontation could not be avoided.

When asked to describe the things that make a job desirable, a woman from Nome described her current work in this way.

*[I like] teamwork, and communication, and not so much squabbling among the staff. You know, management [that] can communicate with peons.*

A second woman in this group affirmed the importance of harmony in contexts beyond the workplace.

*I've got two teenagers and it's real important for me...for everybody to get along. You know, the siblings not fighting with one another. And...it makes me feel really good inside when the elders share, and my ability to participate in that, and to learn from that, and one day to be able to be in that same role.*

A man in this group described his work experience, now spanning several decades:

*I was in management with Wien [Airlines]. [We had] the pilot's union, the ticket handlers, the ground handlers, ticket agents...once you conveyed your interest in them and said, "well this is what we are going to try to do," they would always*

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*respond and we all worked together.  
To me this is one of the best things  
I've ever seen in any company....*

A woman interviewed in Anchorage described her image of the ideal job as one characterized by cooperation, success, and an absence of "finger pointing."

*[It is a job] where everybody gets  
along and they don't intimidate you.  
The jobs get done without having  
somebody stand over you pointing  
their finger and shaking it at you.*

Jobs in corrections are not seen as good opportunities for those who place a premium on harmony and cooperation. First, correctional facilities are seen by some as dangerous places, and as places where Alaska Native employees may experience discrimination by white coworkers and administrators and unhappy relations with inmates. It is also true that in almost all of the focus groups conducted for this study, at least one participant had first hand experience with the Department of Corrections. While only four of our respondents seemed to have had employment experience in corrections, in some groups as many as a third of the participants had been in correctional facilities as either visitors or inmates. Participants expressed a broad range of responses when asked about these experiences. Some were favorably impressed by Alaska's correctional facilities, but others were more critical. A woman interviewed in Seward expressed concern about working with inmates:

*And there's confrontation between  
prisoners also and that is not good.  
And it would be hard.... It would be  
hard to deal with prisoners that have  
negative feelings.*

The perception that correctional work will expose workers to high levels of conflict was widely shared by participants in our focus groups. To the extent that this perception characterizes the larger community, it poses a clear problem for those who wish to recruit Alaska Natives to careers in corrections.

### Flexible Schedule

The freedom to subordinate work responsibilities to those associated with family or community life is an important characteris-

## Native Employment in Alaska Justice System Agencies

The figures presented in Table 2 were collected by the Justice Center from the individual agencies during summer 1998. The 1998 figures show that Alaska Native and American Indian employment within the state justice system, the major urban police agencies, and the main federal justice branches in Alaska is much lower than the percentage of Natives and American Indians in the general population. (See "Native Employment in the Alaska Justice System," Summer 1998 for a fuller discussion.)

**Table 2. Alaska Native and American Indian Employment  
in Alaska Justice System Agencies, Summer 1998**

	Total employees*	Alaska Native/American Indian employees	
		Number	% of total
Department of Law	458	17	3.7 %
Department of Public Safety	689	55	8.0
Department of Corrections	1200	103	8.6
	(approx.)		
Office of Public Defender	110	6	5.5
Office of Public Advocacy	43	1	2.3
Division of Family & Youth Services	578	42	7.2
Alaska Court System	489	48	9.8
Anchorage Police Department	500	18	3.6
Fairbanks Police Department	56	3	5.3
Juneau Police Department	77	6	7.8
U.S. Attorney	43	1	2.3
U.S. District Court (including federal public defender)	56	3	5.3

\* Some agencies count unfilled positions in total.

Source of data: Individual agencies, Summer 1998.

tic of the ideal job. Jobs that impose inflexible demands on workers were seen by many respondents as a threat to participation in family life, community affairs, and subsistence activities. A woman interviewed in Seward described the "perfect job" in these terms:

*A perfect job for me would be a job  
where I can keep my own time so that  
I can take care of my family, be with  
my family, go where I want to go. I  
don't want to be stuck to an office. I'm  
the type of person who enjoys fishing  
and hunting and just putting up fish,  
you know, gathering weeds and eggs  
and stuff like that.*

A man from northern Alaska, interviewed while temporarily living in Seward, responded in this way:

*I've always wanted to know what [my  
ancestor's] jobs were like because,  
right now, I know I am an Eskimo.  
I've always wanted and I've really,  
really wished to go back to the old*

*days and see what it was like com-  
pared to now. I think [my ideal job  
would be] my ancestor's job if I had a  
chance to go back and look at it.*

A feeling of being trapped between two worlds, and not being fully prepared to live in either one, was expressed by several participants, including this woman living in Seward:

*Salary and benefits? I really don't like  
it. I would rather be stuck in the middle  
of nowhere. No electricity, no  
nothing....I look around and I see  
people working, every day, nine to  
five. Going home. Trying to make a  
living. They are not happy, they are  
miserable. They want, they have a lot  
of things, and they still want more.  
Our ancestors used to live! They didn't  
have no medical. They didn't have no  
insurance. Nothing to their names.  
We have a HUD house, you know. If  
they wanted to go fishing, they would  
travel. You know, I'd rather be hap-  
pier living there; but you know, fac-*

ing reality, I have to have that [nine to five job] in order to get what I want. It's upsetting.

This sense of possible compromise was reiterated in the remarks of a man from a rural community in Western Alaska, interviewed while attending a vocational training program in Seward:

*A good job for me would be working at least four months out of the year and hopefully by then I would have my house built...and just work three or four months out of the year and spend most of the time in subsistence.*

If the need for participation in subsistence activities constitutes a barrier to full time employment for many of our respondents, it is also true that other forms of obligation, such as those associated with child or elder care, play an important role in their evaluation of the desirability of particular career options. To the extent that the scheduling demands associated with employment in formal organizations preclude participation in subsistence activities, child care, and other activities associated with family and community obligation, our discussions suggest that it will be difficult for many to sustain a long-term commitment to a particular job.

## Conclusion

Approximately one participant in five did list the correctional officer's job as a first or second choice in both the initial and the final evaluations. Similar results emerged when participants ranked the probation officer's position. If the Alaska Natives interviewed for this project were not typically enthusiastic about the prospects of employment in corrections, neither were they unambiguously opposed to such work. Simply by advertising a desire to meet with people interested in talking about career opportunities, we were consistently able to attract respondents who were interested in corrections. Given the relative ease with which we were able to identify these participants, it seems reasonable to assume that criminal justice recruiters will continue to find it possible to identify potential candidates in the Native community.

This article represents a preliminary presentation of findings. Future discussion with Alaska Natives are planned to obtain assistance in the final analysis of these data. At this time, the data discussed here suggest that at least three issues appear to play an important role in the deliberative processes which shape career choices and subsequently influence possibilities for the recruitment of Alaska Natives to careers in corrections. First, it appears that substan-

tial numbers of Alaska Natives do not see the service or "helping" dimension of correctional work, when evaluating career options. Second, a preference for a level of workplace "harmony" that is not perceived to characterize corrections may discourage Alaska Natives from seeking work in correctional facilities. Finally, a sense that correctional work may involve unnecessarily rigid time commitments that will make it difficult to meet obligations to one's family, friends, and community may discourage many Alaska Natives from long-term participation in this field.

Career decisions are clearly complex and it is important to observe that other issues, which remain to be explored, also influence these outcomes. Prior experience with the criminal justice system, for example, undoubtedly shapes perceptions of criminal justice jobs. The experiences of those who are arrested, or who visit incarcerated friends or relatives, probably play an important role in shaping perceptions of the justice system. Victimization experience, which may in some instances lead to dissatisfaction with the criminal justice system, may also influence career deliberations. These issues require further exploration.

*John Riley is an assistant professor with the Justice Center. Funding for the project came from a gift by Cook Inlet Region, Inc. to the University of Alaska Foundation.*

## Justice Center Project Highlights

*The following is a list of some of the current Justice Center research and public education projects. The Justice Center Web Site presents further information and findings from many of these projects at <http://www.uaa.alaska.edu/just/research/>.*

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| Arrestee Drug Abuse Monitoring Project (ADAM) (JC 0001)—Robert H. Langworthy, Cassie Atwell  | Emmonak Elders' Group Juvenile Accountability Project (JC 0009)—N.E. Schafer   |
| Judicial Candidates Evaluation Surveys and Retention Election Surveys (JC 9207, 0021)—Matthew Giblin   | Evaluation of Kids Are People Too Electronic Monitoring Program (JC 0010)—N.E. Schafer   |
| Alaska Natives: Careers in Corrections (JC 9501.05)—John Riley   | Spatial Concordance of DWI Arrest and Alcohol-Related Traffic Accidents (JC 0014)—Robert Langworthy  |
| Turnover Among Alaska Village Public Safety Officers (VPSO): An Examination of the Factors Associated with Attrition (JC 9901)—Darryl Wood             | Orutsaramiut Native Council (ONC) Model Peacemaking Project (JC 0005, proposal pending)—Robert H. Langworthy   |
| Community Jails Statwide Research Consortium (JC 9902)—N.E. Schafer  | The Anchorage Public Safety Research Center: An Urban Research Platform (JC 0020, proposal pending)—Robert H. Langworthy   |
| Juvenile Justice and Delinquency Prevention Jail Monitoring Project (JC 0002)—N.E. Schafer, Cassie Atwell  | The Changing Legal Environment and ICWA in Alaska: A Regional Study (JC 0012, proposal pending)—Lisa Rieger  |
| Child Welfare and Alaska Native Tribal Governance: A Pilot Project in Kake, Alaska (JC 9910)—Lisa Rieger   | IRT/ITM: The Online Substation: Government Reform, Community Policing, and the Internet (JC 0102, proposal pending)—Matthew Giblin   |
| State Justice Statistics Program: Sex Offender Research (JC 9911)—Allan R. Barnes  | Reducing the Victimization of Alaska Native Women: Examining Victim Target Networks as Solvability Factors in Apprehending Rapists (JC 0103, proposal pending)—Maurice Godwin        |
| Alaska Native Technical Assistance and Research Center (JC 9915)—Robert H. Langworthy, Lisa Rieger, Darryl Wood, Michael Jennings                      | A Multivariate Investigative Approach to Classifying Rapists' Behavior: Developments in Linking Rape Offenses in Anchorage, Alaska (JC 0101, 0104, proposals pending)—Maurice Godwin |
| Spatial Justice: Alaska's Application for the 1999 State Justice Statistics Program for Statistical Analysis Centers (JC 0011.02)—Robert H. Langworthy |  |

## Scholarship for Alaska Native Students

The Justice Center at the University of Alaska Anchorage is offering five scholarships of \$5000 each to Alaska Native students enrolled in the school. Funding for the scholarships has been made possible by a gift from CIRI to the university. Eligibility criteria include the following: Alaska Native ethnicity; a GPA of 2.0 or better; a declared major in the social sciences with at least 60 college credits completed. Preference will be given to Justice majors.

Applications must include a letter addressing these criteria; two letters of

reference including the name, address and daytime telephone number of the reference; a copy of the BIA Certificate of Indian Blood; and an essay of 1000 words or less on how the applicant's education will be used to benefit the Alaska Native community.

Applications should be submitted to the Justice Center at the University of Alaska Anchorage by April 29, 2000 at 5:00 PM. The Center and the Alaska Native Justice Center will select the recipients of the scholarships.

## Center Welcomes Researchers

Maurice Godwin and Matthew Giblin have joined the Justice Center as research associates. Godwin holds a Ph.D. in Crminal Psychology from the University of Liverpool. He is the author of a number of works on aspects of serial murder. Giblin holds a Master's degree in Criminal Justice and is working toward a Ph.D. at Indiana University at Bloomington. His graduate work has involved research in the area of community policing.

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