



BTG Featured Research

Women's Giving Circles and Civic Engagement

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The decline in civic engagement has been a prominent topic of conversation in recent years. Contrary to Robert Putnam's claims, however, the issue is less a matter of decline than a *change* in how people participate. Giving circles, emerging from the "new philanthropy" environment in the U. S., are one example of ways in which people are seeking out opportunities to be engaged in their communities.

After recently completing a national scan and analysis, I found nearly 200 giving circles across the U.S. and Canada, and there is indication that many more exist. Though data are limited, it is estimated that nearly \$32 million has been given away (for all years giving circles have been in operation). At least 8,000 individuals participate in giving circles and most giving circles are relatively new, having started only in the last five years.

Though similar to older ideas of collaborative giving such as the Women's Clubs of the Progressive era, giving circles are unique to the *modern* philanthropic environment. A giving circle has been described as a cross between a book club and an investment group and entails individuals pooling their resources and then deciding together where these resources should be distributed. They also involve educating members about philanthropy and issues in the community, include a social dimension, engage members in volunteering, and maintain their independence by not affiliating with any one particular charity. The degree of each of these aspects varies depending on the type of giving circle.

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Though people from many walks of life and different genders participate in giving circles, they seem to be especially attractive to women. Women cited the opportunity to be social while “doing good” and “making a difference” in the midst of busy lives as a major reason for participating in a giving circle. Women also said they were attracted to giving circles because of their empowerment aspect. The giving circle was seen as a way for a group of individuals to control how things go. The opportunity to be part of a group and leverage the amount of money a participant is able to give was another important reason members cited for participating in a giving circle. It makes people feel like they are part of a bigger movement fairly quickly while magnifying their individual contributions.

An example of one type of giving circle especially attractive to women is Womenade. The movement started in Washington, D.C. when doctor Amy Kossoff and her friends decided to hold a potluck dinner and ask attendees to donate \$35 to a fund that would enable Kossoff to continue to give financial assistance to her clients for prescriptions, utility bills, and rent. Kossoff did much of her work in homeless shelters and public clinics and regularly provided assistance to her clients out of her own pocket. The women called the group Womenade and held their first potluck in March 2001. Nearly 100 women attended, raising \$3,000. A year-and-a-half later, *Real Simple* magazine did a story on Washington Womenade, including a section on “How to Start a Womenade,” and the idea spread. At least 25 Womenade groups currently exist in the U. S.

There may be a downside to the giving circle movement, however. First, in some cases, especially within groups like Womenade, members see their giving through the group as an *alternative* to volunteering, so there is little engagement beyond group interactions. Additionally, there is not much diversity within or among giving circles; they tend to be homogenous groups made up of people from white, middle- and upper-class backgrounds.

Finally, while in some cases providing women with opportunities for civic engagement and participation in community issues, giving circles may do a poor job of meeting broader underlying problems in the community.

For instance, while many giving circles try to be highly democratic internally in their policies and procedures, their smallness, informality and/or time-intensive internal procedures may limit the group from becoming systematic about identifying true needs in the community and finding appropriate funding opportunities.

One conclusion from the giving circle context is that democracy within the organization does not (or cannot) lead to democracy in society, if one is concerned with substantive outcomes. Nonetheless, public administrators may want to take heed of these new philanthropic mechanisms because they may enable public administrators to gather citizen input (especially from women), engage citizens to solve community problems, and offer an avenue for bringing resources to bear on some of these problems.

Letter from the Chair

I had started an article dealing with gender issues, but during the past few weeks, we have been inundated with disastrous news as two hurricanes hit our Gulf Coast. Many of our ASPA colleagues were victims in these natural disasters and we send our concern and hope for a speedy recovery. Many of our colleagues have also pitched in to help with recovery efforts. So I hope you



will allow me to share my experience.

I had the opportunity to observe firsthand an emergency disaster center that was set up in Columbia, South Carolina. A large vacant building that had been the Navy ROTC building on the University of South Carolina campus was donated to house a resource center for evacuees. Hundreds of volunteers converged as soon as it was realized that evacuees would be coming to our state. These volunteers were trained and graduated to become

“Shepherds”. As our “neighbors” arrived, they signed in, got identification cards, were assigned a shepherd who stayed with them through the process. The first stop was an interview with a Red Cross case worker who determined the individual needs including a cash payment. Other services that were offered, all in the same building, was a medical center with doctors, nurses, mental health professionals, and a pharmacy; temporary housing arrangements; transportation passes between housing and the disaster center; an education office; a VA benefits office; FEMA office; pastoral counseling; Medicaid office; Social Services office that included food stamps; a legal office; a clothing store; and best of all, a large room set aside to serve hot meals twice a day. This center was staffed and paid for from donations by citizens and businesses in South Carolina. I talked with a number of people who had already experienced some assistance and they were amazed, as I was, at the efficiency and assistance. It was great to see the partnership among local, state and federal agencies and the private sector all working toward one goal – to help their neighbors through a very dark time.

One family that I became involved with are now in a small town in North Carolina. The whole town adopted this family of seven who had lost all but a few personal possessions when their home was flooded in Kenner, Louisiana. They are now in a house that had been empty but now is fully furnished with furniture, food and clothes and is rent free for six months. Their electricity is paid for six months and their heating oil for the winter is paid. The father had not one but two job offers waiting for him. The 20-year old son who had been working in Louisiana is now enrolled in a local community college. Even as we hear unbelievable stories, I’m sure this story has been repeated time after time.

As public service professionals, we must pause to think about how we can be better prepared to handle future disasters. As I write this article, I know that sessions are being planned for the upcoming SECoPA conference in October and the national conference in the spring to focus on the issues concerning major disasters. I urge you to take advantage to have input in these sessions. I will look forward to the continuing dialogue as public service professionals prepare for future disasters.

Kathy Hensley, Chair

The *PA TIMES* is seeking the hottest, most talked about issues from each section for possible inclusion in our 2006 Editorial Calendar. We want to have the most relevant and timely editorial calendar with current and useful information on the issues faced by public servants, and we need your help. Please pass this on to anyone you feel may be interested in suggesting a topic.

Some examples from the past are:

Right to Privacy vs. Right to Protection

Ethical Leadership

Developing Interest in Public Service Among
Young People Environmental Justice

Governance: Impact on Networks and Network
Structures

Domestic Terrorism/Homeland Security

Challenges Posed by Changing Demographics

IT Strategic Planning, Management, Recruitment

Infrastructure Planning and Gridlock

We must have your replies no later than Friday, September 9, to be considered for inclusion. Questions and topic ideas may be emailed to me at: cjewett@aspanet.org.

Thank you for helping make *PA TIMES* a success!

Christine McCrehin, Editor, *PA TIMES*
Advertising Representative, ASPA

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cjewett@aspanet.org
703-209-0560 (p)



Registration is now open for the 67th National Conference of the American Society for Public Administration - March 31 through April 4, 2006 in Denver, Colorado.

<http://www.aspanet.org/>

SWPA TEAM AND MEMBERS DELIVER

Becky Schergen

Chair, Membership Committee

At the ASPA 2005 Conference in Milwaukee, nine SWPA members and leaders volunteered to serve as a team to recommend strategies for increasing SWPA membership. The team would tap into the SWPA membership on all levels and report back to the SWPA leadership at the end of the summer. The overarching goal was to provide value-added benefits to our current and prospective members and increase the contributions that SWPA makes to the profession and ASPA.

Collecting the ideas emerging from the informal and formal dialogue with SWPA members and prospects at the national conference, the team extended its outreach in late spring through e-mails, telephone conversations and meetings. The team consulted ASPA staff and student/section/chapter representatives. SWPA members were encouraged to add their perspectives through BTG articles and as follow-up to National Conference meetings.

From these outreach efforts a Membership Framework emerged that would capture and distill the thinking of the representative groups and SWPA members into recommendations for a three-year membership cycle providing continuity and focus for the foreseeable future. The members were particularly interested in seeing that SWPA offer opportunities to participate in its programs throughout the year, not only at the National Conference.

As the basis for the membership efforts the various constituencies gave their views and recommendations about SWPA programs that would prove of most benefit. These would number three to four in order to focus the energies of the Section. Some elements would be phased in over a three to four year period. The recommended programs needed to demonstrate that they used our human and financial resources wisely and would be: 1) High Impact; 2) Feasible; 3) Relevant; 4) Affordable; and would add 5) Value to SWPA Membership.

There were also great marketing ideas suggested that would accelerate outreach, particularly to students. Increasing collaborations within SWPA and with other ASPA programs and Sections offer some exciting opportunities to broaden and deepen programs as well as increase diversity in the membership.

After presenting an initial draft of ideas and recommendations to the SWPA Leadership for review in early June 2005, a draft Framework was forwarded on September 7 to SWPA Chair Kathy Hensley and the Executive Board for their consideration. They are currently reviewing the recommendations in light of the SWPA Plan of Work for 2005 – 2006 and plan to place it on the agenda of the SWPA Board Mid-Year meeting on November 12 in Washington, DC. The results of the leadership deliberations will be communicated to the SWPA Membership shortly thereafter.

This Framework represents a collaborative effort among the individuals who have served on the Membership Team and the many people who contributed their ideas and perspectives to the SWPA Membership Framework over the past four months.

Special Thanks to the SWPA Team Members - Dara Baldwin, Marcy Crowley, Claire Felbinger, Wendy Hatfield, Wendy Haynes, Janet Hutchinson, Anne Osborne Kilpatrick, Deniz Leuenberger & Becky Schergens for their specific contributions to this Framework.

SO, the SWPA Membership Team with the help of so many of its members has delivered on the first phase. Together, we are moving out! As the tempo picks up in the fall of 2005, let's EACH ONE REACH ONE to increase the membership of ASPA and SWPA!

Second Volume, Women in Public Administration

SWPA has supported two efforts to honor women who have made outstanding contributions to Public Administration. The first was a research-based book published by M.E. Sharpe.

This is the second in a series of short biographies of PA women who have made important contributions to our field. We have a number of volunteers who are drafting biographies on SWPA Chairs. Then we will add the Research Awardees. Then we will do a general call. This will be a "living" document as we will be able to add to it through on-demand publishing.

We currently need authors to do short biographies of several past chairs. If you are interested in contributing to this important project, please contact Claire Felbinger (C.Felbinger@starpower.net) or Wendy Haynes (whaynes@bridgew.edu)

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WOMEN NOW! is The Evergreen Chapter's 2006 women's evening event. Mark your calendar for the week of April 11, 2006. Attendees will select from four sessions each on a different topic focused on women. A prominent Key Note speaker will end the evening while attendees enjoy a gourmet box dinner. Contact Wendy Ekern (eee8@u.washington.edu)

Mark your calendar for upcoming events:

November 12, 2005, 12:00 noon-1:30 pm – SWPA Board meeting, Marriott Hotel, 1221 22nd Street, NW, Washington, DC

March 31 - April 4, 2006 – American Society for Public Administration National Conference, Denver, Colorado

April 1, 2006, 12:30 pm-2:00 pm: SWPA Board meeting

April 2, 2006, 8:30 am-9:15 am: SWPA Annual Membership and Business meeting

April 3, 2006, 7:30 am- 9:00 am: SWPA Annual Awards Breakfast

Member News

Sarah R. Kane (425-744-6447) was recently promoted from the Aquatics Program to Events & Marketing Supervisor, Lynwood Parks, Recreation & Cultural Arts.

Mary Ellen Guy (850-644-9170, mary.guy@fsu.edu) was recently named director of the Ph.D. program, Askew School of Public Administration & Policy, Florida State University. She welcomes inquiries, applications, and referrals from SWPA members.

Alesia G. Thompson (doubleanddaye@yahoo.com) was recently certified under FEMA after training by the Ohio Emergency Management Agency.

Marion Fitch Connell (mfconnell@msn.com) retired from HUD after nearly 30 years of federal service and has transitioned into Volunteer Director, Washington Tennis & Education Foundation, where she supports educational opportunities for 'at risk' kids and promotes the game of tennis.

Meredith A. Newman (Newman.Meredith@uis.edu) has been promoted to Professor, Department of Public Administration, Public Affairs Center, University of Illinois Springfield.

Nancy Meyer-Emerick (nancy@urban.csuohio.edu) has been promoted to Associate Professor, Cleveland State University.

L. Dara Baldwin (lbdarab18@verizon.net) has made a career change after 15 years in Healthcare Finance Operations, to Legislative Policy Analyst for the Association for the Children of New Jersey.

Bonnie G. Mani (manib@mail.ecu.edu) received the Best Article Award, *Review of Public Personnel Administration*, The Section on Personnel Administration and Labor Relations, ASPA, for her article, "The employers' advantage in sexual harassment cases: How the courts have discouraged the victims of sexual harassment", published in *RPPA*, vol. 24 no.1.

Janet R. Hutchinson (jbutch@vcu.edu) was recently named Director of On-Line Learning, L. Douglas Wilder School of Government & Public Affairs, Virginia Commonwealth University.

Professional Positions

City Manager Recruitment City of Glenarden (pop. 6500) Salary: Based on Qualifications & Experience

ICMA(GM) recognized in 1977. Mayor and seven member elected council, two at large and five by wards; \$2M budget; 17 FTE employees. Suburban city with revitalized leadership located in Washington, DC metro area. Prefer Master's degree in Public Administration and five years experience, preferable as manager or assistant and possessing finance, budgeting, personnel and capital project management skills. The ideal candidate's experience will focus on municipal type services, enterprise management, visioning and strategic planning skills and problem solving.

Letter detailing municipal operating experiences and skills, salary requirement, resume and five work related references to:

City Manager Recruitment
City of Glenarden
8600 Glenarden Parkway
Glenarden, Maryland 20706
FAX: 301-773-4388
An Equal Opportunity Employer

Academic Position

PUBLIC ADMINISTRATION

The Department of Political Science and Public Administration at Mississippi State University seeks applications for one or two tenure-track faculty positions at the assistant professor level. The areas of expertise are open. Special consideration will be given to applicants with expertise in budgeting, information systems, managing diversity or nonprofits. Candidates must be able to teach graduate level courses, conduct research in public administration, public or nonprofit management or public policy, serve on dissertation committees, and eventually direct dissertations. The teaching load is four course sections per year (2/2). Other responsibilities include routine department, college, and university service functions. The persons hired will possess the ability to work effectively with students and colleagues in a multi-disciplinary department. The position begins August 16, 2006. Salary is competitive. The department especially encourages candidates from historically underrepresented groups to apply.

Please submit application materials electronically. Visit www.jobs.msstate.edu. Select "create application," and then choose "professional/faculty position." You will then create a user name and password. Attach a letter of

application, vita, and the names and phone numbers of three references to your application. Review of applications will begin October 1, and the positions will remain open until filled. If you have questions about these positions, please contact Dr. Jerry Emison, Search Committee Chair, at emison@ps.msstate.edu or 662-325-7865

Mississippi State University is an Affirmative Action/Equal Opportunity Employer.

Symposium on Feminisms *Administrative Theory & Praxis*

Proposals due December 1, 2005, Manuscript due March 30, 2006 for publication September 2006

Other disciplines are fluent in feminisms and have theories of feminisms associated with them (sociology, anthropology, and psychology are examples). Although there are feminist scholars and practitioners in public administration who have contributed scholarly work on issues related to women—there is as yet no defining body of feminist theory in our field.

Liberal feminism, the dominant theory found in mainstream PA literature, is concerned principally with achieving equality with men—equal pay for equal work and eliminating the 'glass ceiling' are common examples of workplace issues viewed from a liberal standpoint—a conceptual framework too narrowly constructed to achieve real change for women in our field.

Our challenge is to develop theories that articulate feminisms as guidance in the panoply of issues facing public administrators today. For information, contact symposium organizer: Janet Hutchinson, Ph.D. Associate Professor, L. Douglas Wilder School of Government and Public Affairs, Virginia Commonwealth University, Richmond, VA 23284, 804/828-8041, jhutch@vcu.edu



SWPA

STARTING OUR 21ST YEAR, GEARED FOR THE 21ST CENTURY

DID YOU KNOW?

SWPA CELEBRATED ITS 20TH ANNIVERSARY AT THE ASPA CONVENTION IN PORTLAND OREGON.

TEN ASPA NATIONAL PRESIDENTS HAVE BEEN WOMEN.

ALL TEN SERVED IN SWPA AND/OR ITS PREDECESSOR ORGANIZATION.

OUR NEW ASPA VICE PRESIDENT, WENDY HAYNES, JUST COMPLETED HER TERM AS SWPA CHAIR.

SWPA WELCOMES ALL ASPA MEMBERS WHO PROMOTE THE SECTION'S OBJECTIVES.

PEOPLE JOIN ORGANIZATIONS WHEN ASKED BY A FRIEND OR MEMBER.

WE ENCOURAGE SWPA MEMBERS TO

EACH ONE...REACH ONE

SWPA MISSION

THE SECTION FOR WOMEN IN PUBLIC ADMINISTRATION (SWPA) HONORS THE ACHIEVEMENTS OF WOMEN IN PUBLIC ADMINISTRATION AND ENCOURAGES THE PROFESSIONAL DEVELOPMENT OF WOMEN TEACHING IN THE FIELD AND PRACTICING AS PUBLIC ADMINISTRATORS.

A SNAPSHOT OF SWPA BENEFITS

INCLUSIVE ORGANIZATION OF ACADEMICS AND PRACTITIONERS AT ALL LEVELS OF PUBLIC SERVICE

SPECIAL FOCUS ON STUDENT INVOLVEMENT

POSITIONS OF LEADERSHIP

PEER AND NATIONAL AWARDS PROGRAM

OPPORTUNITIES FOR PUBLISHING BOOK REVIEWS, ARTICLES & PAPERS

PARTICIPATION IN PROGRAMS, CONFERENCES & PAPER PRESENTATIONS

OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT

CAREER AND ACADEMIC NETWORKING & SUPPORT

ADVOCACY ON CURRENT ISSUES

STRONG VOICE AT NATIONAL LEVEL

ACCESS TO ONLINE MEMBERSHIP DIRECTORY

SPECIAL ONLINE NEWSLETTER – *BRIDGING THE GAP*

INTERACTION WITH OUTSTANDING WOMEN PROFESSIONALS

FOR MORE INFORMATION ABOUT SWPA OR SUGGESTIONS FOR SWPA, PLEASE CONTACT BECKY SCHERGENS,

MEMBERSHIP CHAIR, AT BSCHERGENS@HOTMAIL.COM

***DEAR SWPA MEMBERS:
WELCOME!
SWPA Committees and Special
Appointments***

DEAR MEMBERS: We want you to know what we're doing. WE NEED FOR YOU TO BE INVOLVED!! Please take a look at our current committees and sign up! The leadership of the committees may change in the next few months, but the fundamental missions will remain constant in the next year. Please let the current committee chairs and your officers know the topics of great interest to you. At your suggestion, we may also add committees or action teams to gather forces for pursuing our section goals.

Thank you!

Kathy Hensley, Chair

List of Committees and their charges

Membership Committee:

Responsible for activities aimed at gaining and retaining new members, including recruitment initiatives, welcoming new members to the Section, developing surveys to determine why members drop their membership, and recommending activities that will support recruitment and retention efforts.

Chair - Becky Schergens

Bylaws and Policy Committee:

Review bylaws and determine they remain current. Develop Policy and Procedures Handbook and make changes as board determines new policies/procedures.

Chair - Marcy Crowley

Nominating Committee:

In collaboration with SWPA officers, develops a slate of candidates. Prepare and publish call for nominations.

Chair - Wendy Haynes

Finance Committee:

Prepares and presents annual budget to the Board, reviews

requests for budget increases/decreases, and manages the overall finances of the section.

Chair - Eileen Larence

Executive Committee:

Manages business affairs of the Section between formal Board meetings.

Chair - Kathy Hensley

Chair-elect Claire Felbinger

Secretary - Donna Handley

Treasurer - Eileen Larence

Audit Committee:

Review financial records of the Section and report to the Board the findings. Make recommendations for better financial management.

Chair - Janice Flug

2006 National Conference

Program Committee Liaison:

Works with the National Conference Program Committee to ensure that women are fully representative in all aspects of the conference program and that gender related sessions are included on the program. In consultation with Professional Development Committee and Membership Committee Chairs, determines feasibility of conference workshop(s) on gender related issues. Chair to be announced.

2006 National Conference

Events Committee:

Plans and implements the annual SWPA breakfast at the National Conference. This includes developing the program agenda, contacting the pertinent committee chairs to find out their needs, preparing the program document, maintaining contact with ASPA National on reservations, selecting menu, development of publicity for breakfast, and consulting with the Hall of Fame Awards Committee Chair on the necessary plaques and certificates. Develops a professional exhibit in consultation with the Membership Committee Chair for the conference. Signs up a full slate of workers for the exhibit.

Chair - Carol Rusaw

Hall of Fame Awards Committee:

Solicits nominations and recommends awards recipients to the Executive Committee, coordinate publicity for awards with National PA Times staff, works with National Con-

ference Events Committee Chair to obtain plaques, certificates, and special invitations for VIPs and award recipients. Review current awards, update criteria and recommend new awards and criteria. **Chair to be announced**

Subcommittees:

--Joan Fiss Bishop Award

--Julia Henderson Service Award

--Rita Mae Kelly Research Award

Professional Development Committee:

Consistent with the goals and mission of the Section, the Professional Development Committee will be charged with developing a plan to provide professional development for members, including training, access to information relevant to education, workshops, panels, speakers and employment opportunities as well as other innovations. **Chair** - Jeri Killian

Subcommittees: --

--Grants

--Scholarships

Communications Committee:

The Communications Committee is responsible for all forms of communications for the Section including publicity, publications, web site and media relations. The Committee will develop an agenda, consistent with the plans approved by the Board of Directors. Three issues of Bridging the Gap newsletter will be published each year.

Chair - Janet R. Hutchinson

--BTG Managing Editor Janet R. Hutchinson

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SWPA 2005-2006 Officers

Kathy Hensley, Chair (*kathrynensley@hotmail.com*)

Claire L. Felbinger, Vice Chair (*cfelbinger@nas.edu*)

Wendy Haynes, Immediate Past Chair
(*wyhaynes@hotmail.com*)

Donna M. Handley, Secretary (*dhandley@uab.edu*)

Eileen Regan Larence, Treasurer (*erlarence@cox.net*)

SWPA Board Members

(*Term ending 2006*)

Carol Rusaw (*c.rusaw@worldnet.att.net*)

Becky Schergens (*bschergens@hotmail.com*)

Wendy Slone (*theslones@earthlink.net*)

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(*Term ending 2007*)

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Rosemary O'Leary (*roleary@maxwell.syr.edu*)

(*Term ending 2008*)

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Bridging the Gap

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

Send contributions electronically to
Managing Editor, Janet R. Hutchinson
jhutch@vcu.edu

Deadlines: Fall Issue: October 1st
Pre-Conference Issue: February 1st
Summer Issue: June 1st

Book reviews, summaries of original research, member news, both professional and personal, and other items of interest to SWPA members are welcome.