

BRIDGING THE GAP

Newsletter of the Section for Women in Public Administration

PRE-CONFERENCE EDITION

March 2006



SWPA Announces ASPA Conference Activities, Denver, Colorado March 31-April 4, 2006

Annual Membership Meeting: Sunday, April 3, 8:30-10:00 am. Every member of the section is encouraged to attend to hear reports of our accomplishments and our plans for the coming year. No reservations are needed. All are Welcome! Consult the conference program for location.

SWPA Annual Awards Breakfast: Monday, April 4, 7:30-9:00 AM. Tickets to the breakfast are \$28.00 for SWPA members, and \$40.00 for non-members. Purchase tickets on the conference registration form or at conference registration. Join us to honor annual awardees, to install new officers, and hear keynote speaker, the Honorable Gail Schoettler, former Lt. Governor of Colorado.

SWPA Annual Awards

Each year, the **Section for Women in Public Administration** makes awards recognizing outstanding contributions of women leaders:

- The **Rita Mae Kelly Distinguished Research Award** recognizes outstanding research contributions on gender-related issues;
- The **Joan Fiss Bishop Award** recognizes exemplary contributions of a practitioner; and

Volunteers Needed!

At the SWPA Booth, Exhibit Hall, ASPA Conference. Two hour shifts to register people for SWPA Awards Breakfast, Sign up new SWPA members, Meet old and new friends!

To volunteer, contact **Carol Rusaw**, c.rusaw@worldnet.att.net, or stop by the SWPA Booth.



The Sky's the Limit: Innovation and Idealism in Public Service

Report from the Chair

Kathy Hensley, Chair

Another year has passed with great swiftness. When I stepped in to be chair two years ago, little did I realize the workload I was accepting. I knew

there was a lot to be accomplished and that I would have to work hard to measure up to my predecessors. This time has



been exciting and while I have mostly concentrated on the administrative aspects of our organization, I know we can never lose sight of why we formed the Section for Women. Our successes by and for women as well as the integration of women into ASPA leadership are many. There is always more to accomplish. We must seek out those gender divides and provide leadership for change.

Recently, two distinguished women whom many of us “grew up with” passed away: Coretta Scott King and Betty Friedan. These two women are great examples for us. They devoted their lives to correct the inequities based on race and gender.

Coretta Scott King was a gracious lady, often called the First Lady of the Civil Rights Movement. After the assassination of her husband whose leadership in the Civil Rights Movement resulted in breaking down so many racial barriers and providing unprecedented opportunities, she approached her work for human rights, peace and justice in a quiet, steady and stoic manner. She abhorred the inequities and violence that exist in our society. She worked tirelessly to fight unemployment, hunger, and racism that lie at the root of violence and en-

courage inequities.

Betty Friedan experienced first hand, along with a great number of women, the loss of her wartime job after World War II veterans returned. So many women had kept the home economy strong by doing jobs that their husbands, fathers, and brothers held before the war. They were expected to go quietly back to the kitchen and home after the war. Later, as she began her family, she was allowed time off for the birth of her first child, but was denied time off for the second child’s birth. In 1963, she wrote *The Feminine Mystique* which reshaped attitudes toward women’s lives and rights. Her leadership, social activism and powerful writing continued for years as a call to arms for women to fight for equal rights. In later years, she concentrated her efforts on the treatment of the elderly.

It was through the Civil Rights laws passed in the 60’s that these two women found the means to follow their destiny. Through their leadership, they have shown us that we can make a difference. As we move into the 21st century, we need new leaders to pick up the response to the challenges that face us.

In April, your new SWPA chair will be Claire Felbinger. I know we will all rally around to give her support during the next year. Please do not hesitate to volunteer and join her as she leads SWPA. Thank you for all you mean to me.

Progress Slow for Women in State Leadership According to University of Albany’s Center for Women in Government & Civil Society

Judith R. Sidel,

Center Director and Study Author

Women remain significantly underrepresented in state government leadership positions, according to a new study by the University at Albany’s Center for Women in Government and Civil Society. Across the country, women’s share of the highest elected and appointed offices in state government increased

only slightly -- 1.6 percentage points -- over an eight-year period. *Women in State Policy Leadership, 1998 - 2005: An Analysis of Slow and Uneven Progress*, authored by Center director Judith R. Sidel, reports that between 1998 and 2005, the percentage of women in state government leadership positions increased from 23.1 percent to 24.7 percent. These positions include: statewide elected officials, state legislators, high court judges, department heads, and governor's office top advisors.

In 40% of the states, women's overall share of top executive, legislative, and judicial posts, compared to their share of the population, actually fell, remained level, or increased by less than .01 percentage points in the eight-year period.

Women nonetheless achieved some progress within each branch of government. The largest gain for women, 5.7% percentage points, occurred among highest state court justices. By contrast, the percentage of women state legislators increased by less than one percentage point over the eight-year period. Between 1998 and 2005, the pattern of only one woman justice serving on the highest court of many states changed significantly. Women judges have now won election or appointment to two or more judicial leadership posts in over half the states. The gender gap in state policy leadership is greatest among state legislators. It is three times larger than the gender gap among top advisors in governors' offices, where the



difference between the percentage of positions held by women and men is the smallest.

Full text of the report can be found on the Center for Women in Government & Civil Society's website at www.cwig.albany.edu.

THE NATIONAL WOMEN'S HISTORY MUSEUM MOVES TO SECURE PERMANENT SITE

Becky L. Schergens
National Advisor
National Women's History Museum

SWPA Preserves the History of American Women. ASPA's Section for Women in Public Administration has been a Founding Member of the National Women's History Museum (NWHM) National Coalition since 2002.

Recognizing the rich history and tradition that women have played in public administration, the link with the NWHM is a natural extension of the work that SWPA has undertaken over the years.

Currently, SWPA has an active effort to extend its own historical perspective. Marcy Crowley who serves as the SWPA Archivist, has assembled the most complete record of our Section. Wendy Haynes, incoming ASPA President, and Claire Felbinger, incoming SWPA Chair, have authored a seminal work on women in public administration and are continuing to capture and preserve the rich history of women public administrators through interviews conducted by SWPA members.

Imagine a museum that focuses on the other half of our nation's history – women's history where such contributions and achievements of women in our all field and others can be recognized!

National Women's History Museum



That's just what the National Museum of Women's History will do. Founded in 1996, the NWHM and its permanent home will assure that the roles women have played in American history are memorialized for current and future generations of men and women.

The Senate passed S. 501, The National Women's History Act of 2005, on July 29, 2005 by unanimous consent. Senator Susan Collins with the assistance of 20 cosponsors led this successful effort. Our efforts move to the House of Representatives to secure passage of S 501 in this session.



The National Women's History Museum Act of 2005 directs the General Services Administration to enter into a long-term lease with NWHM for Federal Property that has been vacant since 1992. This site is a commercial retail building known as the Pavilion Annex, which is next door to the Old Post Office Building on Pennsylvania Avenue. It is estimated that this Museum would draw over 1.5 million visitors to this now vacant, unused site.

Congress has voted to create museums in Washington D.C. commemorating art, buildings, crafts, postal stamps, technology, textiles, space flight, and groups such as law enforcement officers, military, victims of the Holocaust, African-Americans, and Native Americans, to name just a few recent examples. Does 52% of our population deserve any less?

While ASPA prohibits "lobbying" as an organization, individuals can exercise their rights and can play a significant part in encouraging the House to pass S. 501, The National Women's History Museum (NWHM) Act of 2005, in this session of Congress.

As part of the NWHM National Coalition, SWPA encourages members to support the establishment of a permanent home for the Women's History Museum through congressional action currently under consideration. For more information about what you can do,

visit the museum's website: www.nwhm.org.

A National Women's History Museum in our Nation's Capital, the city of symbols, will preserve women's legacy to America. From March 1, 2006 forward, let us celebrate Women's History throughout the years!

SWPA Endorsed Conference Panels and Workshops

Inspiring Citizen Participation Sandra J. Reinke

Sunday 8:00pm-9:30pm

Interpretations of Ethical Symbols in Government Mary Ann Feldehim

Sunday 9:30pm - 11:00am

**Future Issues in Networks/
Collaborations** Myrna P. Mandell

Sunday 9:30am - 11:00am

**Coordination and Institutionalization:
Examining State Homeland Security**

Kendra Stewart

Sunday 11:00 am—12:30 pm

Ethical Innovations for a Critical Public Service Cheryl Simmrel King

Sunday 12:30pm - 2:00pm

Domestic Violence: At home in a School of Public Affairs? Barbara Paradiso

Sunday 1:00pm - 2:30pm

Safeguarding the Public Trust Mary M. Timney

Sunday 1:30pm - 3:00pm

Health Care Leadership in Theory & Practice Patricia M. Alt

Sunday 3:15pm-4:45pm

Coordination for Mitigation, Preparation, Response & Recover Agnes

Asekenye-Oonyo

Sunday 3:15pm-4:45pm

Harnessing Power Research, Evaluation & Accountability Judith J. Kirchoff

Sunday 3:15pm-4:45pm

Money on the Horizon: The Future of Government Revenues Lynne Weikart
Sunday 3:15pm-4:45pm

Innovation in Public Service: Assessing Cultural Competence. RaJade M. Berry-James
Sunday 4:00pm-5:00pm

Inspiring Citizen Participation Donna Milam Handley
Sunday 3:15pm-4:45pm

Shifting Paradigms: New Directions in Training Public Servants Aziza Zemrani
Monday 10:00am-11:30am

Community Capacity for Cancer Prevention: Resource Disparities Pamela E. Ransom
Monday 10:30am-12:00pm

Reconnecting Communities & Government Claire Mostel
Monday 12:30pm-2:00pm

Action Research as Pedagogy Janet Hutchinson
Monday 1:15pm-2:45pm

International Ethics in Public Organizations Frances Burke
Monday 1:15pm-4:30pm

Why Citizens Make a Difference Maria J. D'Agostino
Monday 3:00pm-4:30pm

Emotional Work in Public Service Jobs Mary Ellen Guy
Monday 3:00pm-4:30pm

Emotional Work in Public Service Jobs Meredith Newman
Monday 3:00pm-4:30pm

Emotional Work in Public Service Jobs Sharon H. Mastracci
Monday 3:00pm-4:30pm

Bridging the Gap: Demystifying and Detoxifying Misunderstanding Patricia M. Shields
Monday 3:00pm-4:30pm

Search Conferences: Energizing Citizen Participation Linda deLeon

Tuesday 8:00am-9:30am

Democratic Accountability in Non-profit Orgs. Angela M. Eikenberry
Tuesday 8:00am-9:30am

Global Credibility Lisa S. Nelson
Tuesday 8:00am-9:30am

The New Face of Public Administration Thomas Catlaw
Tuesday 9:45am-11:15am

Measuring Public Integrity: A Dutch/US Comparative Project Raymond W. Cox, III.
Tuesday 9:45am-11:15am

"Reform" in Civil Service: New Perspectives... Carol Rusaw
Tuesday 9:45-11:15am

SWPA Member Presenters, Discussants and Panel Moderators

Patricia M. Alt
Agnes Asekenye-Oonyu
Warren M. Barclay
Frances S. Berry
RaJade M. Berry-James
Frances Burke
Thomas Catlaw
Jeanne-Marie Col
Raymond W. Cox, III
Maria J. D'Agostino
Linda deLeon
Angela M. Eikenberry
Claire L. Felbinger
Mary Ann Feldheim
Shirley Geiger
Mary Ellen Guy
Mary R. Hamilton
Donna Milam Handley
Wendy A. Haynes
Janet R. Hutchinson
Cheryl Simmrel King
Judith J. Kirchhoff
Myrna P., Mandell
Sharon H. Mastracci
Claire Mostel
Lisa S. Nelson
Meredith A. Newman
Barbara Paradiso
Pamela E. Ransom

**Sandra J. Reinke
Sara Richey
A. Carol Rusaw
Patricia M. Shields
Kendra Stewart
Mary M. Timney
Lynne A., Weikart
Blue Wooldridge
Aziza Semrani**

Please consult the conference program for the latest conference information including room numbers and complete conference listings.

The Honorable Gail Schoettler SWPA Breakfast Keynote Speaker

Ambassador Gail Schoettler has had a varied and successful career in politics, diplomacy and business. Currently, she is Chairperson of the Board of Fischer Imaging Corporation and serves on the boards of CancerVax Corporation, A4S Security, and Aspen Bio, Inc., where she also chairs the Nominating and Corporate Governance Committees. In addition, she serves on the Audit Committees and chairs the Compensation Committees of A4S Security and Aspen Bio, Inc. She has been a United States Ambassador, Colorado's Lt. Governor and State Treasurer, an entrepreneur, a professional speaker, and a newspaper columnist. She has met with heads of state and traveled to over 70 countries, talking to and negotiating with political and business leaders.

Dr. Schoettler received her BA degree with honors in economics from Stanford Univer-



Dr. Schoettler is a cattle rancher who rode Sam (this beautiful horse) across the entire state of Colorado.

sity and her MA and PhD degrees in history from the University of California at Santa Barbara. She has founded two banks and continues to help run the California cattle ranch where she was raised and to manage several real estate partnerships.

Among her many awards is the French Legion of Honor, France's highest civilian award, presented to her by French President Jacques Chirac. Ambassador Schoettler is married to Dr. Donald Stevens, Managing Director of the Institute for International Business at the University of Colorado at Denver. Together they have five children and live in Parker, Colorado.

The Honorable Beatrice Marshoff to be Honored at SWPA Breakfast

Ms. Beatrice Marshoff, Premier of the Free State Province, South Africa, will be honored at the SWPA breakfast on Monday, April 3, 2006 in Denver. She will be traveling with a delegation from South Africa arranged by Past ASPA President Phil Rutledge.

Ms. Frances Beatrice Marshoff was appointed Premier of Free State Province by South African President Thabo Mbeki on April 22, 2004. She matriculated with first class and exemption from Dr Blok Senior Secondary School in Heidedal, Bloemfontein (1975) and holds diplomas in Midwifery, Intensive Care Nursing and Operation Theatre Nursing Science.

She worked in Johannesburg as a professional nurse from 1977-82. Ms. Marshoff has held many positions of influence in her country. Prior to being appointed Premier, she was a member of the Executive Council



(MEC) for Social Development in the Free State from 2001-2004.

It is interesting to note that newspaper accounts of President Mbeki's appointments of a number of women to his cabinet, departments, and provincial offices carried the following comments:

Speaking after his induction as the country's President at the Union Buildings in Pretoria this week, Mbeki said that no government in South Africa could claim to represent the will of the people "if it failed to address the central task of the emancipation of women in all its elements, and that includes the government we are privileged to lead".

Commission for Gender Equality (CGE) spokesperson Nombuso Shabalala said that all the women appointed "have a long history of struggle, and we wish them well. We believe in the 50/50 campaign, to have equal representation of women at all levels of decision-making by 2005", Shabalala added. "This surely is a step in the right direction by the President."

The Nominating Committee Announces SWPA Slate for 2006-2007

Consistent with the By-Laws of the organization, Chair Kathy Hensley appointed Claire Felbinger, Vice-Chair and Chreyle Broom, member, to the Nominating Committee which is chaired by the immediate past chair, Wendy Haynes.

Those in attendance at the SWPA general membership meeting on Sunday April 2, 2006, at the annual ASPA conference in Denver, Colorado, will vote on the slate. Additional nominations may be made from the floor.

The slate is as follows:

Vice-Chair: Becky L. Schergens (Organizational consultant, and National Advisor to the National Women's History Museum. Resides in Alexandria, Virginia)

Treasurer: Eileen R. Larence (Director, Strategic Issues, U.S. Government Accountability Office. Resides in Annandale, Virginia)

Secretary: Sharon H. Mastracci (Assistant Professor, College of Urban Planning and Public Affairs, University of Illinois at Chicago. Resides in Chicago, Illinois).

Board of Directors (2006-2009)

L. Dara Baldwin (Legislative Policy Analyst, Association for Children of New Jersey. Resides in Newark, New Jersey).

Patricia M. Shields (Professor, Political Science Department, Texas State University, San Marcos. Resides in San Marcos, Texas).

Vera Vogelsang-Coombs (Associate Professor, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Resides in Cleveland, Ohio).



Becky Schergens accepting award at SWPA breakfast, 2005. To her right is Chair, Kathy Hensley.

Officers 2005-2006

Kathy Hensley, **Chair**
Lexington, SC
kathrynhensley@hotmail.com

Claire L. Felbinger, **Vice Chair**
Washington, DC
c.felbinger@starpower.net

Wendy Haynes, **Past Chair**
Pocasset, MA
Wendy_h@hotmail.com

Donna M. Handley, **Secretary**
Birmingham, AL
dhandley@uab.edu

Eileen Regan Larence, **Treasurer**
Annandale, VA
erlarence@cox.net

Board of Directors

Term ending in 2006
Carol Rusaw
Fargo, ND
c.rusaw@worldnet.att.net

Becky Schergens
Arlington, VA
bschergens@hotmail.com

Wendy Slone
Cleveland, OH
theslones@earthlink.net

Term ending in 2007
Rosemary O'Leary
Syracuse, NY
roleary@maxwell.syr.edu

Alexandra Jones
Phoenix, AZ
alexandra.jones@phoenix.gov

Jerri Killian
Dayton, OH
jerri.killian@wright.edu

Term ending in 2008

Donna M. Handley
Birmingham, AL
dhandley@uab.edu

Deniz Leuenberger
Bridgewater, MA
dleuenberger@bridgew.edu

Phin Xaypangna
Charlotte, NC
xaypap@co.mechlenburg.nc.us

Student Member – Term Ending 2006

ZaZioux Zadora
San Diego, CA
zazioux.zadora@navy.mil

National Council Liaison

Anne Osborne Kilpatrick
Charleston, SC
kilpatao@musc.edu

Archivist

Marcy Crowley
Wayland, MA
marcycr@aol.com



Enid Beaumont. Former ASPA president speaks to SWPA Breakfast 2004.

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.

Becky Schergens, Chair

Nominating Committee:

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

Wendy Haynes, Chair

Finance Committee:

Prepares and presents annual budget to the Board, reviews requests for budget increases/decreases, and manages the overall finances of the section.

Eileen Larence, Chair

Executive Committee:

Manages business affairs of the Section in between formal meetings.

Kathy Hensley, Chair

Audit Committee:

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

Janice Flug, Chair

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 Awards Committee Chairs 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.

Carol Rusaw, Chair

Joan Fiss Bishop Award Committee:

Award for innovative leadership, professionalism and outstanding contributions to public administration. Nominees for this award should be members of ASPA, but do not need to be active members of SWPA.

Marcy Crowley, Chair

Rita Mae Kelly Research Award Committee:

Award for distinguished research that contributes to our understanding of gender-related issues in public administration. Nominees for this award should be members of ASPA, but do not need to be active members of SWPA.

Norma Riccucci, Chair

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.

Jeri Killian, Chair

Communications Committee:

The Communications Committee, will have responsibility for publications oversight including planning, scheduling, reviewing bid proposals for communications activities when appropriate, monitoring production, final draft approval, and publicity

Janet Hutchinson, Chair

BTG Managing Editor - Janet Hutchinson***Bridging the Gap***

The Newsletter of the Section for
Women in Public Administration
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Send contributions electronically to
Managing Editor, Janet R. Hutchinson
jhutch@vcu.edu

Mail contributions to:
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Virginia Commonwealth University
P.O. Box 842028
Richmond, VA 23284-2028

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.

Call for Nominations for 2006 SWPA Awards

Nominations for the 2006 SWPA Awards will be accepted until **March 3, 2006**. Please nominate the outstanding women you know in SWPA and ASPA whose contributions match the criteria for the following awards:

Joan Fiss Bishop Award for innovative leadership, professionalism and outstanding contributions to public administration. Nominees for this award should be members of ASPA, but do not need to be active members of SWPA. *Please send your nomination(s) to Ms. Marcy Crowley (marcyrc@aol.com) by March 3, 2006.*

Rita Mae Kelly Award for distinguished research that contributes to our understanding of gender-related issues in public administration. Nominees for this award should be members of ASPA, but do not need to be active members of SWPA. *Please send your nomination(s) to Dr. Norma Riccucci (riccucci@andromeda.rutgers.edu) by March 3, 2006.*

Nominations should include the following information:

- Nominee's name, address, phone and email address.
- Name the award you believe she deserves and summarize the contributions she has made that distinguish her for this award. (Please include your name and contact information as well.)

Awards will be presented at the SWPA Breakfast at the ASPA National Conference, April 3, 2006.

SWPA CONFERENCE SCHOLARSHIPS

This program is designed to provide a new female practitioner, a Master's and Doctorate level graduate student, an opportunity to attend the Society's National Conference.

One Scholarship winner in each category will receive \$500 to assist with expenses in attending the next National Conference. Awardees will be recognized at the Section's Annual Board Meeting, Annual Meeting, and Annual Breakfast during the conference.

Applicants for each category must submit a formal application and must be members of American Society for Public Administration. They should also have a keen interest in public administration and impact of gender/

diversity on professional choices and decisions. Practitioner applicants should have a gross annual salary no greater than \$30,000. Student applicants must be enrolled in a full-time graduate program in public administration or public policy. Two letters of nomination from a professor, ASPA chapter or section officer, or supervisor must accompany the application.

In the event submissions are not received for the student category, applications received but not funded through the ASPA student travel awards may be used to determine qualified student recipients.

Applications should be sent to Dr. Deniz Leuenberger (dleuenberger@bridgew.edu) by March 3, 2006.

Call for Contributions

SWPA is sponsoring an on-going effort to document the contributions of Outstanding Women in Public Administration. An initial academic book edited by Claire Felbinger and Wendy Haynes was published by M.E. Sharpe in 2004. The second book focuses on shorter biographies (6-8 double spaced pages) of women who have meant so much to the Section for Women in Public Administration and public administration, generally.

We are soliciting short biographies of former SWPA chairs first. We will solicit additional contributions later. We are seeking authors for the following former chairs: Jana Bagwell, Carol Gandy, Marie Barovic Rosenberg, Lyn Brown, Debra Martin, Mary Timney Bailey, Ann Snyder, Marjorie Lomac and Linda Lazer Terry. Please contact Claire Felbinger if you would like to learn more about this writing project:
c.felbinger@starpower.net.

Evergreen Chapter of ASPA Sponsors Women's Event

Women Now! Balancing Personal, Community and Work, is the title of the event that will include keynote speaker, Stephanie Coontz, professor and author, on April 5, 2006 at Saint Martin's University, Worthington Center, Lacey, Washington. Contact Wendy Ekern, eee8@u.washington.edu for additional information.

Academic Positions

Virginia Commonwealth University, Richmond, Virginia, L. Douglas Wilder School of Government and Public Affairs, Public Administration Program invites applications and nominations for a full-time tenure track position in public administration, rank open, to begin Fall 2006. Candidates should have a

doctoral degree, a strong, demonstrated research capability including funded or potentially fundable research/professional development. Senior level candidates must have an outstanding publication record in the field. Area of research and teaching specialization is open; however, we are particularly interested in candidates with a specialization in one of the following: information technology, human resource management, public policy, or public administration praxis. Candidates should be prepared to teach at least two of the core courses in the MPA/Ph.D. curriculum per semester (see <http://www.has.vcu.edu/gov/Programs/pubadm.html> for curriculum information). Strong teaching competence and the capacity to continue or to develop a strong program of research are expected. Contact Search Chair: Janet R. Hutchinson, Ph.D., jhutch@vcu.edu

The **School of Public and International Affairs, Virginia Tech**, seeks to fill a tenure-track position at the assistant or associate professor level affiliated with the Center for Public Administration and Policy (CPAP) at Virginia Tech's main campus in Blacksburg, Virginia beginning fall, 2006. Applicants should have a strong agenda for research and scholarship as well as an interest in teaching, mentoring, and collaborating with graduate students. The successful candidate will bring a focus on public management processes, including some combination of budgeting, financial management, research methodology, and program evaluation that will enhance SPIA's emphasis on major shifts in patterns of governance, democratic action, and accountability. Ability to contribute to teaching needs in other areas is desirable.

For a more detailed position announcement and descriptions of the School and CPAP, please see our websites: <http://www.spia.vt.edu> and <http://www.cpap.vt.edu>. To apply, please go to <http://www.jobs.vt.edu>, refer-

ence posting# 060139.

Professional Position Available

Deputy City Manager

Salary Range: \$106,870 - \$168,397 annualized. *Appointment can be made above the minimum depending upon qualifications.*

Recruitment Dates: December 12, 2005 – until selection is made. *Next review will occur on January 30, 2006.*

The ideal candidate will have ten years of experience in progressively responsible municipal management positions with authority for program direction and budget administration, or for the coordination and supervision of such functions; and a master's degree in public or business administration, engineering or a related field. The candidate also must be capable of operating a vehicle, possess a valid driver's license and have an acceptable driving record. City of Phoenix residency is required within 24 months after date of hire and must be maintained.

In your cover letter or resume, please describe your experience in the following areas:

- Managing and/or advising on broad organizational programs and services in a large urban environment
- Leading organizational change
- Working effectively with a diverse community to anticipate and resolve problems
- Developing diverse management teams
- Evaluating the effectiveness of programs and service delivery in meeting the needs of all customers

Apply online using ezAPP or submit a completed City of Phoenix Data Collection Form

which can be accessed from the City's website by visiting www.phoenix.gov/jobs (Word 97 format, 6K) navigate to "Management", "Deputy City Manager"). Please forward your cover letter, resume with your current salary information and completed data collection form materials to:

Lera Riley, Personnel Director
City of Phoenix Personnel Department
135 N. Second Ave
Phoenix, AZ 85003

Member News

Patrice M. Mareschal was recently awarded the Labor & Employment Relations Association's Susan C. Eaton Scholar-Practitioner Award for her project entitled "Invisible No More: Politics, Policy, and Mobilization of Caring Labor." marescha@camden.rutgers.edu.

Kathy Hensley has been appointed to the South Carolina East Piedmont Resource Conservation and Development Council that represents 9 counties in natural resource conservation and development issues. She also serves as an Associate Commissioner on the Lexington County Soil and Water Conservation District Board.

Teva J. Scheer has published a book entitled *Governor Lady: The Life and Times of Nellie Tayloe Ross*, University of Missouri Press. Ross was the first woman director of the U.S. Mint, the first Bureau level appointment of a woman, outside of the Women's Bureau and the Children's Bureau.

