

BRIDGING THE GAP

Newsletter of the Section for Women in Public Administration

May 2011



Message from the Board

Greetings to our members, friends and other supporters!

This past ASPA conference was very exciting for the Section for Women in Public Administration. The fact that we were able to bounce back from a confusing six months slow start and show the strength and depth of our organization was gratifying for all.

Our Friday night SWPA social was a great success. Thank you to everyone who brought food and drinks to share. We appreciate those who showed up early to set up, the ASPA greeters who sent people upstairs to the correct suite, our members and Executive committee who circulated to meet all guests, and those who stayed to clean up! Many past presidents and founders attended and mentioned that SWPA's hospitality and outreach were refreshing.

The positive energy continued with our Business meeting and professional development seminar.

Attendance was high for the Saturday meeting and presenting the financial business and strategic planning ideas for next year

went well. Elections proceeded smoothly and we continue to have a very committed Board and Executive Committee.

The Professional Development seminar immediately followed the meeting. Many thanks to our panel members who brought great insight and advice to a packed room of participants! Every presentation elicited penetrating questions and honest interaction among a very diverse group.

It is also important to note the research presented by many SWPA members in several different tracks over the four days of the conference. It is evident that women in Public Administration are participating in



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excellent teaching, research and writing projects with significant results and impact.

Finally, our breakfast was again the highest attended section event and featured the vibrant and highly intelligent Commissioner and current CEO, Peggy Beltrone. Peggy was just the right mix of personality and serious observation while challenging us to do more of the “hard work in public administration because it is the right thing to do.” In addition, to observe the respect and admiration between our speaker Peggy and her sister, our past President Pat Shields, was inspirational.

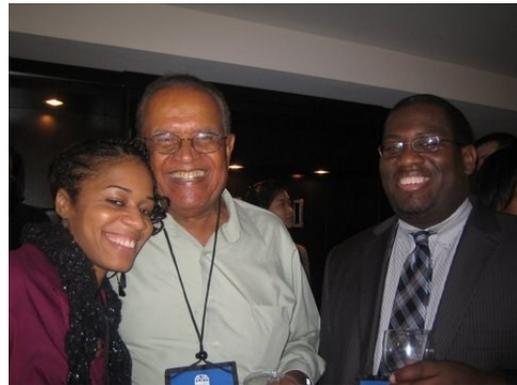
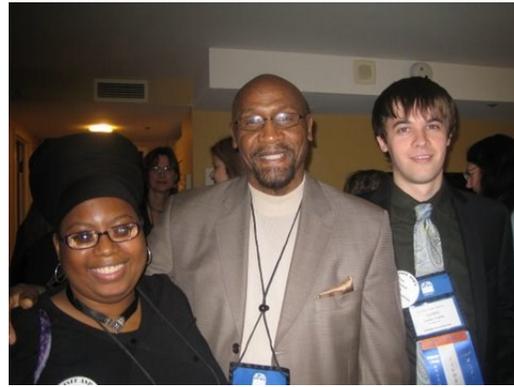
We hope that YOU were also inspired by each other and the SWPA activities. We encourage you to join your SWPA colleagues to work on projects for this year and for the next conference. Your ideas and your passion will move us forward.

Best regards,
Barbara Lewkowitz,, SWPA Vice Chair.

**Images from the 2011 ASPA
Annual Conference**

Thank you for making it a success!





SWPA Scholarship Recipients

Every year the SWPA Scholarship Committee distinguishes those members of SWPA who are making strides within public administration with scholarships to defray the costs of attending the national conference. If you have received a scholarship in the past, please contact Linda Reece at reeceL@uncw.edu. We are compiling a listing of past recipients but more importantly we want to know about your accomplishments since receiving the scholarship and attending the conference.

SECoPA 2011

Makes plans to attend the Southeastern Conference for Public Administration (SECoPA) on September 21-24, 2011 in New Orleans. The conference theme is "Building Trust and Confidence in the Profession of Public Administration." The last time SECoPA had the conference in New Orleans was back in 1987, almost a quarter of a century ago. There have been big changes (Hurricane Katrina, a winning football team, etc.) and yet much remains the same. Come see the impacts of disaster and recovery, learn from the city as well as the panels, and experience the resilience and joie de vivre of the Big Easy. You'll be staying at the historic and impressive Monteleone Hotel, a world class venue right in the heart of the French Quarter. We've managed to secure a great nightly rate of \$99 for our SECoPA guests at this five-star facility. Visit the SECoPA website today at <http://www.aspaonline.org/secopa/>. "Laissez Les Bon Temps Roulez!" (Let the good times roll!)

SWPA Member Updates

- **Dorothy Norris-Tirrell** has been named Chair-Elect of the Section of Health and Human Services Administration
- **Heather Wyatt-Nichol** presented recently at the *Oxford Roundtable-Women in the Academy: Progress and Prospects*, Harris Manchester College at the University of Oxford, England. Her presentation was titled, *Leveling the Playing Field: Family Friendly Policies in Academia* and was included in the book *Women in Public Administration* which was edited by fellow SWPA members, **Maria J. D'Agostino** and **Helisse Levine**.
- Congratulations to **Bonnie Mani**, Professor, East Carolina University, who won a free conference registration to the 2012 ASPA annual conference in Las Vegas, NV! Professor Mani recently took part in the 2011 post-conference survey and was randomly selected as the winner.

Call for Proposals

ASPA is pleased to announce a Call for Proposals for our 2011 webinar series. We invite you to submit a proposal on a professional development topic that you feel is relevant to the needs of public service practitioners. This is our third year of offering webinars.



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Topics have included Human Resources, Performance Measurement and Accountability, Budgeting and Financial Management, Emergency Management, Leadership Development, and Project Management.

Webinars will be 60 minutes in length and include 15 to 20 minutes for questions and answers. The deadline for submitting a webinar proposal is June 13, 2011. Webinars will be held approximately one per month through the end of 2011, starting in July or August. Contact July Miller at jmiller@aspanet.org or (202) 585-4306 for more information or to submit a proposal.

ASPA's **Southeastern Conference for Public Administration (SECoPA)** call for papers ends June 15, 2011. The conference theme is "Building Trust and Confidence in the Profession of Public Administration" and the conference will be held September 21-24, 2011 in New Orleans. If you have a panel idea, want to present a scholarly paper or have a professional experience which you want to share, the organizers want to hear from you! We encourage students, practitioners and academics to submit proposals. For more information, please refer to the call for papers. "Laissez Les Bon Temps Roulez!" (Let the good times roll!)

The 2nd annual **Northeast Conference on Public Administration (NECoPA)** announces their Call for Papers. NECoPA 2011 will be hosted by John Jay College City University of New York, October 28-29, 2011. The conference theme is "Building Trust and Confidence in Public Service." Please consider submitting a paper or poster presentation or organizing a symposium on a topic of your choice. All proposals must be submitted by June 30, 2011 by email to jcol@jjay.cuny.edu. Awards will be given to

the best conference poster by a master's student and the best conference poster by a PhD student.

ASPA and the **Korean Association for Public Administration (KAPA)** have issued a call for proposals for the 2011 KAPA-ASPA Joint International Conference, October 28-29, 2011 in Seoul, Korea. This international conference aims to gather both scholars and practitioners around the world and discuss compelling public administration issues in the era of economic and public trust turbulence. The theme is "Pursuing Government Performance and Recovering Public Trust." KAPA will provide accommodations (room and meals) to individuals whose proposals are accepted. The conference registration fee will be waived as well. Proposals should be submitted no later than June 15th, 2011. All proposals should be submitted to kapa21@kapa21.or.kr or mjaemoon@gmail.com (M. Jae Moon, Yonsei University, Seoul, Korea).

Study Shows Public Administration Becoming More Collaborative

SWPA member Meghna Sabharwal co-authored an article with Elizabeth A. Corley which was recently published in the journal *Public Administration* titled "Scholarly collaboration and productivity patterns in public administration: analyzing recent trends."

The study explored the relationship between collaboration patterns and measures of academic success for public administration scholars. Peer-reviewed articles from all 23 journals listed under the 'public administration' category and catalogued in the Social Science Citation Index from 1973

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to 2007 were collected. The results show that in 1973 about 60 percent of the articles were sole-authored and by 2007 that number had decreased to 16 percent. In terms of the percentage of sole-authored articles that have been published in the public administration field over the past three decades, this represents a dramatic drop. The results indicate that the field of public administration might be going through a transition – from a largely non-collaborative discipline to a more collaborative discipline – and, at the same time, more senior scholars (that is, more highly cited and productive scholars) might not yet have adopted this new collaborative model.

Interestingly, the study did not find many significant differences in the collaboration patterns across gender. Even though the male top scholars were more productive on sole-authored articles, there was no significant difference in productivity levels between males and females for number of co-authored articles. Additionally, the study found that despite lower article productivity, female scholars published in significantly higher impact journals than their male counterparts. Names of 100 most productive and cited scholars in the field of public administration are provided.

Elizabeth A. Corley is Lincoln Professor of Public Policy, Ethics & Emerging Technologies and Associate Professor in the School of Public Affairs at Arizona State University. Meghna Sabharwal is Assistant Professor in the Public Affairs Program, The University of Texas at Dallas.

Book Review

Attack on the Federal Government Workplace—Views from Within By Sandra Ford Mobley, DPA

Ray Oman’s “Attack on the Federal Government Workplace—Views from Within” is an insightful work that must become essential reading for anyone employed by federal, state or local government. This book contains an introduction and 11 articles of first-hand accounts from the authors’ experiences and academic discipline. The book lends itself well not only to those who deal directly and indirectly with the Federal government, but is pertinent information for the “Generation X” (the generation which supersedes the “Baby Boomers”), public administration students, business and human resource management students. The guest editor, an experienced practitioner and academic professor, partnered with experienced government practitioners to contribute an articulate analysis that illuminates the change in the federal government workplace.

The authors viewed the Federal government as an archetype system whose use spans not just government at other levels, but for many business and non-profit organizations. “Citizens have relied on government to promote a level playing field and prevent powerful, commercial interests from trampling the common good. Our democratic government has performed this role imperfectly, but not one can perform is better” (1085).

The strength of this book is its many thoughtful insights on a variety of present-day government workplace issues. “Given the enormity of change that the Federal government has experienced, the amount of research and writing on the subject is relatively sparse. When the topic has been explored, too often its was by individuals who have not known the government as employee or an insider, but whose allegiance has been to another organization or sector, for

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example, the corporate or not-for-profit. We attempt to correct this situation with this special issue” (1086).

The compilations of articles in the book are documented in a straightforward manner and underscore the importance of civil service. For instance, one article based empirical research shows that government employees possess the skills and abilities to participate on teams addressing difficult management and organization issues, while another article found that members of the Federal government senior executive service practice a less directive and more strategic leadership style positively correlated with their years of service (JTHL). Each article presents relevant case examples of pertinent issues including reduction in force, outsourcing, human resource development/training, information technology personnel, the post 9/11/01 (Department of Defense), and performance measurement and CPRA (Government Performance and Results Act).

The book’s conclusion presents a comprehensive bibliography, and citations to sources that allow the reader to explore the issues from a variety of perspectives.

Though the authors give excellent and useful information for civil service practitioners, their comprehensive civic service assessments unfortunately discount opportunities to reference Generation X. This reader believes that the Generation X brings a unique set of needs to the government workplace, and, as many of them have little of no pedagogical training as they enter the field (with content training through a previous degree), their needs differ from beginning civil service workers who have traditional academic experience (JTH2). In the current civil service climate, these lateral entry civil service workers have a specific and likely different set of needs from their

traditionally trained counterparts. The exclusion of this group is the one weakness in an otherwise excellent offering.

With the Generation X leaving the workforce at high rates within their first five years on the job, it becomes more critical that the scholars perform more research on mentoring relationships in the federal government workplace. Those new to the workplace need great amounts of support from the most accomplished mentors. Though this book neglect one important segment of research, readers will nevertheless benefit from this highly insightful, practical and beneficial contribution to public administration.

Dr. Sandra F. Mobley, received her DPA from NOVA Southeastern University. She was awarded adjunct faculty appointments at American Military University, American International University and Central Michigan University. Dr. Mobley retired from the Commonwealth of Virginia.

National Women’s History Museum Coalition

The National Women’s History Museum in Washington, DC is a nonpartisan, non-profit, 501(c)(3) educational institution dedicated to preserving, interpreting and celebrating the diverse historic contributions of women and



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integrating this rich heritage fully into our nation's history. The Museum was founded in 1996 and has established an enviable record of accomplishment over the past fifteen years.

In 2002, the National Women's History Museum (NWHM) organized a National Coalition to support its mission and the acquisition of a permanent site in Washington, DC. This Coalition followed the highly successful NWHM-led coalition organized in 1997 to provide public support for moving the statue of Suffragists Lucretia Mott, Elizabeth Cady Stanton and Susan B. Anthony from its 76-year confinement in the U.S. Capitol Crypt to the Rotunda of the Capitol.

In its larger sense, the National Coalition serves as a support to the overall goals of the NWHM as outlined in its mission statement.

The National Women's History Museum affirms the value of knowing Women's History, illuminates the role of women in transforming society and encourages all people, women and men, to participate in democratic dialogue about our future.

The more immediate objectives of the Coalition are to:

Support efforts to acquire a permanent site on or near the National Mall in Washington, DC

Such activities might include:

- Provide access to key policy and decision makers on Capitol Hill and in our community as appropriate,
- Develop acquisition strategies with NWHM Board and Advisors,
- Provide expertise on related issues and
- Encourage action by members as appropriate.

Participate in two-way communication between NWHM and the organization to increase the visibility of both

Such activities might include:

- Provide opportunities to share articles of interest in publications and on the Web site,
- Notify membership of certain events via e-mail lists with appropriate approval,
- Inform members of upcoming calendar events of mutual interest via the Web site or in publications and
- Link the organizational Web sites.

Other Opportunities for Collaboration Resulting from NWHM- Organizational Partnerships

Such activities might include:

- Provide speakers in appropriate forums, conferences and other programs,
- Develop joint programs/exhibits on major contributions of women in the profession e.g. the recent Women with a Deadline with the National Federation of Press Women,
- Share historical materials such as those provided by Coalition members for the NWHM Partners in Winning the War: American Women in World War II exhibit as a part of the dedication of the WW II Memorial in 2004 and
- Seek opportunities to showcase women's contributions, particularly to new audiences of young men and women.

The NWHM Coalition currently has 42 members (including SWPA) and continues to grow. The Coalition represents over 8 million members in these organizations. For further information about the NWHM, please visit www.nwhm.org and for more information on the NWHM Coalition, please contact Becky Schergens, NWHM National Advisor, directly at 703-525-7627 or at schergensb@aol.com.

SWPA Committees

ASPA National Conference
 ASPA National Conference Program Liaison
 SWPA National Awards Breakfast
 By-laws and Policies
 Chapter Outreach
 Collaborative Initiatives
 Communications-BTG & Website
 Membership & Recruitment
 National Awards Program
 National Council Liaison
 Nominations
 Professional Development
 Public Relations & Marketing
 Scholarship Program

For more information, please

Visit the SWPA Website:
<http://www.swpanet.org/>



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.

SWPA Board

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Dorothy Norris-Tirrell, PhD

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ASPA 2012 Annual Conference
Las Vegas, NV
March 2-6, 2012
Call for Proposals

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

