

HAPPY HOLIDAYS!



Newsletter of the

ASPA Section on Professional and Organizational Development

SPOD



ASPA SECTION ON PROFESSIONAL AND
ORGANIZATIONAL DEVELOPMENT

VOLUME 4 * ISSUE 3 * DECEMBER 2023

MESSAGE FROM THE CHAIR

Zeeshan Noor, PhD

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



Dear SPOD Members,

As the year draws to a close, I am delighted to extend my warmest holiday greetings to each of you. This season is a time for reflection, and I encourage you to think about your successes from this past year, big or small, because each one is important. Remember, simply persevering and navigating through the year's challenges is an accomplishment in itself. As we look forward to the new year, I wish you joy and success in both your personal and professional endeavors. May the coming year be filled with opportunities, growth, and happiness for all of us. Reflecting on our journey together, I remain deeply grateful for the dedication and support of our board and section members. Your unwavering commitment is the backbone of the ASPA's Section of Professional and Organizational Development (SPOD). A special acknowledgment goes to our outgoing officers and the entire team for their significant contributions and for making my transition as your Section Chair seamless.

Looking ahead to the new year, I am excited to announce that we will be offering five scholarships, providing further opportunities for our members' professional development. Additionally, we are enthusiastically preparing for the 2024 ASPA conference in Minneapolis, where we will host a SPOD social. This event will be a fantastic opportunity for us to connect, share experiences, and grow together as a community. Additionally, SPOD will be hosting a panel focused on navigating the academic job market during the conference. Be sure to watch for details about the call for scholarships, SPOD's social event, the panel, and our business meeting. These will be shared through our social media and on our website in the upcoming weeks.

As your Section Chair, I reiterate my pledge to prioritize our members' and communities' needs. I am committed to supporting as many SPOD Annual Scholarships and ASPA initiatives as possible. We will continue to foster our engagements, like the Annual Capstone Global Panel, PAQ journal awards, and our plans for a series of professional development webinars. Your input and collaboration are invaluable to us.

I urge each of you to stay actively involved in our section's activities. Share your accomplishments and stories with us; they are a source of inspiration and learning for all. Follow our updates on Twitter, Facebook, and LinkedIn, and let's keep the spirit of community and collaboration alive.

Thank you once again for giving me the opportunity to serve as your Section Chair. My heartfelt thanks go to Thanh (Minnie) Hoang for her dedication to our newsletter and to all of you for your continuous support.

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

Warm regards,
Zeeshan

A handwritten signature in black ink, appearing to read 'Zeeshan'.

Zeeshan Noor, PhD

Chair, ASPA Section for Professional and Organizational Development
Research Manager / Affiliate Faculty
Indiana University Lilly Family School of Philanthropy



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2023-2025 Term

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Zeeshan Noor, PhD
Research Manager /
Affiliate Faculty
Indiana University
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Seth Wright, PhD
Assistant Teaching Professor
The Pennsylvania State
University Harrisburg
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North Carolina State
University
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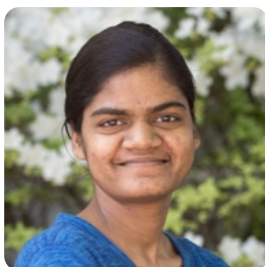
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Southern Connecticut State University
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The University of Texas at Dallas

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2023-2025 Term

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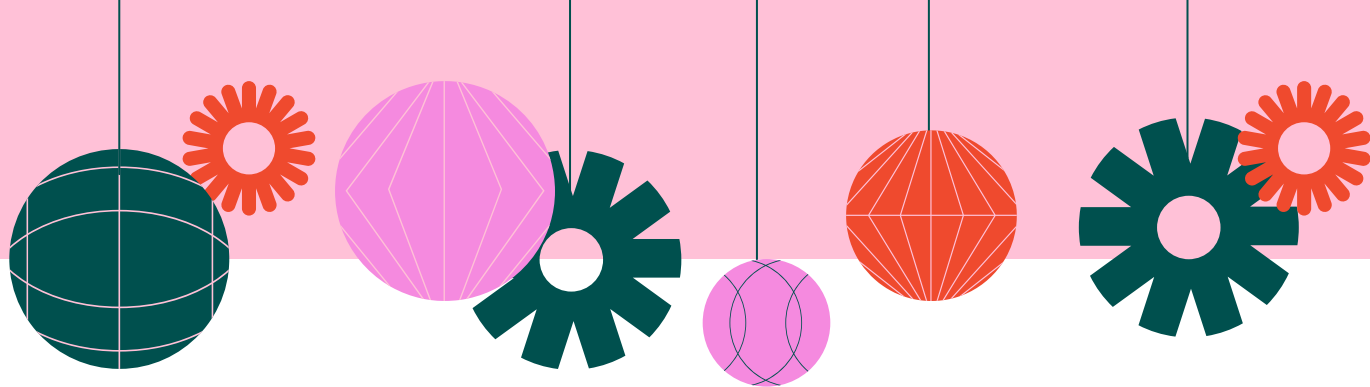


Ratna Okhai, PhD
Assistant Professor
University of South Florida
🐦 [@OKRatnaHai](#)

SPOD Immediate Past Chair

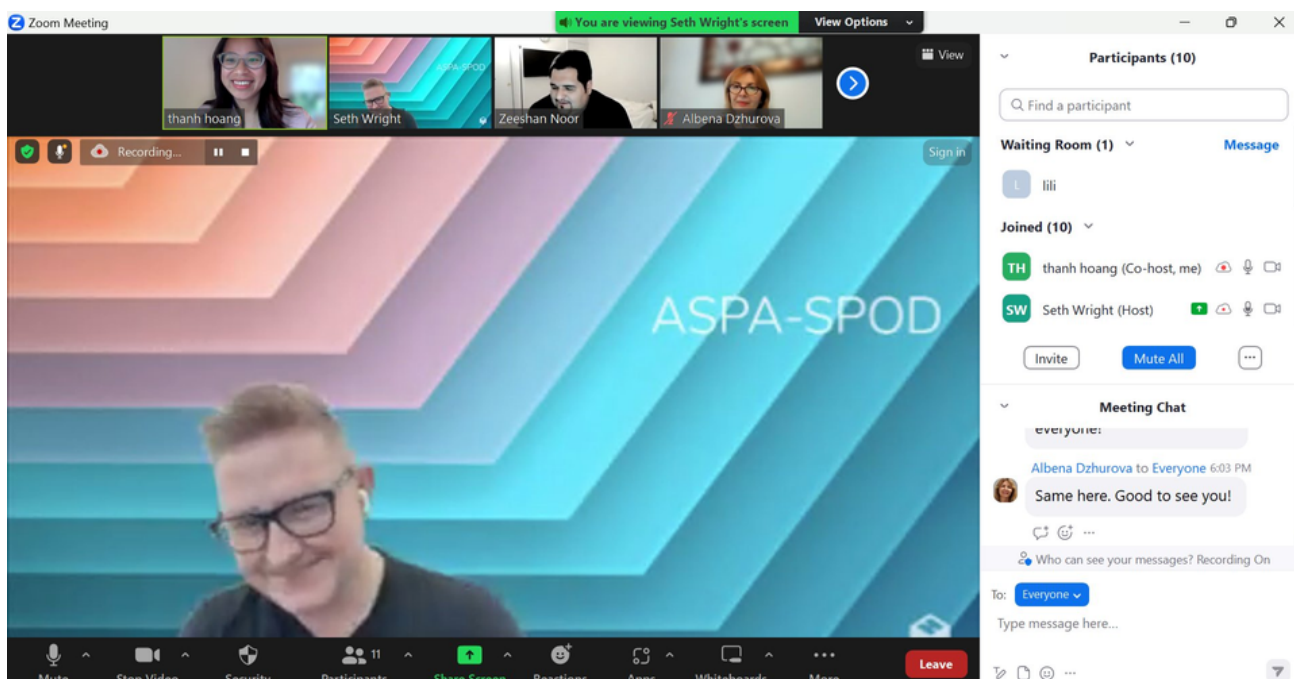


Gina Scutelnicu Todoran, PhD
Associate Professor
Pace University
🐦 [@g_scutelnicu](#)



SPOD EVENT: STRENGTHENING CONNECTION

How to Promote Your Scholarship and Broaden Your Network



On Thursday, October 5th 2023, SPOD brought together a lively conversation on how scholars can actively promote their scholarship, and service contributions through multimedia and social media without it feeling like a chore. We featured our guest speaker, Seth Wright, Assistant Teaching Professor from the The Pennsylvania State University Harrisburg. With over 15 participants, it was a fantastic and engaging event!

Members' Spotlight



Jyoti Aggarwal

Congratulations to Jyoti Aggarwal for receiving a nomination for the President's Teaching Excellence Award for Teaching Assistants at the University of Texas at Dallas. Jyoti has actively shared her work at professional conferences this year, including the ICOPA conference at Durham University Online and UTD Research Week 2023.

Paige Moore & Ratna Okhai

Another collaborative effort between Paige Moore, SPOD Secretary, and Ratna Okhai, SPOD Board Member at Large. Their collaborative work, "*Embedding Social Equity in Disaster Response: Simulation Case Study*," has been accepted for inclusion in the Social Equity Disaster Simulation.



Thanh (Minnie) Hoang

Thanh (Minnie) Hoang presented her work, "*Exploring the Role of Nonprofits and Community in Self-Organized Network: A Social Network Analysis*," at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Additionally, her work has recently been accepted for publication in the *Community and Public Journal*.

Members' Spotlight

Intae Choi

Intea Choi is presently pursuing a Ph.D. in Public Affairs at the University of Missouri. His research focuses on organizational behavior, human resources management, and executive politics. We are delighted to extend our congratulations on his receipt of the Staats Emerging Scholar Award from NASPAA in 2023.



Ratna Okhai

Dr. Ratna Okhai was featured on Canvas Rebel discussing her new career as Assistant Professor at the University of South Florida.

Read the interview here:

<https://canvasrebel.com/meet-ratna-okhai/>



Zeeshan Noor

Zeeshan Noor presented his co-authored study, *“Impact of Discrimination on Civil Rights Causes Support through Donations and Volunteering among U.S. Adults: Insights from a National Survey”* at the ARNOVA conference. He also chaired a panel on *“Contemporary Measures and Scales to Gauge Faith-based Philanthropy”* with his Indiana University Lilly Family School of Philanthropy’s colleagues.



SPOD members worked together to organize a panel at annual conference of the Northeast Conference on Public Administration (NECOPA)

Full Panel: Serving in Sync: Meeting Modern Demands in Public and Nonprofit Sectors

complaint processes, spotlighting the bureaucratic snags that diverse communities often entangle with. Collectively, our panel endeavors to furnish an integrative perspective on the shifting paradigms, challenges, and avenues as we charter the public administration's present and future.

SPEAKERS



Seth Wright
Assistant Teaching Professor at
Penn State Harrisburg



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



Gina Scutelnicu Todoran
Professor at Pace University



Paige Moore
Student (Doctoral) at North Carolina
State University

Members' Presentations

Ahmed Rafi. "Transgender inclusion in the US military- Veterans' perception". Paper accepted for ASPA Annual Conference 2024.

Jyoti Aggarwal, Abdi Zeraatpisheh & Meghna Sabharwal . Coping Workplace Discrimination: Psychological Support and Effective Strategies. Paper accepted for ASPA Annual Conference 2024.

Jyoti Aggarwal, Abdi Zeraatpisheh, Meghna Sabharwal & Sean McCandless . Intersectional Insights: Examining Job Satisfaction and Performance in the U.S Federal Sector through the Lens of Inclusive Environments. Paper accepted for ASPA Annual Conference 2024.

Michael Summers. "Resilience: Assisting Organizations and Communities Advance in Challenging Times". Paper accepted for ASPA Annual Conference 2024.

Paige Moore. "Addressing Barriers to Access and Advancing Social Equity in Police Complaint Processes". Paper accepted for IRSPM Conference 2024.

Paige More & Ratna Okhai. "Innovation through Equity: Cultural Competency as a Budgeting Strategy for Improved Service Objectives". Paper accepted for IRSPM 2024.

Paige Moore, Ratna Okhai & Kayla Schwoerer. are leading a series of panel on "Innovations in Government Transparency and Accountability: Building Trust in Public Service". Paper accepted for IRSPM Conference 2024.

Thanh Hoang. "Organizational Factors and Social Media Engagement of Human Service Nonprofits". Paper accepted for ASPA Annual Conference 2024.

Zeeshan Noor. "Politicizing Crisis: Volunteering, Religiosity and Political Ideology". Paper accepted for ASPA Annual Conference 2024.

Members' Publications

Hoang, T. T. (2023). Where are we when the community looks for us? A social network analysis of the self-organized network# TwitterFoodBank. *Communication and the Public*, 20570473231213675.

Noor, Z., Schwoerer, K., & Siddiqui, S. (2023). Gender and Muslim philanthropy: the role of prosociality in women's giving intention during COVID-19. *Voluntary Sector Review*, 1-20.

Scutelnicu Todoran, G., & Crosby, A. (2023). How Successful is the Tax Treatment of Public Authorities in Advancing Employment Growth? Examining the Case of Industrial Development Agencies in New York State. *International Journal of Public Administration*, 1-13.

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

ARE YOU ON THE JOB MARKET?

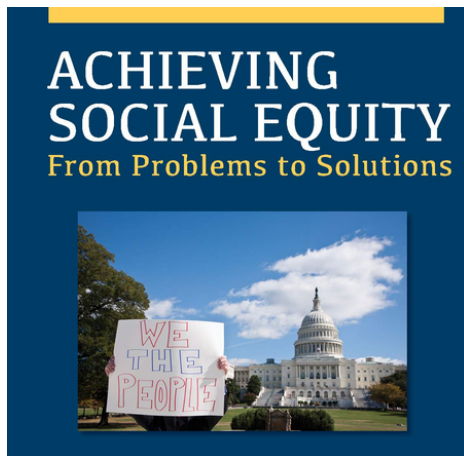
SPOD CAN HELP !!!

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!

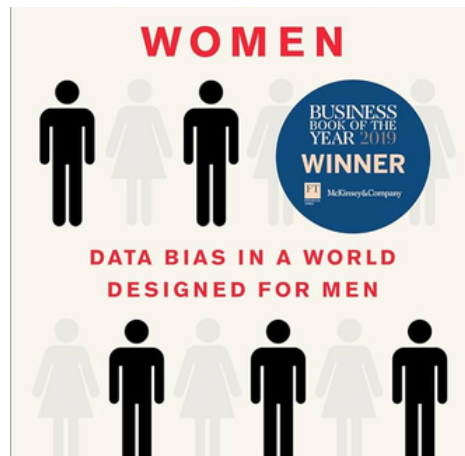


BOOKS TO READ

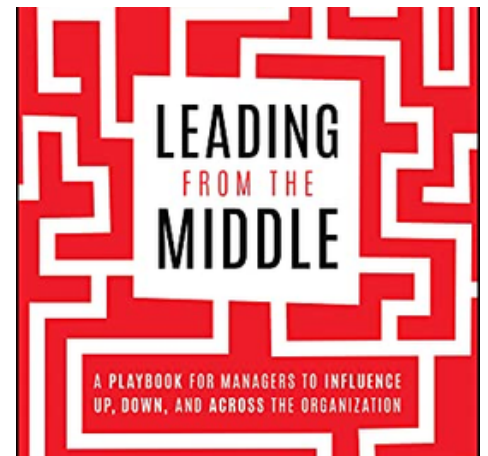
Recommended by SPOD members!



The goal of Achieving Social Equity is to sensitize public service professionals to the challenges that equity issues raise. The book goes beyond “admiring the problem” to suggesting implementable solutions.



Celebrated feminist advocate Caroline Criado Perez investigates the shocking root cause of gender inequality and research in Invisible Women, diving into women’s lives at home, the workplace, the public square, the doctor’s office, and more



Delivering an insightful and practical guide for the backbone of an organization: those who have a boss and are a boss and must lead from the messy middle.

Announcement Board

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](#)

PA Times

ASPA is seeking authors for [PA TIMES Online](#) for 2024! If you are reading the nuanced articles we publish through this online forum then you know our authors provide you and the entire public administration profession with new concepts, idea starters, thoughtful research updates and valued commentary. Now is your chance to get involved or invite one of your colleagues to do so! Submit an [application](#), including a sample column, for review. First-time authors and students are welcome to apply!



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





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