



Newsletter of the

ASPA Section on Professional and Organizational Development

SPOD

ASPA SECTION ON PROFESSIONAL AND
ORGANIZATIONAL DEVELOPMENT

VOLUME 5 * ISSUE 2 * SUMMER 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 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 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.

As we approach the next academic year, I would like to share our wonderful experience at the 2024 ASPA conference in Minneapolis. This is probably the most active year for us as a section, and I am grateful to my board members for that, including those who worked behind the scenes and were not able to attend the conference. We had our first Ice Social. I am grateful to all those who attended, especially the Incoming ASPA Chair John Bartle, PhD, and our legendary scholar James Perry, PhD. It was a rewarding feeling handing

over a total of five Annual Scholarships to five rising stars in our field. Three of them have already committed to serve on our board for the next term. In addition, many scholars and practitioners expressed interest and appreciated our section's activities and vowed to be a part of our future ventures. Finally, what better way to wrap up the conference than receiving the best newsletter award on your section's behalf? In addition to other board members, I owe gratitude to Thanh Hong, our communication and strategy head, for making this happen. I am already excited and looking forward to the 2025 ASPA conference in Washington D.C.

During this sensitive time of election, I urge my fellow scholars and practitioners to stay united regardless of our political ideology and personal opinions. Politicians come and go, but friendships, ethics, and morals last forever. 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's to a productive and collaborative Fall ahead!

Warm regards,

SPOD Chair

A handwritten signature in black ink, appearing to read 'Zeeshan', with a stylized flourish at the end.

Zeeshan Noor, Ph.D.

SPOD Board

2023–2025 Term

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Research Manager / Affiliate
Faculty Indiana University Lilly
Family School of Philanthropy
🐦 [@ZeeNoor10](https://twitter.com/ZeeNoor10)

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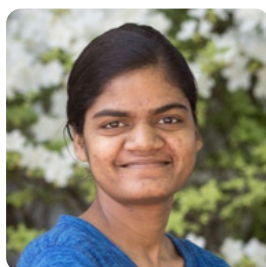
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Assistant Division Director
Fairfax County

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Jyoti Aggarwal

Doctoral Student
The University of Texas at Dallas

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2023-2025 Term

BOARD MEMBERS AT LARGE

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Doctoral Candidate
The University of Texas
at Dallas



Ratna Okhai, Ph.D.

Assistant Professor
University of South Florida
🐦 [@OKRatnaHai](https://twitter.com/OKRatnaHai)



Gina Scutelnicu Todoran, Ph.D.

Professor
Pace University
🐦 [@g_scutelnicu](https://twitter.com/g_scutelnicu)

WELCOME NEW BOARD MEMBERS

2024-2026 term

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**Dragana (Dasha)
Djukic-Min**

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The University of
Texas at Dallas

PAQ Coordinator



Saman Afshan

Doctoral Student
North Carolina State
University

Communication Executive



Abdollah Zeraatpisheh

Doctoral Student
The University of Texas
at Dallas

Members' Spotlight

Keesha Gill

Many congratulations to Keesha Gill for joining **Public Administration Quarterly (PAQ)** as an **associate editor**. Keesha has been in an active leadership role at SPOD for many years and currently works as Assistant Division Director for Fairfax County.



Dragana (Dasha) Djukic-Min

Congratulations to Dragana (Dasha) Djukic-Min on her outstanding achievements this summer:

1. Oxford/Penn Social Impact Doctoral Fellows Program, University of Oxford, London, UK, September 1-18, 2024
2. Vibhooti Shukla Graduate Fellowship Award, University of Texas at Dallas, Richardson, TX, May 2024
3. First Place Award, Poster Competition, Public and Nonprofit Management Conference, Frisco, TX, April 2024

Dasha is currently a doctoral candidate in public administration at the University of Texas at Dallas. Her research interests include public-private partnerships with a focus on environmental issues, nonprofit advocacy, and green human resource management.

Members' Spotlight



Dr. Gina Scutelnicu Todoran

Congratulations to Dr. Gina Scutelnicu, SPOD Immediate Past Chair, on her recent appointment as **Associate Editor for Public Administration Quarterly (PAQ)**. Dr. Scutelnicu is currently a professor in the Public Administration Dyson College of Arts & Sciences at Pace University.

Ahmed Rafi

Congratulations to Ahmed Rafi for his successful dissertation proposal defense and for officially becoming a **doctoral candidate** in Public Affairs. Rafi is currently pursuing a doctoral degree at the University of Texas at Dallas. His research focuses on gender diversity and inclusion in the US military.



Seongdeok Oh

Join us in congratulating Seongdeok Oh for receiving the **Meier PMRC Travel Inclusion Award from the Public Management Research Association (PMRA)** on April 19, 2024, and the **Best Paper Poster Award at the 8th Annual Public and Nonprofit Conference** at The University of Texas at Dallas on April 5, 2024. Seongdeok Oh is currently a doctoral student at the University of Texas at Dallas.

Members' Spotlight



Dr. Ratna Okhai

Congratulations to Dr. Okhai for winning **the Association for Public Policy Analysis & Management (APPAM) Equity and Inclusion Young Professional Fellowship** for 2024. Additionally, Dr. Okhai successfully secured funding through the **Weather Ready Research Award Program**, supported by the **National Science Foundation**, for her fieldwork on post-wildfire recovery following the 2023 Maui wildfires, with a \$7,000 award. She also received a \$5,000 grant from the **USF Humanities Institute, College of Arts and Sciences**, for her research on the lived experiences of individuals and organizations after the 2023 Maui wildfires.

Dr. Rafiu Afolabi Laguda

Many congratulations to Rafiu Afolabi Laguda on completing his doctoral program at Capella University. His doctoral dissertation focused on the challenges immigrant-serving nonprofit organizations face in accessing community health resources for undocumented African immigrants from 2017 to 2022. He interviewed participants from New York, Michigan, and Louisiana. The dissertation provides rich insights into how immigration policies, cultural factors, ethical environments, and burnout influence how nonprofit organizations serve undocumented immigrants.



SPOD AT ASPA 2024

MINNEAPOLIS, APRIL 12-16



ICE CREAM SOCIAL

SPOD AT ASPA 2024

MINNEAPOLIS, APRIL 12-16



The five winners of the SPOD Annual Scholarships this year.



SPOD Leadership Team



SPOD Business Meeting

Members' Publications

Tekula, R., **Scutelnicu Todoran**, G., & Korb, A. (2024). An interesting year: The strength and adaptability of a community foundation amidst the COVID-19 pandemic. In Elizabeth A.M. Searing and Dennis R. Young (Eds.), *Case Studies in Nonprofit Organizational Resilience*, Edward Elgar Publishing Inc., Cheltenham: UK.

Scutelnicu Todoran G. (2024). The contribution of formal and informal mentorship to faculty productivity: Views of faculty in public affairs programs (chapter 1). In Bruce D. McDonald III, Sarah L. Young and Sara R. Rinfret (Eds.), *Mentorship in Higher Education*, Routledge, Taylor & Francis, New York: USA (reprinted as a book chapter).
<https://www.routledge.com/Mentorship-in-Higher-Education/Rinfret-Young-McDonaldIII/p/book/9781032720951>

Witkowski, K., **Okhai, R.**, and Neely, S. R. (2024). Public Perceptions of Artificial Intelligence in Healthcare: Ethical Concerns and Opportunities for Patient-Centered Care. *BMC Medical Ethics*, 25. 1-11.

Noor, N., **Okhai, R.**, Kapucu, N., Ge, Y., Hasan, S. (2024). Social Media-based Crisis Communication: Assessing the Engagement of Local Agencies in Twitter during Hurricane Irma. *International Journal of Information Management Data Insights*, 4(2), 100236.

Noor, Z., Wasif, R., & Siddiqui, S. (2024). Volunteering in the Middle of Crisis and Politicization: The Role of Religiosity, Political Ideology, and Personal Experiences in Volunteerism Among Muslims and Christians During COVID-19. *Nonprofit and Voluntary Sector Quarterly*, 08997640241258501.

Members' Presentations

Scutelnicu Todoran, G. (2024). Gender Differences in Academic Administrative Paths: Views from Faculty in Public Affairs Programs. Presented at the 2024 Public Management Research Conference, June 28, Seattle, WA.

Sabharwal, M, **Scutelnicu Todoran, G.**, Chordiya, R. & Upoma, S. (2024). Pathways of International Scholars in U.S. Academia: Conversations with Public Administration Scholars. Percolator session at the 2024 Public Management Research Conference, June 28, Seattle, WA.

Scutelnicu Todoran, G. (2024). Unveiling and Addressing Gender and Racial Inequities in Higher Education Career Paths. Presented at the 2024 National Academy for Public Administration Social Equity Conference, June 20-22, Stamford, CT.

Okhai, R. & Kapucu, N. (2024, April). The Role of Multi-Level Network Governance in Implementing Resilience Plans and Policies. International Research Society for Public Management (IRSPM) Annual Conference., Tampere, Finland.

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Public Administration
Quarterly

Members' Presentations

Seongdeok Oh and Meghna Sabharwal. (2024). Transformational Leadership, Autonomy, and Organizational Culture: A Model for Workplace Innovation and Innovative Work Behavior. Presented at the Public Management Research Conference (PMRC) 2024, June 27, in Seattle, Washington.

Seongdeok Oh (2024). Linking the Dynamics of Inclusive Leadership: Unveiling the Interplay Between Psychological Safety, Work Engagement, and Innovative Work Behavior. Accepted for Southeastern Conference for Public Administration (SECoPA) 2024 Annual Conference, September 18-21, in Memphis, Tennessee.

Seongdeok Oh and Meghna Sabharwal (2024). Fostering Innovative Work Behavior to Improve Organizational Performance: The Role of Public Service Motivation and Innovative Organizational Culture. Accepted for Academy of Management Annual Meeting 2024, August 12, in Chicago, Illinois.

Seongdeok Oh and Meghna Sabharwal (2024). Fostering Innovation at Work: The Synergy of Transformational Leadership, Job Autonomy, and Innovative Organizational Culture for Driving Innovative Work Behavior. Accepted for The Korean Association for Public Administration (KAPA) 2024 Summer International Conference, June 19, virtually in Yeosu, South Korea.

Noor, Z., Wasif, R., & Siddiqui, S. (2024). Volunteering in the Middle of Crisis and Politicization: The Role of Religiosity, Political Ideology, and Personal Experiences in Volunteerism Among Muslims and Christians During COVID-19. Nonprofit and Voluntary Sector Quarterly, 08997640241258501.

Events & Opportunities



NECOPA 2024

Time: November 1st -2nd.

Venue: Pace University campus in Manhattan (NY).

Conference theme: Building a Flexible Public.

Service through Innovation and Collaboration.

Proposals are due by August 19, 2024.

ARNOVA 2024

November 21, 2024 – November 23, 2024
7:30 AM-12:30 PMET

The Westin Washington DC Downtown
999 9th Street Northwest
Washington, DC 20001

<https://www.arnova.org/>



PA TIMES

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The Northeast Conference on Public Administration (NECoPA), the annual regional conference of the American Society for Public Administration (ASPA) in the Northeast, 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 15th year of bringing together scholars and practitioners from the northeast region, the United States, and internationally.

This year's conference is a return to in-person NECoPA experience! The 2024 NECoPA Conference will be held at the **Pace University** campus in Manhattan (NY) on **November 1st and 2nd**.

Conference Theme and Proposal Submission

The theme, Building a Flexible Public Service through Innovation and Collaboration, recognizes the advancements in digital technology as well as the intersectoral and interdisciplinary collaborations in addressing wicked public service problems. Public and nonprofit administration has been tasked with adapting and navigating public programs in this world to ensure they continue to be delivered in an effective, efficient, transparent, and equitable manner. This year, we are introducing / highlighting the track in public service education (at both undergraduate and graduate level) to be able to better link the readiness of our next generation of public service leaders through the integration of professional and scholarly skills.

We welcome proposals related to this theme in suggested topic areas:

Innovation and Technology in Public Service. This track covers innovation and technology broadly defined to include innovative and technological (including Artificial Intelligence) approaches and advances in the public and nonprofit sectors.



Financial Management and Budgeting. This track welcomes proposals that relate to financial management and budgeting practices and policies of public (local, state and federal) and nonprofit organizations.

Diversity, Equity, Inclusion, and Justice in Public Service. This track welcomes proposals that relate to all relevant areas of public and nonprofit organizations.

Public Service Education. This track is designed to create a dialogue on comprehensive strategies for inspiring and preparing the next generation of public service leaders through the integration of professional skills development and experiential learning with deep academic inquiry into the critical issues that shape the nature of public service.

Performance Management & Program Evaluation. This track welcomes proposals that relate to performance management of public and nonprofit organizations.

Collaboration in Public Service. This track welcomes proposals that discuss the role of collaboration in solving public problems.

Other Pressing Topics in Public and Nonprofit Research and Practice (e.g., challenges to democracy, elections, etc.)

Using the above prompts as a guide, submit your individual proposal (250-word limit) or fully formed panel proposal or workshop (400-word limit) through the proposal submission portal)

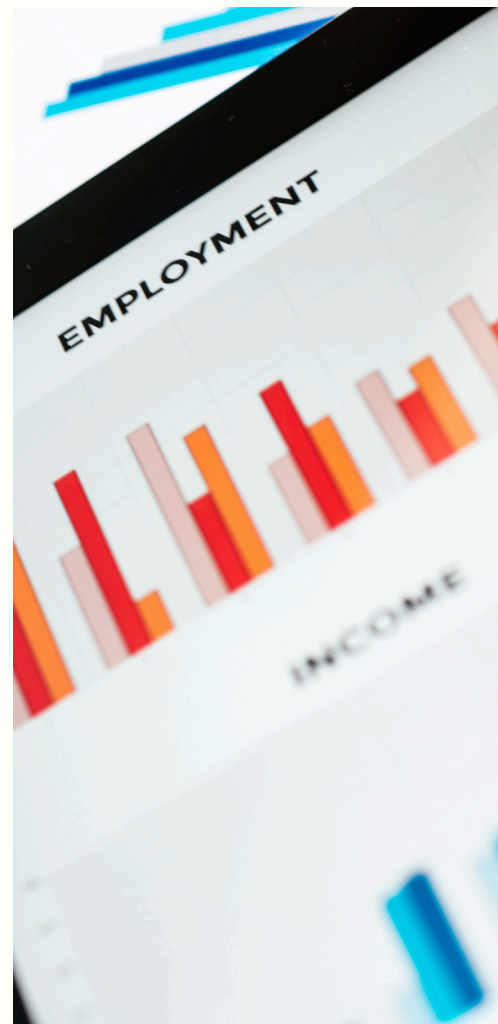
IMPORTANT: Proposals will be accepted on a rolling basis. Proposals should be submitted through this [link](https://northeastpublicadmin.org/). Proposals are due by August 19, 2024, and notice of acceptance will be announced on or around September 16, 2024. <https://northeastpublicadmin.org/>

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!



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