

Newsletter of the

# ASPA Section on Professional and Organizational Development

# SPOD

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One of the largest and oldest sections of the  
American Society for Public Administration (ASPA)



# SPOD

ASPA SECTION ON PROFESSIONAL AND  
ORGANIZATIONAL DEVELOPMENT

# MESSAGE FROM THE CHAIR

**Zeeshan Noor, PhD**

Research Manager / Affiliate Faculty  
Indiana University  
Lilly Family School of Philanthropy



Dear SPOD Members,

I hope you all had a rejuvenating summer filled with moments of learning, reflection, and relaxation. As we transition into Fall, I am reminded of the integral role each of you plays in the sustained growth and vision of the ASPA's Section of Professional and Organizational Development (SPOD). Your continued commitment and passion for the cause provide us with a foundation that is both inspiring and unwavering. As we face the challenges of our modern world and embrace its opportunities, our unity and shared vision will guide us. We are shaping the future of public and nonprofit administration, and we want it to be thoughtful, inclusive, and excellent.

With an eye towards the future and in alignment with the SPOD's vision and mission, we have planned several workshops and webinars to help us learn and grow together. The details of the first workshop can be found in this newsletter. We believe these sessions will offer valuable insights and spark interesting discussions.

One of the most fulfilling aspects of being in this community is celebrating our achievements. So, please share any professional milestones or success stories with us. We will highlight these in our future newsletters and social media, allowing everyone to see the incredible work that we are doing. Our social media channels on Twitter, Facebook, and LinkedIn are bustling with updates and discussions - be sure to join!

Thank you for your trust and for allowing me the privilege to serve as your Section Chair. Here is to a productive and collaborative Fall ahead!

Warm regards,

SPOD Chair

A handwritten signature in black ink, appearing to read 'Zeeshan Noor', written in a cursive style.

**Zeeshan Noor, PhD**

Chair, ASPA Section for Professional and Organizational Development

Research Manager / Affiliate Faculty

Indiana University Lilly Family School of Philanthropy

# SPOD Board

## 2023-2025 Term

### CHAIR



**Zeeshan Noor, PhD**

Research Manager / Affiliate  
Faculty  
Indiana University

🐦 [@ZeeNoor10](#)

### CHAIR-ELECT



**Seth Wright, PhD**

Assistant Teaching Professor  
The Pennsylvania State  
University Harrisburg

🐦 [@SethRWright](#)

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**Paige L. Moore**

PhD Student  
North Carolina State  
University

🐦 [@PaigeLaineMoore](#)

### HEAD OF COMMUNICATION & STRATEGY CHAIR



**Thanh Hoang, PhD**

Assistant Professor  
Southern Connecticut State  
University

🐦 [@ThanhThiHoang](#)

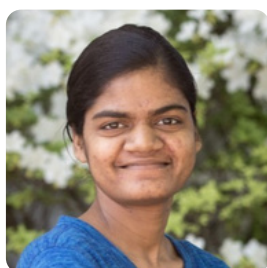
### TREASURER



**Keesha Gill**

Assistant Division  
Director  
Fairfax County

### MEMBERSHIP COMMITTEE CO-CHAIR



**Jyoti Aggarwal**

PhD Student  
The University of Texas at Dallas

### MEMBERSHIP COMMITTEE CO-CHAIR



**Rafiu Laguda**

PhD Student / USCIS Officer  
Capella University

# SPOD Board

## 2023-2025 Term

### BOARD MEMBERS AT LARGE



**Ahmed Rafi**  
PhD Student  
The University of Texas  
at Dallas



**Richa Adhikari, PhD**  
Strategy & Performance  
Management Analyst  
Clayton County  
🐦 [@radhikarii](#)



**Ratna Okhai, PhD**  
Assistant Professor  
University of South Florida  
🐦 [@OKRatnaHai](#)

### SPOD Immediate Past Chair



**Gina Scutelnicu Todoran, PhD**  
Associate Professor  
Pace University  
🐦 [@g\\_scutelnicu](#)

# Members' Spotlight



## Dr. Gina Scutelnicu Todoran

Congratulations to Dr. Gina Scutelnicu, SPOD Immediate Past Chair, on her recent appointment as a **Full Professor** in the Public Administration Dyson College of Arts & Sciences at **Pace University**. Her role is set to commence in the Fall of 2023. Dr. Scutelnicu is also actively engaged as the Chair-Elect of the Northeastern Conference of Public Administration and serves as an Associate Editor of Public Integrity.

## Dr. Thanh (Minnie) Hoang

Congratulations to Dr. Thanh Hoang, SPOD Head of Communication & Strategy Chair, on her new role as an **Assistant Professor** in the Department of Political Science at **Southern Connecticut State University**. Dr. Hoang has earned her PhD in Public & Nonprofit Management from the University of Texas at Dallas. In her new academic position, she will coordinate the MPA program and teach subjects such as Public Management and Research Methodology.



## Dr. Seth Wright

Big congrats to Dr. Seth Wright, SPOD Chair-Elect, on his new **Assistant Teaching Professorship** at **the Pennsylvania State University Harrisburg**. With a Ph.D. from the University of Utah, his research spans Public Administration topics like Open Meeting Policy, Transparency, Health Policy, and beyond. He also explores Comparative Politics, delving into areas like Regime Change, Competitive Authoritarianism, and regions including the Caucuses and Latin America.



# Members' Spotlight



## Dr. Ratna Okhai

Congratulations to Dr. Ratna Okhai on her new appointment as an **Assistant Professor** at **the University of South Florida**. Additionally, she has recently been awarded the **Emerging Leaders scholarship** by the Florida City and County Management Association (FCCMA).

## Ahmed Rafi

Congratulations to Ahmed Rafi on his new appointment to the **Citizens' Oversight Committee (COC)** by Mayor Steve Croft of Lakewood, CA. The COC ensures fiscal accountability for tax revenues under Measure L, voted on in 2020. Rafi is also a member of the **Lakewood Libraries Board of Directors (FoLL)**, supporting local high school students with college scholarships.



## MINDING YOUR *Business*

Page 5

April 2023

### Meet the new members of the Measure L Committee

A key part of Measure L, passed by Lakewood voters in March 2020, was the creation of a citizens committee to provide an extra level of transparency by reviewing the revenues and expenditures related to the measure.

The Measure L Citizens Oversight Committee is composed of seven people representing different sectors of the Lakewood community.

This year, there are four new members of the committee.

Representing Neighborhood Watch is **Ahmed Rafi**, who goes by the name "Rafi." He has been a resident of Lakewood since 1986. His children grew up and graduated from Lakewood schools. Rafi is a former U.S. Air Force aerospace engineer, retiring after



New members of the Citizens Oversight Committee, left to right, Ahmed Rafi, Rose Nelson, Valerie Youell and David Arellano.

25 years of service. Rafi has volunteered as a Neighborhood Watch block captain for 18 years, and was honored as the Block Captain of the Year in 2016. He also represented Lakewood on the Bellflower Unified School District Citizens Task Force.

Representing community service groups is **Rose Nelson**. Rose and her family moved from Missouri to Lakewood in 2018. She is a past President and current member of the Lakewood Women's Club. In her professional life, Rose was a registered nurse having worked in several clinical and management positions. She

and her husband also owned and operated Nelson Sign Co. for several years.

Representing youth groups is **Valerie Youell**, who has lived in Lakewood for 28 years. Valerie's children attended local schools and played in local parks. In her professional life, Valerie is a small business

owner providing home care for the elderly.

Representing the Greater Lakewood Chamber of Commerce is **David Arellano**, who is Chair of the Chamber Board. David owns an automotive body repair shop in Bellflower. David and his family are residents of Lakewood.

Also sitting on the Oversight Committee are returning members **Crystal Jones-Duncan** (representing senior groups), **Ron Piazza** (representing Lakewood businesses) and **Jeannie Clark** (serving as an "at-large" member). Two Lakewood City Council Members (Cassandra Chase and Todd Rogers) also sit on the panel in their role as member of the council's Audit Committee. ♦

Additionally, Rafi recently received the **Larry Terry Award** from the University of Texas at Dallas for his research on gender diversity and inclusion in the US military.

# Members' Spotlight



## Dr. Zeeshan Noor

Congratulations to Dr. Zeeshan Noor on receiving the 2023 APPAM Fall Research Conference's Equity & Inclusion Young Professional Fellowship. The fellowship's goal is to introduce recipients to the world of public policy and APPAM, fostering a lifelong affiliation and engagement with both. This fellowship recognizes and supports young professionals from traditionally underrepresented backgrounds to attend the Annual Research Conference during November 9 - 11 in Atlanta, GA.

## ARE YOU ON THE JOB MARKET?

### SPOD CAN HELP !!!

Our initiative, "SPOD Members on the Job Market" connects ASPA members in SPOD to potential employers, including academia, federal, state and local governments, nonprofits, and the private sector.

If you are a member or willing to join, and looking for a position, please contact our Head of Communication & Strategy Chair, Thanh (Minnie) Hoang at [publication@spod-aspa.org](mailto:publication@spod-aspa.org).

We will post your information and make it visible across all commonly used social media platforms. Your resume and profile will also be uploaded to our website. We look forward to working together to meet your career goals!





# Members' Publications

Mahouachi, E., **Aggarwal, J.**, Aggarwal, N., & Manu, N. (2023). Book Review: How to Lead. *The Journal of Values-Based Leadership*, 16(1), 18.

**Hoang, T. T.** (2023). Staying Connected While Staying Distant: Social Media Engagement of Food Banks in Texas in the Wake of the COVID-19 Pandemic. *Human Service Organizations: Management, Leadership & Governance*, 1-19. <https://doi.org/10.1080/23303131.2023.2237090>

Sadiq, A.-A., **Okhai, R.**, Tyler, J., & Entress, R. (2023). Public alert and warning system literature review in the USA: identifying research gaps and lessons for practice. *Natural hazards*, 1-34

**Scutelnicu Todoran, G.** (2023). The contribution of formal and informal mentorship to faculty productivity: Views of faculty in public affairs programs. *Journal of Public Affairs Education*, 1-17.

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# Members' Presentations

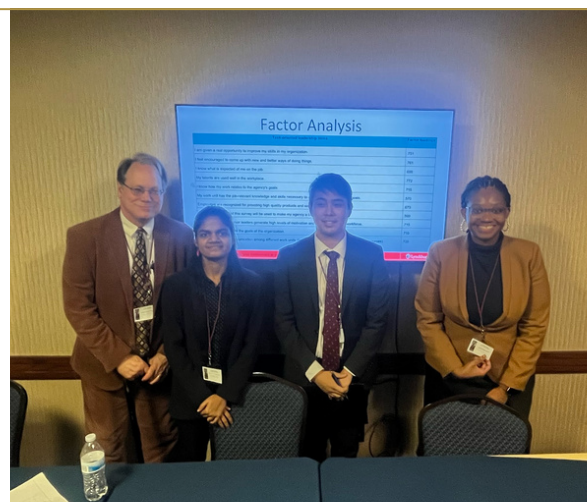


**Ratna Okhai, SPOD Board Member at Large presented at Public Management Research Conference (PMRC) in Utrecht, Netherlands in June, 2023.**

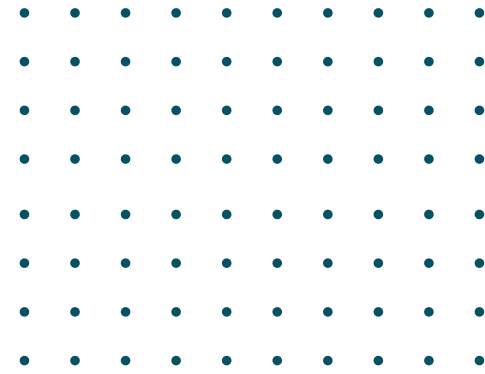
Title: "Interorganizational Networks and Coordination in Emergency Management: Policy and Practice in Response to Disasters"

**Jyoti Aggarwal, SPOD Membership Committee Co-chair presented at the 2023 Southeastern Conference for Public Administration (SECOPA).**

Title: Examining the Intersectionality of Race, Gender, and Disability in Federal Employees' Job Satisfaction and Performance: A Perspective Through the Lens of Inclusive Environments



**Paige Moore, SPOD Secretary & Ratna Okhai, SPOD Board Member at Large provided an immersive table-top disaster simulation for the UCF undergraduate class on Disaster Response and Recovery on July 18. The class is designed to teach students about Emergency Management and the importance of embedding social equity in disaster response and preparedness.**



## STRENGTHENING CONNECTION

### How to Promote Your Scholarship and Broaden Your Network

If you're interested in boosting your professional development and expanding your network in the PA community, this webinar is for you!

We're excited to invite you to to a must-attend webinar focusing on how scholars can actively promote their scholarship, and service contributions through multimedia and social media without it feeling like a chore.

Promoting scholars enhances connections with PA academics, practitioners, and organizations, fostering existing and new relationships, all in pursuit of our shared mission to advance PA professionals and improve public sector organizations. Don't miss it!

- **Time: Thursday, October 5, 2023 6:00pm-7:30pm EST**
- **Registration link: [bit.ly/3R9KL8W](https://bit.ly/3R9KL8W)**  
**Zoom details to be sent to your email**

### Featuring



**Seth Wright, Ph.D.**

Assistant Teaching Professor  
The Pennsylvania State University Harrisburg  
[@SethRWright](https://twitter.com/SethRWright)



# Events & Opportunities



## NECoPA 2023

NECoPA 2023 Call for Proposals – Extended to September 22, 2023!  
Theme: Flexible Governance & Public Service in a Post-Pandemic World  
Date: November 2-3, 2023  
Format: Virtual/Online  
<https://northeastpublicadmin.org>

## ASPA 2024 Annual Conference

ASPA 2024 Annual Conference: Building Resilient Communities will be held April 12-16 in Minneapolis.  
Submit your research proposal by September 8, 2023.

<https://www.aspanet.org/ASPA/ASPA/Events/Annual-Conference/Annual-Conference.aspx>



## PA TIMES

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# CALL FOR PROPOSALS

## FLEXIBLE GOVERNANCE & PUBLIC SERVICE IN A POST-PANDEMIC WORLD

### About the Conference

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The Northeast Conference on Public Administration (NECoPA), the annual regional conference of the American Society for Public Administration (ASPA), is intended to provide educational opportunities for scholars (faculty and students), practitioners (administrators and policymakers), and others interested in public service in a collaborative environment by educating all on current issues, research, and practice in public and nonprofit organizations. This conference will be NECoPA's 14th year of bringing together scholars and practitioners from the northeast region, the United States, and internationally.

### Conference Format and Proposal Submissions

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NECoPA 2023 is a fully online conference hosted by NECoPA, Inc with sessions to be delivered via Zoom. *Only fully formed panels will be accepted (no individual papers accepted)*. We encourage submissions by groups of individuals from one or multiple local universities; local ASPA chapters; ASPA sections; local, state, or federal government agencies; and local nonprofit organizations. The hope is these groups will come together locally to present their panel to the larger NECoPA community. Using the below conference theme as a guide, submit your fully formed panel proposal through the proposal submission portal by **September 22, 2023**. Panels will be accepted on a rolling basis. Please contact [NEConferencePA@gmail.com](mailto:NEConferencePA@gmail.com) with any questions.

### Conference Theme

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The theme, Flexible Governance & Public Service in a Post-Pandemic World, recognizes that the events of the last three years accelerated the reliance of public and nonprofit organizations on increased digital governance (e.g., remote work, telemedicine, online learning) which transformed service delivery and working relations. But during this digital transformation the lines between work and life have been blurred, and residents expect the public and nonprofit sectors to deliver services at a faster pace, and during unconventional/flexible hours of operation (e.g., evening and weekend schedules). Public and nonprofit administration has been tasked with adapting and managing public service programs in this evolving world to ensure services continue to be delivered effectively, efficiently, equitably, and responsibly in both in-person and remote format. We welcome proposals related to this theme or additional topics relevant to public and nonprofit administration.

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