



Newsletter of the
**ASPA Section on
Professional and
Organizational
Development**

SPOD

ASPA SECTION ON PROFESSIONAL AND
ORGANIZATIONAL DEVELOPMENT

VOLUME 5 * ISSUE 1 * APRIL 2024

MESSAGE FROM THE CHAIR

Zeeshan Noor, PhD

Research Manager / Affiliate Faculty
Indiana University Lilly Family School of
Philanthropy
Incoming Assistant Professor and MS in
Nonprofit Administration Program Director
Institute of Nonprofit Research and
Administration Louisiana State University in
Shreveport



Dear SPOD & ASPA Members,

Time flies, and here I am writing my message as the Chair of the ASPA's Section on Professional & Organizational Development for our spring issue. We are just a few days away from the 2024 ASPA Conference in Minneapolis. This conference also marks my first year as the Chair of this amazing section. As I reflect back, I am proud to say that with the help of my amazing board, we were able to accomplish most of our goals for the first year, in fact, we achieved beyond what we expected.

Some of the highlights include hosting our first and successful webinar, awarding five \$500 scholarships to five outstanding PhD candidates and students, and providing monetary sponsorships to the Global Capstone Panel and ASPA Founders' Fellow program. We are also offering a monetary award to the best article and reviewers for our journal, Public Administration Quarterly (co-owned with the Conference of Minority Public Administrators, COPMA).

Talking particularly about the conference, we are thrilled to be organizing our first-ever social event, an Ice Cream Social. Please mark your calendar as we will welcome you and serve a Sundae Bar of ice cream after a long day of conference commitments. One of the most important accomplishments for our section is that our newsletter has been selected to receive the 2024 Patricia J. Yearwood Section Newsletter Award. I have been aiming for this award since I joined the section as a publication chair back in 2018. Thanks to our amazing Head of Communication and Strategy, Dr. Thanh (Minnie) Hoang, and our board members for making this happen. None of these achievements could have been possible without my board members, who always supported me while ensuring fair and healthy discussions.

Thank you once again for giving me the opportunity to serve as your Section Chair. We look forward to hosting you at the social, scheduled on Monday, April 15, 2024, between 6:00 PM - 7:45 PM at Skyway A Hall. Please also make sure to attend our SPOD Annual Business & Membership Meeting on Sunday, April 14, 2024, between 7:00 AM - 8:00 AM, at Greenway G Room. I, on behalf of our board, wish you an amazing conference and safe travels.



Zeeshan Noor, PhD

Chair, ASPA Section for Professional and Organizational Development
Research Manager / Affiliate Faculty
Indiana University Lilly Family School of Philanthropy
Incoming Assistant Professor and MS in Nonprofit Administration
Program Director Institute of Nonprofit Research and Administration
Louisiana State University in Shreveport



2024
PATRICIA J.
YEARWOOD

Section Newsletter
Award



Exciting news! SPOD has been honored with the 2024 Patricia J. Yearwood Section Newsletter Award. The award recognizes newsletters as a vital means of communication and a valuable service offered to ASPA Chapter and Section members.

People behind this success include: Thanh (Minnie) Hoang, Zeeshan Noor, Paige Moore, Seth Wright, Rafi Ahmed, Ratna Okhai, and many more...We extend our heartfelt thanks to you for your valuable contributions to our newsletters.

Read the latest SPOD newsletter here: <https://spod-aspa.net/news>



SPOD

ASPA SECTION ON PROFESSIONAL AND
ORGANIZATIONAL DEVELOPMENT

ICE CREAM SOCIAL

Monday, April 15, 2024
6:00 PM - 7:45 PM

**Venue: Skyway A
Hyatt Regency Minneapolis**

**Indulge in our Sundae Bar while
mingling and networking with
fellow SPOD members.**

Come And Join Us For The

BUSINESS MEETING

SUNDAY, APRIL 14, 2024
7:00 AM - 8:00 AM
ROOM: GREENWAY G



Join us for the Annual Business Meeting of ASPA Section on Professional & Organizational Development (SPOD)! Mingle, network with fellow members, and discover exciting upcoming opportunities for new professionals.

SPOD Board

2023-2025 Term

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Zeeshan Noor, PhD

Research Manager / Affiliate
Faculty Indiana University Lilly
Family School of Philanthropy
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Assistant Professor
Southern Connecticut State University
🐦 [@ThanhThiHoang](#)

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Fairfax County

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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
🐦 [@radhikariii](#)



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

SPOD Immediate Past Chair



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

SPOD 2024 ANNUAL SCHOLARSHIP

Join us in congratulating the five winners of the SPOD Annual Scholarship. Each winner will receive a \$500 award and a one-year SPOD membership.



Dragana (Dasha) Djukic-Min is a doctoral candidate in public administration at the University of Texas at Dallas. She holds an MA in government from the University of Texas at Austin, an MA in international relations from the University of Chicago, and an MBA from Northeastern Illinois University. Her research interests include public-private partnerships with a focus on environmental issues, nonprofit advocacy, and green human resource management. Previously, she worked as a practitioner in fundraising research and nonprofit development/management. Dasha was named an ASPA Founders' Fellow in 2023.



Eli Keunyoung Lee is a PhD Candidate in the Public Policy and Management program at the Price School of Public Policy. He holds two master's degrees in Public Administration from Seoul National University (South Korea) and the University of Southern California (2020). His research interests are in behavioral public administration, primarily how agency resources and political environments affect public officials' attitudes and behavior. More specifically, he is interested in the influence of agency reputation on changes in public employees' attitudes and behaviors.



Abdollah Zeraatpisheh is currently in his second year as a Ph.D. student in Public Administration at the University of Texas at Dallas. His academic journey is enriched by over 20 years of experience in the HR field, primarily within multinational companies in the business sector. This experience has been invaluable in shaping his research, which centers on Human Resources, Performance Management, Diversity, Equity, Inclusion (DEI), and Anti-fragility. Abdollah also works as a graduate teaching instructor at UTD.



Saman Afshan is a doctoral student in public administration at North Carolina State University and a doctoral fellow in the Municipal Research Lab. Her research primarily focuses on social equity, municipal budgets, and finance. She also serves as the editorial assistant for the Journal of Public Finance. She received her BA in Economics from the University of Delhi, India, MA in Economics from Jamia Millia Islamia, India, and MPA from NC State University.



Seongdeok Oh is a doctoral student in the Public and Nonprofit Management at the University of Texas at Dallas. He earned a Bachelor's degree in Public Administration and a dual Bachelor's degree in Journalism & Mass Communication from Korea University in South Korea, along with a Master's degree in Public Policy from the same institution. Seongdeok has published several articles, notably "From the Chinese Exclusion Act to the COVID-19 Pandemic: A Historical Analysis of Racism Experienced by Asian Americans in the United States" and "An Empirical Study of Organizational Factors Influencing Performance Information Use: Perspectives from Employees in Governmental-Funded Science and Technology Research Institutes."

Members' Spotlight

Zeeshan Noor

Congratulations on embarking on this exciting new journey! Dr. Noor is joining the Institute for Nonprofit Administration & Research (INAR) at Louisiana State University Shreveport as a tenure-track Assistant Professor and Director of the MS in Nonprofit Administration program in Fall 2024. He currently serves as a Research Manager and Affiliate Faculty at the Indiana University Lilly Family School of Philanthropy. His research focuses on philanthropy, the use of digital media in the nonprofit sector, donor behavior, Diversity, Equity, and Inclusion (DEI), and organizational leadership.



Paige Moore

Let's give a huge round of applause to Dr. Moore for her amazing achievement! Not only did she win the Section for Women in the American Society for Public Administration (SWPA) Best Dissertation/ Thesis Award for her work on "Advancing Social Equity: The Administrative Burden of Police Complaints," but she also successfully defended her thesis! Dr. Moore will join Meredith College's Department of Social Work in Fall 2024.

Members' Spotlight



Thanh (Minnie) Hoang

Congratulations to Dr. Hoang for receiving the Minority Recruitment and Retention Grant (\$2,000) from Southern Connecticut State University! This grant aims to enhance the professional growth and development of faculty members from minority backgrounds.

Ratna Okhai

Many congratulations to Dr. Okhai for receiving the Natural Hazards Center Wildfire Readiness Grant (\$7,000). This grant will support the study of the 2023 Maui Wildfires and resident perceptions of the recovery efforts.



Jyoti Aggarwal

Congratulations to Jyoti Aggarwal for winning the 2024 Wallace O'Keene Award by ASPA and the 2024 David Gould Award by SICA! She will be joining the annual APSA conference to present her work and receive the awards.



13th Annual Global Public Administration & Policy Capstone Panel at ASPA 2024

Time: Saturday, April 13, 2024 Saturday | 5:00 PM - 6:15 PM

Location: Greenway I, Hyatt Regency Minneapolis

Session Title: Capstone Student Panel

Session Track: Good Governance and Democratic Resilience

Assessing the Implementation of Egypt's Education 2.0 Reform: The Case of Sohag

Presenter: Norhan Wael Said Zahran,
The American University in Cairo

Emotional Intelligence: How it can be used to Improve Communication, Performance, and Workplace Morale

Presenter: Tasha Williams
Metropolitan College of New York

The Case for Increased Transparency and Accountability in State Prisons

Presenter: Valerie Jade Gudino,
John Jay College of Criminal Justice

Combating Counterfeit Medicines: A Case Study of the Egyptian Pharmaceutical Traceability System

Presenter: Nourhan Yasser Ahmed Abdelfatah
The American University in Cairo

Members' Presentations at ASPA 2024

Title: Influence of Discrimination on Civil Rights Support: A Survey-Based Study

Zeeshan Noor, PhD

Moderator/Presenter

Research Manager & Affiliate Faculty

Indiana University Lilly Family School of Philanthropy

Session Title: Social Equity and Marginalized Communities

Date: 4/12/2024 (Friday)

Time: 9:30 AM - 10:45 AM

Title: Advancing in the Academy on the Tenure and Non-Tenure-Track: A Panel Discussion with Renowned Academics in Public Affairs (SPOD sponsored panel)

Gina Scutelnicu Todoran, PhD

Moderator/Discussant

Department of Public Administration

Pace University

Session Title: Advancing in the Academy on the Tenure and Non-Tenure-Track: A Panel Discussion with Renowned Academics in Public Affairs

Date: 4/13/2024 (Saturday)

Time: 3:30 AM - 4:45 PM

Title: It's Time to Discuss Women's Path to Full Professorship: Process, Expectations and Lived Experiences of Faculty in Public Affairs.

Gina Scutelnicu Todoran, PhD

Moderator/Presenter

Department of Public Administration

Pace University

Session Title: Toward More Equitable Education

Date: 4/15/2024 (Monday)

Time: 4:00 AM - 5:15 PM

Title: Book Talk Live!

Gina Scutelnicu Todoran, PhD

Panelist

Department of Public Administration

Pace University

Session Title: Book Talk Live!

Date: 4/12/2024 (Friday)

Time: 12:30 - 1:45 PM

Members' Presentations at ASPA 2024

Title: N/A

Ratna Okhai, PhD

Moderator

Assistant Professor

University of South Florida, School of Public Affairs

Session Title: The Role of Technologies in Building Resilience for Communities at Risk

Date: 4/13/2024 (Saturday)

Time: 12:30 - 1:45 pm

Title: Resilience Policies in Disasters: The Role of Multi-Level Network Governance

Ratna Okhai, PhD

Moderator/Presenter

Assistant Professor

University of South Florida, School of Public Affairs

Session Title: World in Disasters: Resilient Communities, Adaptable Practices and Future Needs

Date: 4/14/2024 (Sunday)

Time: 3:45 - 5:00 pm

Title: Organizational Factors & Social Media Engagement of Human Service Nonprofits

Thanh (Minnie) Hoang

Moderator/Presenter

Assistant Professor

Southern Connecticut State University

Session Title: New Frontiers in Harnessing HR Technology

Date: 4/16/2024 (Tuesday)

Time: 9:00:00 AM - 10:15:00 AM



**STAY UP TO DATE
WITH OUR JOURNAL**
Public Administration Quarterly

Members' Publications

Moore, P. L., & Okhai, R. (2024). Embedding social equity in disaster response: Simulation case study. *Journal of Public Affairs Education*, 30(1), 136-167.

Todoran, G. S. (2024). *Managing Gender Inequity in Academia: A Guide for Faculty and Administrators in Public Affairs Programs.* Taylor & Francis.



CELEBRATING PUBLIC SERVICE:
Fostering & Sustaining the Motivation to Serve
Friday, May 10, 2024 from 1 - 2 pm Eastern via Zoom
FREE Registration Required: <https://lu.ma/7ob0x6sm>

Featured Speakers

 <p>Dr. LaVada A. Strickland Director, National Air Grant Fellowship Program Federal Aviation Administration</p>	 <p>Ms. Priya N. Johnson Assistance Payments Supervisor Michigan Department of Health & Human Services</p>	 <p>Councilwoman Norma Jackson Tuskegee City Council</p>	 <p>Mr. James E. Hawthorne III Director, TRIO Veterans Upward Bound, Metropolitan Community College / Doctoral Student, University of Nebraska-Lincoln</p>	 <p>Dr. Ozalle M. Toms Associate Professor University of Wisconsin-Stevens Point</p>
 <p>Moderator Ms. Amaya M. Gaines Doctoral Student, Brooks School of Public Policy, Cornell University</p>	 <p>Convener Dr. Theodore W. Johnson Assistant Professor Aviation Institute University of Nebraska Omaha</p>	 <p>Tech Support Dr. José Luis Irizarry Assistant Professor North Carolina Central University</p>		

We encourage students, academics, staff, and practitioners from the public, private, and nonprofit sectors to attend.

JOIN OUR MAILING LIST
<http://eepurl.com/hWr6qP>



DemocracySocialJusticeASPA@gmail.com
<https://aspadsj.wordpress.com> @ASPA_DSJ

ARE YOU ON THE JOB MARKET?

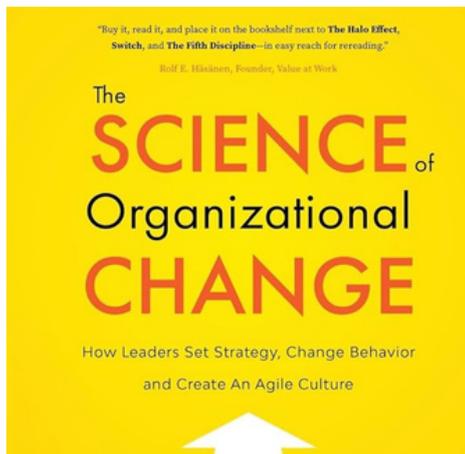
SPOD CAN HELP !!!

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 on the job market, 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. We look forward to working together to meet your career goals!

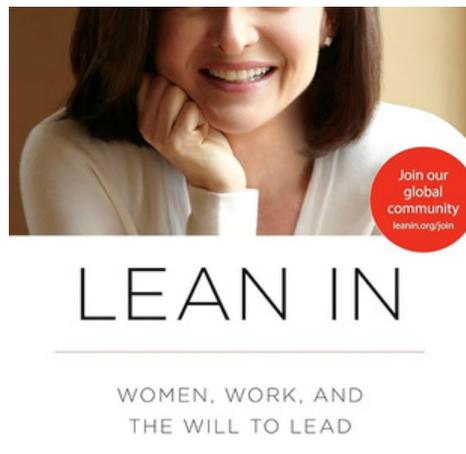


BOOKS TO READ

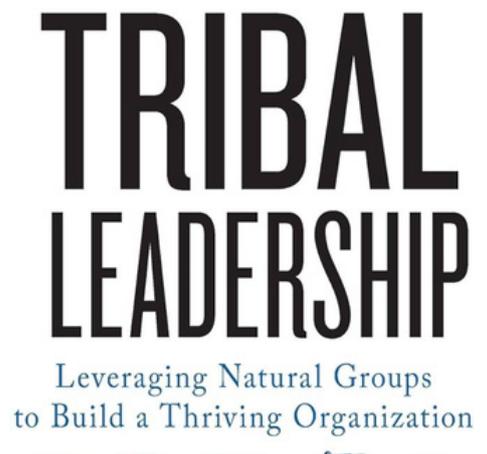
Recommended by SPOD members!



Paul Gibbons takes us on a journey from change mythology, through pseudoscience and change, to New Age change ideas, from "reports in drawers", and from pop psychology up to the present.



The book challenges us to change the conversation from what women can't do to what we can do, and serves as a rallying cry for us to work together to create a more equal world.



Within each corporation are anywhere from a few to hundreds of separate tribes. This book demonstrate how these tribes develop—and show you how to assess them and lead them to maximize productivity and growth.

Announcement Board



NECOPA 2024

Save the date for NECOPA 2024 Conference:
November 1-2, 2024, New York, NY

Co-hosted by Pace University, Baruch College-CUNY & the New York Metropolitan ASPA Chapter



ASPA 2024

ASPA's Annual Conference is the premier event of the profession, taking place each spring as it brings together a cross-section of public administration including public servants, nonprofit professionals, researchers, scholars, students and more. ASPA 2024 will be held April 12-16 in Minneapolis.

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



Save the date

**West Coast Nonprofit
Data Conference**

April 19-20, 2024



2024 West Coast Nonprofit Data Conference

April 19-20 at Arizona State University's Downtown Phoenix campus. Proposals for presenting papers, works in progress, panel discussions, etc. will be due by Friday, February 2nd, 2024.

For more information: [HERE](#)

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