

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,

It is an honor to write my first message as the new Section Chair. Since joining the section during my MPA days in 2015, I have been amazed by the dedication and support of our board and section members. I want to express my gratitude and appreciation for all of you, without whom the ASPA's Section of Professional and Organizational Development (SPOD) could not be successful.

I also want to extend a special thanks to our outgoing officers, Gina Scutelnicu (Immediate Past Chair), Richa Adhikari (Secretary, now Board Member at Large), Lauren Loyless (Publication Chair), and Philip Nufrio (Board Member), for their significant contributions to the section's success and for facilitating a smooth transition for the new Executive Board. I certainly have big shoes to fill, and I look forward to their continuing support.

We have one of the most diverse boards with a great combination of academic scholars, practitioners, and paramedics, with diverse sets of expertise and a wealth of knowledge to share for the continued success of our Section. Despite the challenges posed by the COVID-19 pandemic and the sharp political division in the country, I am impressed by the resilience, patience, and compassion shown by our public and nonprofit communities. As AI tools continue to rise in popularity, we must also be mindful of ethical concerns, particularly for the academic community, scholars, teachers, and students alike. I am confident that our community will come together to face these challenges, and SPOD will continue to play an integral role in offering solutions and training the future of public and nonprofit administrators.

As your Section Chair, I pledge to prioritize the needs of our section members and communities, always listening to what they have to say. I am committed to being generous in offering as many SPOD Annual Scholarships and sponsoring as many ASPA initiatives, such as Founders Fellowships, as our budget allows. We will continue to organize and co-sponsor the Annual Capstone Global Panel, announce and sponsor Public Administration Quarterly (PAQ) journal awards, and consider introducing new awards for the next ASPA conference.

Additionally, we intend to start a series of professional and organizational development webinar series, and we would love to hear your ideas and collaborate with other ASPA sections as well as external organizations. I am particularly interested in hearing your opinions in terms of programming and professional development activities.

Finally, I encourage all of you to become actively involved in the section's activities and to share your wonderful accomplishments with us. Please follow us on Twitter, Facebook, and LinkedIn (linked on the last page), and take a moment to read through this newsletter about the highlights of our chapter's activities. I would like to give a special thank you to Thanh (Minnie) Hoang for all her commitment and effort in putting this newsletter together.

Thank you again for the opportunity to serve as your Section Chair. My warmest regards to all of you.

Sincerely,

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

WELCOME!

SPOD Board

2023-2025 Term

CHAIR



Zeeshan Noor, PhD

Research Manager / Affiliate Faculty
Indiana University

🐦 [@ZeeNoor10](#)

CHAIR-ELECT

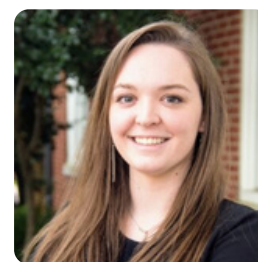


Seth Wright

PhD Candidate
University of Utah

🐦 [@SethRWright](#)

SECRETARY



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](#)

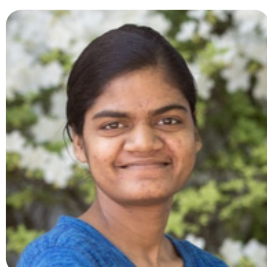
TREASURER



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

WELCOME!

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](#)



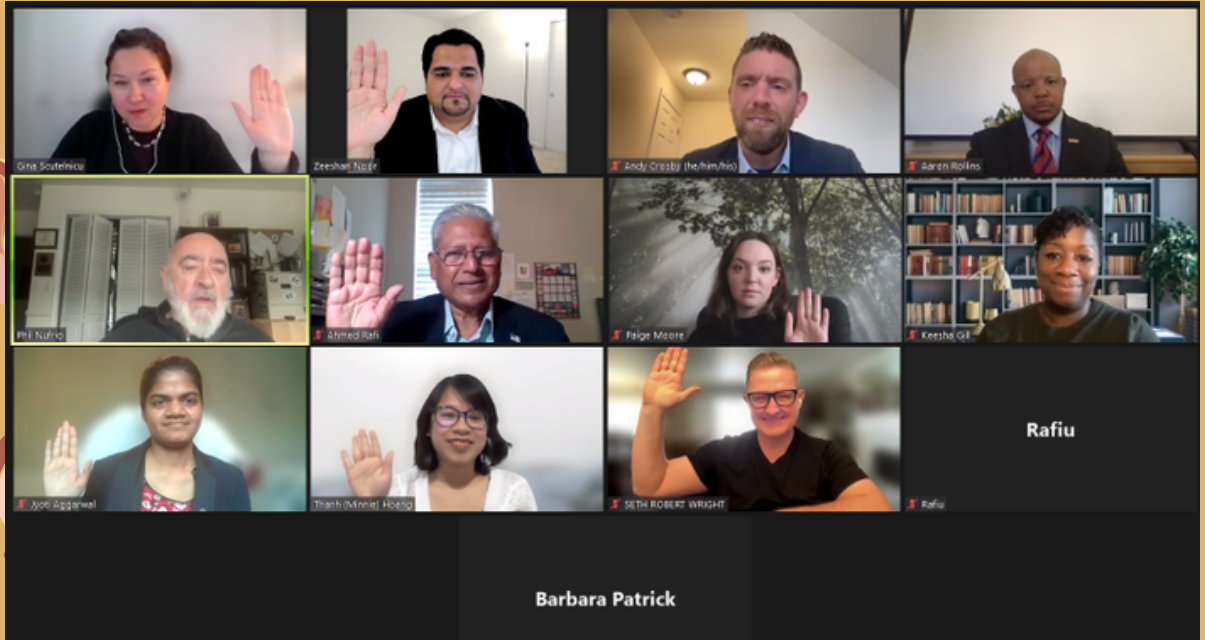
Ratna Okhai, PhD
Assistant Professor
University of South Florida
🐦 [@OKRatnaHai](#)

A Special Thanks to SPOD Immediate Past Chair 2021-2023 Term



Gina Scutelnicu, PhD
Associate Professor
Pace University
🐦 [@g_scutelnicu](#)

SPOD AT ASPA 2023



SPOD SECTION MEETING

During our our SPOD Section meeting on March 23, 2023, we swore in our board members. We also celebrated SPOD scholarship recipients and recognized the best paper and reviewer from Public Administration Quarterly (PAQ).

The Role of Professional and Organizational Development in a Post-Pandemic World:

Views from the **Section on Professional and Organizational Development**

Panel Participants



Gina Scuteinicu-Todoran | SPOD Chair
Associate Professor / Department Chairperson
Dyson College of Arts and Sciences
Pace University



Keetha Gill | SPOD Treasurer
Assistant Division Director, Region 4
Neighborhood and Community Services, Fairfax County, VA
Culture, Recreation and Community Connections



Zeeshan Noor, PhD | SPOD Chair-Elect
Postdoctoral Fellow / Research Manager
Indiana University Lilly Family School of Philanthropy



Lauren Loyless, PhD Candidate | SPOD Publication Chair
The University of Texas at Dallas



Richa Adhikari, PhD | SPOD Secretary
Strategy and Performance Management Analyst
Office of Resilience and Sustainability
Clayton County, Jonesboro



Thanh Thi Hoang, PhD Candidate | SPOD Board Member
University of Texas at Dallas



SPOD PANEL

A big thank you to everyone who showed up to our exclusive panel on March 22 at #ASPA2023! We hope you found the discussion as informative and enlightening as we did!



Members' Presentations at ASPA 2023

Aggarwal, J., & Sabharwal, M. (2023). Social Equity in Public Administration Pedagogy: A Comparative Study Between the U.S and India. Presented at the 2023 ASPA National Conference, March 23, 2023.

Moore, P.L. (2023). Homelessness, Social Equity and Spanish Speaking Communities. Presented at the 2023 ASPA National Conference, March 23, 2023.

Moore, P.L. (2023). Advancing Social Equity and Transparency in Policing Complaints Processes. Presented at the 2023 ASPA National Conference, March 23, 2023.

Noor, Z. (2023). The Role of Religiosity, Social and Political Capital and Personal Experiences in Volunteerism During COVID-19. Presented at the 2023 ASPA National Conference, March 23, 2023.

Okhai, R. (2023). Interorganizational Networks and Coordination in Emergency Management: Policy and Practice in Response to Disasters. Presented at the 2023 ASPA National Conference, March 23, 2023.

Rafi, A. (2023). Women in Combat: Perception of Gender Diversity in the U.S. Military Barriers and Bridges for Women to be in Combat Role. Presented at the 2023 ASPA National Conference, March 23, 2023.

Scutelnicu, G. (2023). The Role of Formal and Informal Mentorship Programs in Faculty Career Growth: Views of Faculty in Public Affairs Programs. Presented at the 2023 ASPA National Conference, March 23, 2023.

Scutelnicu, G., Noor, Z., Adhikari, R., Gill, K., & Hoang, T. (2023). The Role of Professional and Organizational Development in a Post-Pandemic World: Views from the Section on Professional and Organizational Development. Panelist at the 2023 ASPA National Conference, March 22, 2023.

2023 PAQ AWARDS

Public Administration
Quarterly

BEST PAPER PUBLISHED IN 2022 AWARD

*“Delivering Culturally Competent and Equitable Police Services Via Social Media:
Assessing Two Way Dialogue between Police Agencies and Vulnerable Citizens”*

by Barbara Patrick and Aaron C. Rollins Jr.

BEST REVIEWER AWARD



Barbara Patrick, Ph.D.
Professor and Department Head
Department of Political Science
Eastern Michigan University



Aaron C. Rollins Jr., Ph.D.
Associate Professor and Chair
Department of Urban and Public Affairs
University of Louisville



Andy Crosby, Ph.D.
Assistant Professor of Instruction
Public Policy and Administration Program
Northwestern University, Chicago

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Public Administration Quarterly

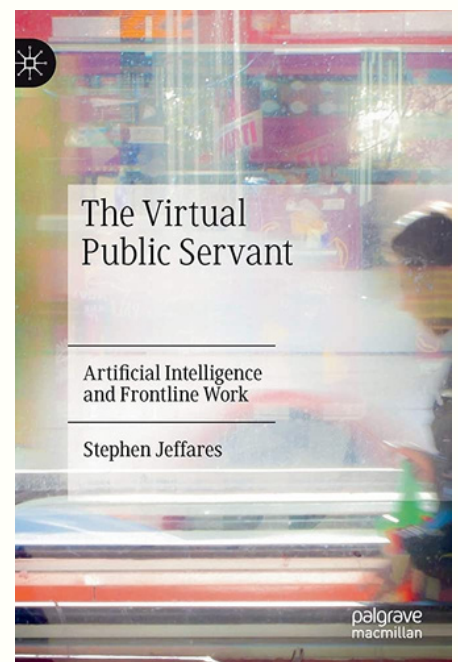
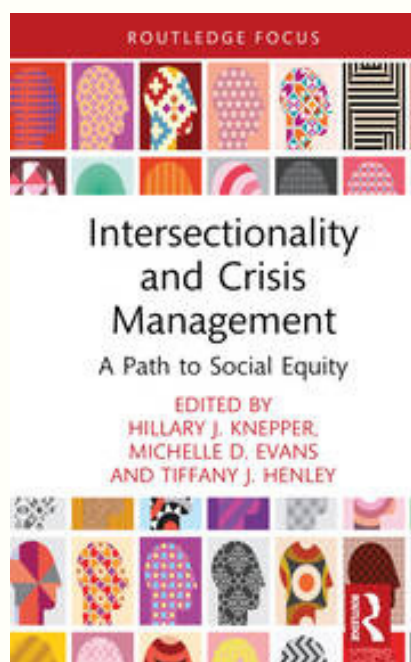
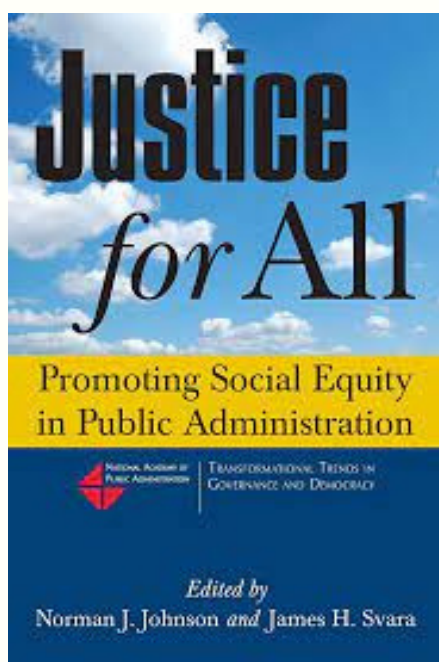
Members' Publications

Crosby, A., Scutelnicu Todoran, G., & Polskaya, P. (2023). The money behind the curtain: Measuring the financial condition of special district governments in Illinois. *Public Administration Quarterly* 47(2): 132-153.

Hoang, T., Cline, R., & Sabharwal, M. (2022). Women falling through the cracks: Intersectionality during crisis and implications for human resources management. *Intersectionality and Crisis Management: A Path so Social Equity*. Routledge

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.

Recommended Books



Congratulations

TO THE RECIPIENTS OF 2023 SPOD ANNUAL SCHOLARSHIP



RATNA OKHAI, PHD

Assistant Professor
University of South Florida



RAFIU LAGUDA

PhD Student
Capella University



JYOTI AGGARWAL

PhD Student
The University of Texas at Dallas



RAFI AHMED

PhD Student
The University of Texas at Dallas

Announcement Board



The EGPA 2023 Conference

The 45th annual Conference of the European Group for Public Administration (EGPA)

5-8 September 2023 | Zagreb (Croatia) Theme:

"Steering the European Union through poly-crises storms: The Role of Public Administration"

<https://www.egpa-conference2023.org/>

APPAM Fellowship

By the Association for Public Policy Analysis & Management (APPAM).

Application Deadline: May 31, 2023

- For Ph.D. or Master's students enrolled in a policy-related program
- Must be a student at the time of the conference.
- Must be able to attend the 2023 APPAM Conference, November 9 - 11, 2023, in Atlanta, GA in-person

https://www.cognitoforms.com/APPAM1/_2023appamequityandinclusionstudentfellowshipapplication



ARNOVA 2023

By The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

November 16-18, 2023 | Orlando, Florida

Theme: Advancing the Public Good in an Era of Disinformation, Mistrust, and Democratic Backsliding

Proposal submission deadline: May 17, 2023

The conference also offers dozens of scholarships and awards to support students, early scholars and participants.

<https://www.arnova.org/annual-conference/>

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.

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!

SPOD

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<https://www.linkedin.com/in/spod/>

<https://www.facebook.com/spodaspaorg>

<https://www.spod-aspa.net>

