

Newsletter of the

ASPA Section on Professional and Organizational Development



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 I write my final message as Chair of the ASPA Section on Professional and Organizational Development (SPOD), I am filled with bittersweet emotions. It has been an incredible journey, and while I am honored to have served in this role, it is time for me to pass the baton to a new leader. Reflecting on my time in this section, I am reminded of when I was appointed Chair-Elect under the outstanding leadership of our past Chair, Dr. Gina Scutelnicu. Her guidance and dedication set a high standard for service, one that I have strived to uphold throughout my tenure.

Serving as Chair has been an experience unlike any other. I began my journey as a section member, later becoming the Publication Chair, then Chair-Elect, and ultimately Chair. Each role has been a stepping stone, shaping my understanding of leadership, collaboration, and service. Now, as I step down, I am comforted by the knowledge that I am leaving this position in the very capable hands of Dr. Seth Wright, who I have no doubt will bring fresh energy and vision to our section. Alongside him, our newly elected board members will contribute their expertise and innovative ideas to continue advancing our beloved public administration scholarly and practitioner communities.

Before I sign off, I want to take a moment to express my heartfelt gratitude to my board. Your unwavering support, thoughtful challenges, and commitment to excellence have been instrumental in our collective success. You have held me accountable, pushed me to refine my ideas, and, most importantly, stood by me in our mission to strengthen SPOD. I am proud of what we have accomplished together.

Among our many achievements, I am particularly grateful that, with the help of my board members, we have significantly increased the number of section members and expanded student scholarship opportunities. This year, we proudly raised both the number and the amount of student scholarships offered annually. Additionally, we hosted our very first social event at the ASPA 2024 Conference in Minneapolis, a milestone in fostering deeper connections within our community. Another significant achievement during my tenure has been strengthening our support for our co-owned peer-reviewed journal, Public Administration Quarterly. I am delighted that our section has played a greater role in ensuring the journal's continued success

I am also pleased to announce this year's SPOD Students Scholarship recipients, who have demonstrated exceptional dedication and promise in public administration:

- Md Moonsoo Lee (University of Texas at Dallas)
- Youngseok Yoon (University of Texas at Dallas)
- Rajni Jaiswal (Pace University)

As I transition from my role as Chair, I am excited to remain an active part of SPOD and to continue supporting our section's initiatives in any way I can. I urge each of you to stay engaged, participate in our events, and contribute to the growth of our section. Your involvement is what makes SPOD a thriving and dynamic community.

On that note, I am pleased to share the results of our recent SPOD Board elections. Please join me in congratulating our newly elected board members:

- Dr. Ralph R.J. Johnson, Chair-Elect, Director of Council Affairs, City of Shreveport, Shreveport, LA.
- Yeobin Yoon, Secretary, Ph.D. Candidate in Public Administration, Pennsylvania State University, Pennsylvania
- Abdollah (Abdi) Zeraatpisheh, Head of Communication and Strategy, Ph.D. Student, University of Texas at Dallas.

For the Board Member at Large positions, ranked through the democratic marvel of ranked-choice voting, our top candidates are:

- Dr. Diana Al-Fayez, Head of the Public Administration Department and Assistant Professor, The University of Jordan.
- Dr. Shpresa Kaciku Balija, Chief Executive Officer and Founder, Management and Leadership Institute, Kosovo.
- Dr. Gerome Q. Banks, Social Science Researcher.
- Kyungmin Lee, Ph.D. Candidate, Biden School of Public Policy & Administration, University of Delaware.

Congratulations to each of them! I have no doubt that they will bring fresh energy, dedication, and insight to their respective roles.

Thank you all for allowing me the privilege of serving as your Chair. It has truly been an honor, and I look forward to witnessing the continued growth and success of SPOD under the new leadership. Let us keep working together to foster an engaged and supportive community.

With gratitude and best wishes,

Zeeshan Noor, Ph.D

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

SPOD Board 2025 - 2027 Term

CO-CHAIR



Dr. Seth Wright
Assistant Teaching Professor
The Pennsylvania State
University Harrisburg.

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CO-CHAIR



Dr. Thanh Hoang
Assistant Professor
Southern Connecticut State
University.

⊘ <u>@ThanhThiHoang</u>

CHAIR ELECT



Dr. Ralph R.J. Johnson
Director of Council Affairs,
City of Shreveport –
Shreveport, LA.

SECRETARY



Yeobin Yoon
Ph.D. Candidate
Pennsylvania State University
Pennsylvania.

HEAD OF COMMUNICATION & STRATEGY CHAIR



Abdollah (Abdi) Zeraatpisheh
Ph.D. Student
The University of Texas
at Dallas.

TREASURER



Dragana (Dasha) Djukic-Min Ph.D. Candidate The University of Texas at Dallas.

@djukic min

SPOD Board 2025 - 2026 Term

BOARD MEMBERS AT LARGE



Dr. Diana Al-Fayez
Assistant Professor
Head of the Public Administration Department
The University of Jordan.



Dr. Shpresa Kaciku BalijaChief Executive Officer/Founder,
Management and Leadership
Institute, Kosovo.



Kyungmin Lee
Ph.D. Candidate, Biden School of
Public Policy & Administration
University of Delaware.



Dr. Gerome Q. BanksSocial Science Researcher.

SPOD IMMEDIDATE PAST CHAIR



Zeeshan Noor, Ph.D.

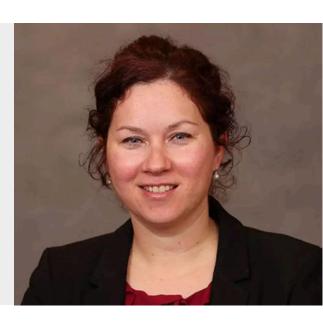
Assistant Professor / Program Director
Institute for Nonprofit
Administration and Research
Louisiana State University in Shreveport.

② @ZeeNoor10

Members' Spotlight

Dr. Gina Scutelnicu Todoran

Join us in congratulating Dr. Gina Scutelnicu Todoran on receiving the 2025 Rita Mae Kelly Distinguished Research Award from ASPA's Section for Women in Public Administration. This award recognizes her impactful research on gender-related issues and contributions to advancing women's roles in public administration.





Jyoti Aggarwal

Congratulations to Dr. Jyoti Aggarwal on her new role as a member of the **Board of Trustees** for the Northeast Conference on Public Administration (NECoPA). Last year, Dr. Aggarwal attended the conference in New York City, where her research, titled "Breaking the Leadership Mold: How Federal Employees' Job Satisfaction and Turnover Intentions Shifted in a Pandemic", won the **Best Student Paper Award**.

Dr. Ahmed Rafi

Join us in congratulating Dr. Ahmed Rafi on successfully defending his doctoral thesis, titled "Beyond the Battlefield: Exploring LGBTQ+ Service Members' and Veterans' Perceptions of Military Experiences and Leadership", in early February 2025. Dr. Rafi brings over 25 years of air force experience and has been actively involved in local government activities.



Join us in congratulating the three winners of the SPOD Annual Scholarships! Each recipient will receive a \$500 award and a one-year SPOD membership in recognition of their outstanding academic and professional achievements.



Rajni Jaiswal is an MPA student at Pace University's Dyson College of Arts & Sciences, graduating in January 2026. She holds a Master of Philosophy in International Relations from Jadavpur University and a Master's in Political Science from Presidency University, India. Her research explores gender, racial, and pay disparities among public officials, and she has presented at the Northeast Conference on Public Administration. Rajni is President of the ICMA Chapter at Pace and the MPA Student Organization, while also working as a Graduate Research Assistant. She plans to pursue a PhD and advance equity in public administration through research and leadership.



Youngseok Yoon is a doctoral candidate in Public Affairs at The University of Texas at Dallas, specializing in public and nonprofit human resource management. His research applies political, administrative, and behavioral theories to study organizational reform, development, change, and performance. His co-authored paper, published in Public Administration and Development (PAD), received the 2024 Garcia-Zamor Best Paper Award from the Section on International and Comparative Administration (SICA) at ASPA. Youngseok's work contributes to advancing HRM practices and organizational effectiveness in the public and nonprofit sectors.



Moonsoo Lee is a doctoral student in Public Affairs at The University of Texas at Dallas. He holds a Master's in Political Science from UT Dallas, a Master's in Public Administration, and a Bachelor's in Philosophy & Public Administration from Yonsei University, South Korea. His research focuses on corruption, democracy, local government, and policy decision-making. Moonsoo has received the 2024 Research & Student Award from the International Society for Crisis and Emergency Management and the Merit Award for his Master's Thesis (2020). He aims to contribute to public sector leadership and governance through research.

PUBLIC ADMINISTRATION QUARTERLY

Congratulations!

2024 Best Article

Dimitrijevska-Markoski, T., Nukpezah, J. A., & Azhar, A. (2024). Service Delivery During Crises: The Effects of Organizational Capacity, Collaboration, and Public Service Motivation on Organizational Resilience. *Public Administration Quarterly*, 48(4), 210-227.

2024 Best Reviewers

- Paul Carmichael, University of Ulster, Ireland and
- Susan Appe, University at Albany, USA

SPOD'S SESSION ASPA'S 2025 ANNUAL CONFERENCE

Not Just Robots: Building Better Humans in Public Service

Sunday, March 30, 2025 | 7:45 AM - 9:00 AM



From Classroom to Public Service: Designing Transformative Fellowship.

Layana Abu Touq City University of New York (City College)



From Pawn to King: Leveraging Chess for Leadership Development through Creative Education.

Jyoti Aggarwal University of Texas at Dallas



The Importance of Cultural Competence in Serving Undocumented African Immigrants.

Rafiu Afolabi Laguda, Capella University



Subversion as Public Value: Reframing Change in Public Administration.

Seth Wright, Penn State Harrisburg

Come And Join Us For The

BUSINESS MEETING

SUNDAY, MARCH 30 12:15 P.M. - 1:15 P.M.

ROOM: MASSACHUSETTS
ASPA'S 2025 ANNUAL CONFERENCE



Join us for the Annual Business Meeting of ASPA Section on Professional & Organizational Development (SPOD) at the ASPA's 2025 Annual Conference! Mingle, network with fellow members, and discover exciting upcoming opportunities for new professionals.

Members' Publications

Abukhalaf, A. H. I., **Dougherty, R. B.,** Naser, A. Y. (2025). Understanding hurricane preparedness behaviors: The case study of Florida college students. International Journal of Disaster Risk Reduction, 116.

Abraham Benavides, Justin Watts, Chandra Carey, Federickia Washington, **Jyoti Aggarwal.** Substance Use and Rural Homelessness in Texas Communities: The Need for Supportive Services, Journal of Public Management & Social Policy. Accepted for publication.

Choi, I. (2025). The Influence of Ethical Leadership on Turnover Intention and Actual Turnover in US Federal Agencies. Public Personnel Management, **00910260251314543.**

Choi, I. (2025). The dark side of innovative work behavior: Turnover intention in public service and the moderating role of hierarchical organizational culture. International Review of Administrative Sciences, 00208523241301956.

Dougherty, R. B. (2025, January 14). Request for Comment: National Cyber Incident Response Plan Update [Docket No. CISA-2024-0037]

Entress, R., **Dougherty, R. B.** & Knox, C. C. (2025). Hurricane Evacuation and Administrative Burdens: Special Needs Shelter Policies During Hurricane Irma. American Review of Public Administration.

Noor, Z., & **Moore, P. L**. (2025). Kind Enough to Vax? Decoding the Relationship Between Prosociality and COVID-19 Vaccination Intent in American Adults. Journal of Health and Human Services Administration, 0(0). https://doi.org/10.1177/10793739251322423

Members' Presentations

Hoang., T. & Agarwal., J (2025). Assessing Perceived Fairness in Performance Evaluations for Remote Workers. Paper accepted for PMRC Annual Conference 2025, Seoul, Korea.

Hoang., T. & Agarwal., J (2024). Exploring the Perception of Fairness in Performance Evaluation among Telecommuting Federal Employees. Paper presented at the NECOPA Annual Conference 2024, New York City, New York.

Vien.,H., & **Hoang.,T** (2024). Live or Die Puzzle: An Integrative Approach to NPOs' Survivability during COVID-19. Paper presented at the ARNOVA Annual Conference 2024, Washington DC.

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!





ASPA SECTION ON PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT

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