

BRIDGING THE GAP

Newsletter of the Section for Women in Public Administration

February 2012

Special Conference Edition



Message from the Chair

Hello Fellow SWPA Members,

Please permit me to thank you all for allowing me to be your President. This experience has been a very rewarding one for me and I will treasure this time for a long time to come. I would like to take this opportunity to thank our executive and board members and those not on the board that has volunteered their time to help us out this year. Words cannot begin to express my gratitude. I want to particularly thank Becky Schergens and Nancy Foye-Cox for their wise council.

We have in our membership some incredible individuals. I have gotten to know some of you and look forward to meeting and getting to know others. However, with all the talent resident in our Section, I would like to have more involvement from our members in Section activities and endeavors.

We are looking forward to seeing you in Las Vegas at the SWPA Friday Night Social, at the Business Meeting on Saturday morning and the SWPA Breakfast on Monday morning. Also, feel free to visit our booth at the exhibition hall. In addition, we have many of our members presenting and would like you to support them. In this newsletter, we have listed many of them, so please make an effort and let's support our Section members.

We have an incredible board for the upcoming year and we are looking forward to your support. As we start our ASPA National Conference in Las Vegas, remember it is also the start of Women's History Month. Let's thank those who have paved the way that we may follow. See you in Vegas.



Yours in Service!

Roslyn Alic-Batson

Roslyn Alic-Batson
Chair, SWPA

In this issue

| | |
|--------------------------------|---|
| SWPA Breakfast Speaker..... | 2 |
| ASPA Annual Conference..... | 2 |
| National Award Recipients..... | 4 |
| Scholarship Recipients..... | 5 |
| SWPA Proposed Board..... | 6 |

SWPA Breakfast Speaker Announced

Each year, the Section for Women in Public Administration (SWPA) National Awards breakfast is one of the best attended ASPA section events. The 2012 breakfast scheduled for Monday, March 5, 2012, 7:30 a.m. at the Flamingo Hotel in Las Vegas should continue that trend. **Deborah Frett**, an advocate for women veterans, green job development and redefining the workplace to meet the needs of the 21st century, is confirmed to speak.



Frett is an accomplished executive with over 30 years of experience providing strategic direction and executive management to associations, for-profit and start-up organizations. As the current CEO of the Business and Professional Women's Foundation (BPW), she is a frequent speaker and panelist on the creation of successful workplaces, providing expertise in the areas of workforce development, workplace policy and job readiness as they pertain to working women and businesses. A creative leader, she has demonstrable experience ensuring that working women are included in today's marketplace. <http://www.bpwfoundation.org/>

Prior to becoming the CEO of the BPW Foundation, **Deborah Frett** was an entrepreneur serving as an independent consultant and chief executive officer for DFA Project Solutions. She provided senior level management and consultation on business strategy development, marketing, management and operations for various projects and initiatives, including women's health issues. She is a

member of the 2011 Pfizer Small Business Council and served on the planning committee for the Department of Veterans Affairs 2011 National Training Summit on Women Veterans.

SWPA is honored to present **Deborah Frett** as our keynote speaker. Her message should clearly resonate with our members, supporters and friends. We encourage ASPA conference attendees to include the SWPA breakfast in your conference registration. This will ensure that you will have a seat for this popular ASPA Conference event!

2012 ASPA Annual Conference *Redefining Public Service Through Civic Engagement*

The 2012 ASPA Annual Conference will be in Las Vegas, NV, March 2-6 at the Flamingo Hotel.

The conference is packed with a variety of educational options, networking opportunities, a Public Service Career Fair and much, much more. The official conference website is up-and-running and can be found at: <http://www.aspanet.org/2012conference/>.

Here is a selection of presentations being conducted by SWPA members which we know you will want to attend when you are at the conference. If your presentation is not listed, it is not intentional.

Friday, March 2

9:00 AM - 10:30 AM

Stephanie A. Pink, Ph.D.

Research Universities as Engines of Economic Growth: An Examination of the Factors that Impact Local Public Administrators Strategies for Sustaining their Economies

10:45 AM - 12:15 PM

Karin Lasthuizen

Ethical and Management Challenges to Contracted Service Providers

Frances Burke

Gender and Ethics with Emphasis on the Glass Ceiling

3:15 PM - 4:45 PM

Bonnie G. Mani

Political Viability of the Neighborhood Watch: Crime and the Problem of Many Hands

Jeanne-Marie Col

Transparency, Accountability and Financial Management

SWPA SOCIAL

Friday, March 2

6pm-10pm

The Jockey Club

3700 S Las Vegas Blvd

For Information Contact:

Roslyn (754) 581-6242

Barbara (602) 330-3403

Sheila (917) 442-0646

Aziza Zemrani

Fostering Accountability and Transparency as Prerequisite for Curbing Corruption in Africa

Saturday, March 3

10:45 AM - 12:15 PM

Christine L. Rush, Ph.D.

Workforce Diversity and Charges of Employment Discrimination: Does No Good Deed Go Unpunished?

Emily Balanoff-Jones

Volunteerism and Democracy in the United States: A Content Analysis

Jane Fountain

Enhancing Information Services through Public-Private Partnerships: IT Knowledge Transfer Underlying Structures to Promote Civic Engagement

Patricia Shields

Student Summit: Writing Excellent Papers

SWPA Business Meeting

Saturday, March 3 at

10:45am

El Dorado Room

1:15 PM - 2:45 PM

Qian Hu

How to Utilize Social Media in Engaging Membership and Promoting the Spirit of Public Service?

Claire Connolly Knox

Transparency, Accountability and Financial Management

3:00 PM - 4:30 PM

Meghna Sabharwal, Ph.D.

Furthering Job Performance and Satisfaction through Organizational Inclusion Behaviors (OIB)

Sunday, March 4

8:15 AM - 9:45 AM

Dovie Denise Dawson

Ethics Under Siege: The Faulty Nature of Hubris in Public Service

Andrea Mayo

Deviants, Sex Workers, or Victims: Government's Conflicting Constructions of Prostituted Women in Phoenix, Arizona

10:45AM – 12:15PM

Phin Xaypangna

Community Dialogue: Let's Talk

1:15 PM - 2:00 PM

Patricia Shields

Doctoral Summit: Getting Published

1:45 PM - 3:15 PM

Blue Wooldridge

Walking the Talk: The National Academy of Public Administration's Contribution to Social Equity

Susan T. Gooden

Engagement across and within Differences

Rosemary O'Leary

Collaboration: 10 Greatest Hits

Helisse Levine, Ph.D.

Public Employee Compensation Reforms in the aftermath of the Great Recession: Implications for State and Local Governments

Monday, March 5

8:00 AM - 9:30 AM

Christine Gibbs Springer

The Science behind the Practice of Emergency Management

Catherine Humphries Brown

Nonprofit Capacity Building in the United States and Abroad

9:45 AM - 11:15 AM

Camilla Stivers and Cheryl Simrell King

Donald C. Stone Lecture

12:15 PM - 1:45 PM

Karin Lasthuizen

From Ethical Competency to Ethical Leadership

Jane Fountain

A Contextual Framework to Analyze Technology Innovation in Government and How It Applies to Social Media Applications in the Public Sector

Claire Connolly Knox

Building Nonprofit Evaluation Capacity: Evidence from the Field

Brenda Hood (Ask the Expert Session)

Collaborative Partnerships that Produce Innovative Solutions: A New Paradigm

Margaretha Warnicke (Ask the Expert Session)

Citizens Enforcing Administrative Accountability: Bureaucratic Oversight as a New Form of Civic Engagement in State and Local Immigration Policies

3:45 PM - 5:15 PM

Wendy A. Haynes (Moderator)

Transparency, Accountability and Financial Management

Bethany Stich

Its Not Easy Being Green: Can Container on Barge Service Save Us?

Dorothy Norris-Tirrell

More Than a Partner: Examining the Rationales and Roles of Nonprofit Organizations in the United States

Helisse Levine, Ph.D.

Volunteer Management Capacity: Identifying Best Practices in Nonprofits During Times of Fiscal Stress

Maria J. D'Agostino, Ph.D.

Volunteer Management Capacity: Identifying Best Practices in Nonprofits During Times of Fiscal Stress

Sheila Johnson (Ask the Expert Session)

The Face of NonProfit Advocacy in the 21st Century Amid an Ever Changing Political Scene Political Scene

Suzanne Discenza

Engaging and Empowering Women to Address the Largely Unspoken Issues of Gender in the Workplace

Ann Braga

HR, The Law and the Impact on Public Trust

Tuesday, March 6

7:30 AM - 8:45 AM

Rosemary O'Leary

Collaboration as a Management Strategy: Collaborative Skills for Public Managers

Yahong Zhang

Collaborative Governance

Karen M. Hult

Founders' Forum

Kendra Stewart

Stuffing Our Faces: How State Food Policy Engages Citizens in Making Choices

Visit <http://www.aspanet.org/2012conference> for more information and to register.

SWPA National Awards

The National Awards Committee has completed the solicitation process and the winners for the awards are below:

Joan Fiss Bishop Award

This is awarded to a woman who, by example and action, has promoted increased participation of women in the public service profession, exhibits a defined contribution to increased involvement in the public sector, innovative leadership and accomplished professionalism in the individual's own public service career, and commitment to the public administration profession through membership in the American Society for Public Administration.

Recipient: Lydia Quarles, J.D.

– Ms. Lydia Quarles is a Senior Policy Analyst at the Stennis Institute of Government at Mississippi State University. As an administrative law judge and then as a professor at Mississippi State University, Ms. Quarles has worked for Mississippi State women graduate students, lawyers and judges by establishing a variety of resources that support women



in the profession and encourage them to work in Public Administration's field of Administrative Law and become ASPA and SWPA members.

Marcia P. Crowley Award

This Award recognizes outstanding service to the Section for Women in Public Administration. The Nominee must have served the Section for several years, have made a demonstrated impact on the work of the Section, and is a current member in good standing.



Recipient: Suzanne Discenza, Ph.D. - Dr. Suzanne Discenza is associate professor of the Master of Healthcare Leadership Programs at Park University in Kansas City, Missouri. Dr. Discenza currently serves as the secretary of SWPA, as well as continuing with the SWPA Professional Development

Committee. Currently the president of ASPA's Greater Kansas City Chapter, she did an outstanding job as chair of the Host Committee for the 2006 ASPA National Conference in Denver, Colorado; had served as president of ASPA's Colorado Chapter; and previously served on its Advisory Board.

Rita Mae Kelly Award

This Award recognizes outstanding research contributions to gender-related issues. It is not a requisite that the nominee be a member of the Section or the Association, but shall have performed research on an issue significant to the role of women in public administration and made an impact through that research on women's lives.

Recipient: Janet R. Hutchinson, Ph.D. – Dr. Janet

Hutchinson is currently professor of Public Policy and chair of the Department of Gender, Sexuality and Women's Studies at Virginia Commonwealth University - Richmond. Dr. Hutchinson's work on gender and public administration has inspired other significant academic research on gender issues and public administration. Among her many accomplishments, her most important work is on feminist-inspired Public Administration theory. She has written more than 14 articles and book chapters on gender and public administration related topics and has been published worldwide.



Julia J. Henderson Award

This Award honors a woman who has demonstrated her commitment to international public administration in particular or to international public service in general by a lifetime of public service, to careers in international public administration and public service.

Recipient: Yahong Zhang, Ph.D. – Dr. Yahong Zhang is an assistant professor of Public Affairs and Administration at Rutgers University - Newark and chair of Rutgers Institute of Counter Corruption Studies. She is a SWPA member and former chair of the SWPA Scholarship Program. Dr. Zhang has demonstrated strong commitment to research on international public administration. She actively collaborates with scholars from different countries to address public administration issues in a global context. She is a Council member of the Section on Chinese Public Administration (SCPA) of ASPA. She has been invited to provide training courses on public policy evaluation and performance analysis to government officials in El Salvador and China in June 2012.



SWPA Scholarship Recipients

The SWPA Scholarship Committee congratulates the winners of the 2012 SWPA Scholarships! Each scholarship recipient is awarded \$500 to help defray the costs associated with attending the 2012 ASPA conference in Las Vegas. The recipients will be honored at our SWPA breakfast on Monday, March 5, 7:30 am. Please stop and congratulate these amazing ladies!

SWPA Conference Scholarship applicants must be a full-time practitioner in public service, or a student enrolled in a Master's or Doctoral degree program in Public Administration/Public Policy/Public Affairs or a closely related field and must be a member of ASPA and SWPA.



*Advancing excellence
in public service . . .*

SWPA Scholarship Recipients



Andrea E. Mayo

PhD Candidate in Public Administration, Arizona State University

Andrea E. Mayo is a doctoral candidate in public administration at Arizona State University's School of Public Affairs. Her primary areas of interest are gender and public policy, the social safety net, policy design theory and research methods. Prior to her time at ASU, Andrea worked in Washington, DC as an advocate for workforce development policy and career pathways. She also holds a Master's of Public Policy from Georgetown University and a Bachelor's of Arts in Sociology and Anthropology from Colgate University.



Erica Edwards

PhD Candidate in Public Administration, Arizona State University

Erica Edwards is a doctoral student, a research assistant for ASU's Morrison Institute for Public Policy, and a policy analyst/consultant for the Arizona

Developmental Disability Planning Council. She is a social worker with an MSW from Virginia Commonwealth University, and holds bachelor's degrees from the University of Texas at Austin in Business and Spanish. Her current research is centered on the occlusion of citizens with disability by the field of public administration and effects of the devolution and privatization of government on civil rights.

SWPA Proposed Board

Chair - Barbara Lewkowitz

Vice Chair – Suzanne Discenza

Secretary - Sheila Johnson

Treasurer - Phin Xaypangna

Student Rep - Lisa-Marie Williams

Endowment Chair - Becky Schergens

Historian - Cathy Hensley

Past Chair - Roslyn Alic-Batson

SWPA Board Ending 2015

Meghna Sabharwal

Emily Balanoff-Jones

Hillary Knepper

SWPA Board Ending 2014

Pat Shields (Replacing Suzanne Discenza)

Engaging and Empowering Women to Address the Largely Unspoken Issues of Gender in the Workplace

Sunday March 4, 2012

10:45-12:15 pm

By Suzanne Discenza, Ph.D., and Elisabeth Graffy, Ph.D.,
SWPA Professional Development Co-chairs

This year's workshop seeks to delve deeper below the surface to explore some pervasive but largely uncharted issues of gender in the workplace that participants raised at the 2011 ASPA Conference/SWPA workshop on "The Changing Face of Women in Leadership Positions in Public Administration." In particular, participants raised a number of concerns and challenges for which they seek advice and mentorship, and which research on women's professional development may not be addressing. Informal information-sharing and mentorship networks like SWPA may have unique roles to play in helping women succeed in a complex environment.

The 2012 workshop dispenses with panel speakers and is designed to support collaborative exploration of key issues in a way that allows for peer mentoring and an opportunity for the researchers among us to learn about possible directions for their own inquiry.

One of the issues raised previously, which we explore further in 2012, may be described as the synergistic effects of gender *and* ethnicity on women's professional status and advancement. While much has been written about gender discrimination *or* racial discrimination in professional settings, the literature reveals little discourse on the synergy between them. Yet, workshop participants described this as a well-established problem. Similarly, while volumes have been written about gender discrimination by male bosses against their female subordinates, participants indicated that unfair treatment of female employees by their female superiors was surprisingly prevalent and a source of confusion and concern. Colleagues requested further attention to and legitimization of these issues through research as well as advice about practical strategies for dealing with them. How widespread are these issues, and what recourse, assistance, or advice for sidestepping such problems can we share with each other?

Another historical theme that remains pertinent today relates to women in leadership positions. It is becoming more common to see women in high political, administrative, and judicial posts -- a pattern of professional development successes that warrant our attention and sharing lessons learned. At the same time, we are still hearing about situations in which women are given plenty of advice about how to seek promotions and portray themselves favorably as leaders, and yet encounter different expectation and perceptions compared to men when vigorously striving to meet their professional goals. The old axiom that striving men are viewed as constructively assertive, and women viewed as negatively aggressive remains a factor, if more muted and less chronically than in times past. Does its persistence or recurrence link to other factors, such as those already mentioned, or to other considerations such as age, sector, or organizational level? This, too, we can explore collaboratively, always with an eye toward helping women best anticipate or overcome these issues, should they arise.

Dialogue during the workshop indicated that while insufficient research has been devoted to these topics, another practical problem is finding more experienced or veteran colleagues who can offer perspective and mentorship, or who can just provide a safe sounding

board for professional development questions. One thing that seems to be common across all unspoken issues is that women who encounter them, often unexpectedly, may feel disoriented by their experience. As lamented by one SWPA member, "It's as if it would be inconceivable for women to betray members of their own sisterhood." Whether they have already established some professional success or are very early in their careers, women confronting challenges that are not discussed openly can feel isolated and assume they are on their own to devise navigation strategies. Our 2011 workshop demonstrated the value of broaching these topics as a community.

Speaking to that need, we have designed the 2012 workshop to enable a collaborative model in which information-sharing and peer mentoring opportunities can readily occur. We are bypassing panel presentations in favor of specially designed small group discussions. Highlights from those discussions will be recorded and fed back into the group process, as well as brought to the attention of our members who could not attend the workshop. This honors our goal of collaboration and productive dialogue through the section. In addition, we are delighted to announce that several SWPA members have volunteered to be available as resources for other members during the SWPA Social (Friday, 6PM). Look for their special badges, welcoming you to approach them for discussion! (Would it be helpful to note that we'll have lots of wine and other treats?)

The Section on Women in Public Administration seeks to promote a climate among its membership that permits open exploration of all issues experienced by women as they seek satisfying, growing professional lives -- whether celebrating successes, seeking to overcome obstacles, or navigating uncharted waters. In that spirit, we are glad to offer annual Professional Development Workshops that relate to the experiences of women in a variety of work settings and that offer a collegial and supportive community for women, at any stage of their professional development.

**Meet our scholarship
and award recipients at
the SWPA Breakfast
March 5, 7:30am**

Academia.edu: Check it out!

Submitted by Pat Shields

I have discovered a remarkable social networking web site where scholars can share their work. It is also a place where scholars, students and practitioners interested in Women in Public Administration can congregate. I encourage anyone interested to check out the website and join.

I joined Academia.edu about three weeks ago after a colleague told me about it. My colleague had joined and now this is how his research was being downloaded. The site's deep analytics allowed him to follow downloads overall, by paper and by country. I checked it out and was happy to see that academia.edu uses self-identified "interest areas" to categorize papers and members. I was pleased to find that "women in public administration" was already an interest area. The site also includes other PA interest areas such as public administration, public financial management, environmental policy and governance. The site also links together people by their home institution. You can sign up as a student, faculty, alumni etc.

The Internet is changing the way scholarship is being disseminated. Sites like academia.edu are part of this trend. Research trapped in paper will soon be a thing of the past. So, I encourage you to check it out and perhaps join the "women in public administration" research area. I would love to see a SWPA presence.

Bridging the Gap

The Newsletter of the Section for
Women in Public Administration
Published in Winter, Spring, Fall and Summer

Send contributions electronically to
Linda F. Reece, MPA
ReeceL@uncw.edu

Deadlines:
Pre-Conference Issue: February 1st
Summer Issue: May 1st
Fall Issue: August 1st
Winter Issue: November 1st

Book reviews, summaries of original research, member news (both professional and personal) and other items of interest to SWPA members are welcome. Please consult editor about copy suitability and length.

PA Times Online Seeks Input

The PA TIMES Online (patimes.eznuz.com) is seeking original articles/content for publication.

This is a great venue for SWPA members to publicize announcements, event listings (use our online calendar), articles or press releases, video and audio presentations and photo galleries.

We are also seeking non-ASPA related content, ie. current events commentary, general commentary, news items, etc. Articles must be original pieces and remain at 1000 words or less. Authors need not be ASPA members.

All content ideas will be given consideration, so do not hesitate to suggest article series, column ideas, blog ideas, etc.

Currently PA TIMES Online publishes weekly. Deadline is each Saturday of the month and articles go live each Monday.

Please contact Editor Christine McCrehin (cjewett@spanet.org) with any questions or suggestions. I look forward to hearing from you.

SWPA Committees

ASPA National Conference
ASPA National Conference Program Liaison
SWPA National Awards Breakfast
By-laws and Policies
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For more information:

Visit the SWPA Website:
www.aspaonline.org/swpa

Email: swpasection@gmail.com