

# Happy Holidays!



Newsletter of the  
ASPA Section on  
Professional and  
Organizational  
Development



## SPOD

ASPA SECTION ON PROFESSIONAL AND  
ORGANIZATIONAL DEVELOPMENT

VOLUME 6 \* ISSUE 4 \* DECEMBER 2025

# MESSAGE FROM THE CHAIR

## **Zeeshan Noor, PhD**

Assistant Professor / Program Director  
Institute for Nonprofit Administration and Research  
Louisiana State University in Shreveport



Dear SPOD Members,

As the year comes to a close, I am delighted to extend my warmest holiday greetings to each of you. This season offers a moment for reflection, and I encourage you to celebrate your successes, big or small, because each one matters. Simply persevering through the year's challenges is an accomplishment in itself.

As we look ahead to the new year, I wish you joy and success in both your personal and professional endeavors. May the coming year bring opportunities for growth, fulfillment, and happiness for all of us. Reflecting on our shared journey, I am deeply grateful for the dedication and support of our board and section members. Your unwavering commitment is the backbone of ASPA's Section of Professional and Organizational Development (SPOD).

A special acknowledgment goes to our outgoing officers and the entire team for their invaluable contributions and for ensuring a seamless transition as I assumed the role of Section Chair. Looking forward to the 2025 ASPA conference in Washington, D.C., I am excited to announce that several key SPOD board positions are open for election for the 2025–2027 term. These include:

- Chair-Elect
- Secretary
- Head of Communication and Strategy
- Membership Chair
- Board Members at Large (up to three)

You will find detailed information about these positions in this newsletter, as well as on our website and social media channels.

I am also excited to share that SPOD will be offering three scholarships to support our members' participation at the 2025 ASPA conference. The call for scholarship applications is already open, with a deadline of February 15, 2025. Details are included in this newsletter. Additionally, during the conference, SPOD will host a panel, "Not Just Robots: Building Better Humans in Public Service," and further details will be shared as soon as they become available. Be sure to watch for updates about our business meeting, which will also be announced on our website and social media in the coming weeks.

As your Section Chair, I remain committed to prioritizing the needs of our members and communities. We will continue to foster engagement through initiatives such as the Annual Capstone Global Panel, PAQ journal awards, and a planned series of professional development webinars. Your input and collaboration are invaluable to these efforts.

I urge each of you to stay actively involved in our section's activities. Share your accomplishments and stories with us, they inspire and enrich our community. Follow us on Twitter, Facebook, and LinkedIn to stay connected and informed. Together, we can keep the spirit of collaboration and community thriving.

Thank you once again for the privilege of serving as your Section Chair. I extend my heartfelt gratitude to Abdollah Zeraatpisheh (Abdi) and Thanh (Minnie) Hoang for their dedication to this newsletter and to all of you for your ongoing support.

Here's to a joyous holiday season and a prosperous New Year!

Warm regards,  
Zeeshan



**Zeeshan Noor, PhD**

Chair, ASPA Section for Professional and Organizational Development  
Assistant Professor / Program Director  
Louisiana State University in Shreveport



# SPOD Board

## 2023-2025 Term

### CHAIR



**Zeeshan Noor, PhD**

Assistant Professor /  
Program Director  
Louisiana State  
University in Shreveport

🐦 [@ZeeNoor10](#)

### CHAIR-ELECT



**Seth Wright, PhD**

Assistant Teaching Professor  
The Pennsylvania State  
University Harrisburg

🐦 [@SethRWright](#)

### SECRETARY



**Paige L. Moore**

Assistant Professor  
Meredith College

🐦 [@PaigeLaineMoore](#)

### HEAD OF COMMUNICATION & STRATEGY CHAIR



**Thanh Hoang, PhD**

Assistant Professor  
Southern Connecticut State University

🐦 [@ThanhThiHoang](#)

### TREASURER



**Dragana (Dasha) Djukic-Min**

PhD Candidate  
The University of Texas at Dallas

🐦 [@djukic\\_min](#)

### MEMBERSHIP COMMITTEE CO-CHAIR



**Jyoti Aggarwal**

PhD Student  
The University of Texas at Dallas

### MEMBERSHIP COMMITTEE CO-CHAIR



**Rafiu Laguda, PhD**

USCIS Officer Capella



# SPOD Board

## 2023-2025 Term

### BOARD MEMBERS AT LARGE



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



**Saman Afshan**  
PhD Candidate  
North Carolina  
State University  
🐦 [@samanafshan](https://twitter.com/samanafshan)



**Abdollah Zeraatpisheh**  
PhD Student  
The University of Texas  
at Dallas  
🐦 [@Abdji\\_zz](https://twitter.com/Abdji_zz)

### SPOD Immediate Past Chair



**Gina Scutelnicu Todoran, PhD**  
Associate Professor  
Pace University  
🐦 [@giscutelnicu](https://twitter.com/giscutelnicu)

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# ● CALL FOR ● NOMINATIONS!

SPOD's Executive Leadership is calling for  
nominations for the following positions for the  
2025-2027 term

- ☐ Chair-Elect
- ☐ Secretary
- ☐ Head of Communication  
and Strategy
- ☐ Membership Chair
- ☐ Board Members at  
Large (upto 3)

Kindly, send in your nominations and a  
brief statement of interest to the  
SPOD Chair, Dr. Zeeshan Noor, at  
[zeeshan.noor@lsus.edu](mailto:zeeshan.noor@lsus.edu)  
no later than February 10, 2025



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[/in/spod](https://www.linkedin.com/company/in/spod)



[spod-aspa.org/](https://spod-aspa.org/)

# Members' Spotlight



## Seth Wright

Dr. Seth Wright, SPOD Board Member, Awarded JPAE 2024 Outstanding Reviewer Award

Dr. Wright has been recognized with the JPAE 2024 Outstanding Reviewer Award for his exceptional contributions to public affairs education. His work continues to shape and inspire the field.

## Zeeshan Noor

SPOD Chair Dr. Zeeshan Noor, alongside Leigh Hersey, reviews 48 articles using Lovejoy & Saxton's "Hierarchy of Engagement" framework, uncovering the untapped potential of social media in philanthropy. Explore how social platforms can enhance community impact.

[Click here for the paper](#)



## Jyoti Aggarwal

Jyoti Aggarwal, EdD, SPOD Board Member, has received the NECoPA 2024 Best Student Paper Award for her work titled "Breaking the Leadership Mold: How Federal Employees' Job Satisfaction and Turnover Intentions Shifted in a Pandemic."





# SPOD Leaders Represent at NASPAA 2024



SPOD is proud to be well represented at the NASPAA 2024 conference in Washington, DC. Chair-Elect Dr. Seth Wright, Secretary Dr. Paige Laine Moore, Head of Communication & Strategy Dr. Thanh Hoang, and Immediate Past Chair Dr. Gina Scutelnicu Todoran actively participate in this prestigious event. Their presence highlights SPOD's ongoing commitment to advancing professional and organizational development in public administration. Through engaging discussions and collaborations, they are shaping the future of the field and fostering innovation and excellence in public service.



# SPOD

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## Now Accepting Scholarship Applications

**Three \$500 Awards**  
**One-Year SPOD Membership for All Winners!**

- Applicants must be pursuing a Master's or Doctoral degree from an accredited institution in the United States in fields such as Public Affairs, Public Policy, or Nonprofit Management and/or Leadership.
- It is preferable for applicants to have their proposals accepted at the 2025 Annual ASPA Conference.
- Applicants should not have previously received other scholarships or awards from ASPA or its sections, including the ASPA Founders Fellowship for the upcoming conference.

### Preference shall be given to candidates:

- With a minimum of 6 graduate hours completed.
- Who are working in, or have demonstrated an intention to work in the human service field, particularly in the government or nonprofit sectors.
- Who demonstrate academic excellence and community service with a desire to pursue a career in the field of Public Administration upon graduation, if not yet professionally active in the field.
- With an interest in the area of professional and organizational development.
- Who are not within their final semester within their respective institution/program.
- Who already are members of ASPA.
- With GPA of 3.5 or higher.

Recommendations must be provided by a current or retired faculty member. To nominate a graduate student, please send a letter of nomination (including the student's current GPA) and student's CV to Dr. Zeeshan Noor, SPOD Chair, at [zeeshan.noor@sus.edu](mailto:zeeshan.noor@sus.edu) by **February 1, 2025**.

Follow us on social media: @SpodAspa



[Spod-aspa.net](http://Spod-aspa.net)

# ARE YOU ON THE JOB MARKET?

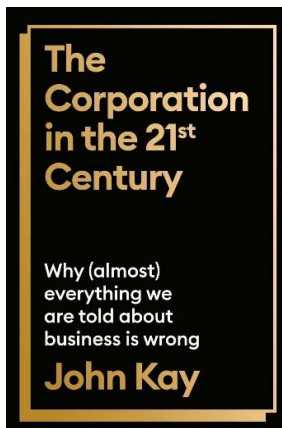
## SPOD CAN HELP !!!

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](mailto: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

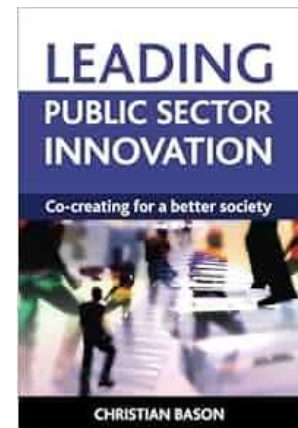
Recommended by SPOD members!



Examining the evolution of management theory, this book critiques financial-centric approaches and emphasizes intellectual capital and collaborative management, offering insights for adapting to contemporary challenges.



This book advocates for transformational leadership in public administration, focusing on innovation, strategic foresight, and continuous improvement, aligning with SPOD's mission of advancing professional development.



Exploring public sector innovation, this book offers practical guidance on co-creating innovative solutions, fostering improvement, and supporting SPOD's organizational development goals.





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