

American Society for Public Administration

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Nebraska ASPA Chapter Newsletter

Career Federal Executives Get Better Management Grades

"These results may underestimate the real differential between appointees and careerists....."

David Lewis

Princeton University Woodrow
Wilson School of Public and
International Affairs

In the days after political appointee Michael Brown resigned from his perch as head of the Federal Emergency Management Agency amid questions about his qualifications, a new report from Princeton University finds that career federal managers do a better job of running their agencies than their politically appointed counterparts.

The study, from David Lewis of Princeton University's Woodrow Wilson School of Public and International Affairs, uses scores from the Bush administration's Program Assessment Rating Tool—a set of 30 questions devised to help budget examiners write formal program evaluations to determine which managers are achieving best results. He then used biographical data on the 245 bureau chiefs graded by

PART to find explanations for differences in results. Lewis' central finding is that the politically appointed bureau chiefs "get systematically lower management grades than bureau chiefs drawn from the civil service." Two qualities among career executives chiefly account for this discrepancy, he found: more experience within the specific bureau they head, and longer tenures.

The study found that political appointees on average have more education, more private sector experience and more varied management experience, but that these factors do not correlate with better performance.

The PART grades managers in four areas: program purpose and design, strategic planning, program management, and results. Out of a

combined possible score of 100, the study found that career managers' programs were on average five to six points higher than those run by appointees. Lewis adds that "these results may underestimate the real differential between appointees and careerists if the Bush administration evaluates programs administered by its appointees more leniently than other programs. Lewis said he used statistical controls to make up for the fact that many political appointees run programs that are larger and more expensive, therefore harder to manage. A copy of the complete report can be found at: www.wilson.princeton.edu/research/papers/09_05_dl.pdf.

Courtesy of GovExec.com
Daily Briefing, Sept 16, 2005,
Author: Karen Rutzick

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A Message from your ASPA-Nebraska Chapter President

SEASONS GREETINGS!

It's that time of year again when most of us are hustling and bustling to get ready for the holiday season.

The ASPA Council has been busy preparing for 2006. The Council has been working on several projects this fall. In February, the Social Equity Conference will take place. The Council is also seeking any interested students

who would like some resume and interview assistance as we prepare to offer our Resume Review and Mock Interview program. In addition, the work on the state-wide Public Service Project continues.

At our last meeting, your ASPA Council also voted to approve a State Chapter Membership. This is a great, and economical way for you to stay involved in your

state chapter. You can find more information on this new membership option in this newsletter.

If you have any questions on any of the projects we are working on, please contact me or one of your council members.

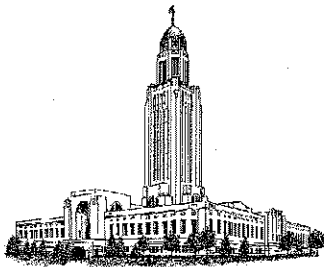
Happy Holidays!

Sheri

**A Tip of the Hat to
Public Service !**

*Employees of the Army Corps
of Engineers have constructed
many of our nation's
architectural masterpieces.*

*Courtesy of:
The Council for Excellence*



Public Service Project Continues

As reported in the Fall 2005 issue of the ASPA newsletter, APSA-Nebraska is in the early planning stages of a project that will review the state of public service in Nebraska. The project is described as "taking the pulse of public service" in terms of what helps and hinders public employees' doing their jobs to serve the citizens of the State. The project has four components:

- Compare Nebraska's public service to other states using relevant available data
- Address public service at the local level via focus groups from across the State
- Address public service at the state level
- Outreach to public employees across the state via email and web sites to collect their input

ASPA is seeking partnerships with other related organizations to help plan and implement this project. In consultation with State officials and representatives of associations representing State employees, the project team decided to begin the review at the local level. Once the local component of the project is completed and results are available for dissemination, the project team plans to meet again with State officials to determine the best way to gain State employee feedback.

To begin at the local level, the project team has a meeting planned on November 29, 2005, at 2 p.m. at the County-City Building in Lincoln. That meeting will include representatives of several organizations that represent public employees at the city and county levels in the State. The purpose of the meeting is to decide on the approach to reviewing public service at the local level and determine what roles the potential partners wish to play in the project. If you have suggestions for this project, or wish to volunteer to be a part of the project, contact Mary Hamilton at mrhamilton@mail.unomaha.edu.

Lincoln's MPA Program-An Investment In Your Future

The Lincoln MPA program is currently serving many full-time professionals with various levels of expertise and from many sectors. These students are seeking an advanced degree in the field of public administration and management. The courses available in the coming Spring 2006 semester at UNL include: Organizational Theory and Behavior; Research Methods; Strategic Planning and Special Topics on State Policy.

The Lincoln MPA program generally offers a couple of the beginning core courses every semester along with a few of the ending core and elective courses. For the convenience of our students who work and live near Lincoln, all our classes are offered at night on the University of Nebraska Lincoln campus.

To apply for the program, please visit our website at www.mpalincolin.unomaha.edu. Applications deadlines are October 1st for the Spring 2006 semester and June 1st for the Fall 2006 semester. Anyone who would like more information on the Lincoln MPA program can contact Meeyoung Lamothe at 402-472-4378 or email her at mlamothe@mail.unomaha.edu. Call today and start making an investment in your future!

ASPA Members Invited to Attend Social Equity Conference

ASPA Code of Ethics

- I. Serve the Public Interest
- II. Respect the Constitution and the Law
- III. Demonstrate Personal Integrity
- IV. Promote Ethical Organizations.
- V. Strive for Professional Excellence

"Taking Social Equity to the Streets" is the conference theme for the February 2-3, 2006 5th Annual Social Equity Conference to be held at the Embassy Suites in the Old Market. UNO/CPACS was selected by the National Academy on Public Administration (NAPA) to host this event. The conference will focus on the disparities in health and criminal justice. The conference will bring together 30-40 national leaders and experts on social equity with 30-40

Omaha area leaders representing different parts of the Omaha community. The agenda for Thursday, February 2 will include a context-setting panel of national and local experts, with an international panel on health disparities to follow. Local television personality Ben Gray will provide the keynote. Friday, February 3rd, will be devoted to discussions about action and ways to collaborate to improve equity in the implementation of public policies and the delivery

of public services. A morning panel will focus on health issues with breakout sessions, the afternoon will mirror the morning focusing on criminal justice disparities. Attendance is by invitation only. Because ASPA is a conference sponsor, ASPA members are invited to attend. If you are interested please contact Melanie Kiper at (402)-561-7585 or email mkipper@mail.unomaha.edu. for a registration form.

Proposed New ASPA Section on Native American Governance

A proposed new section for the American Society for Public Administration on Native American Governance is in the process of formation. They are currently recruiting members to allow them to move from a provisional section status to a permanent section status. Education of potential members about this proposed section has been determined to be the first step toward reaching that goal.

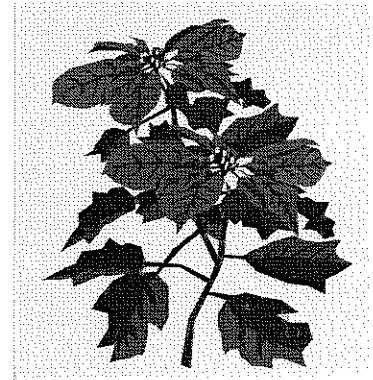
The section organizers want you to know that you can play an important role in making this new ASPA section a reality. Your participation is a positive way to move forward by developing an officially recognized dialogue raising

awareness about the issues surrounding Native American governance. The website address you may visit for more information is located at:

www.nativeamericangovernance.org

If you have any comments or questions about this new proposed ASPA section please contact:

Nels Lindahl, MPA
P.O. Box 3466
Boulder, Colorado 80307-3466
nels@nelslindahl.net



*Happy Holidays from your ASPA
Nebraska Officers and Council !*

SAVE THE DATE

2006

Feb. 2-3, 5th Annual Social Equity Conference, Omaha, Nebraska (for more info contact Melanie mkipper@mail.unomaha.edu)

Feb. 6-7, Nebraska League of Municipalities Midwinter Conference, Lincoln, Nebraska

Feb. 8-9, Resume Review and Mock Interviews, UNO Campus (contact Scott at sbovick@alltel.net)

Feb. 22-26, Annual Conference of Minority Public Administrators (COMPA), Winston-Salem, North Carolina

Mar. 12-17, Nebraska Municipal Clerks Institute, North Platte, Nebraska

Apr. 1-4, 67th Annual ASPA National Conference, Denver, Colorado

April-- Date TBA- ASPA Annual Luncheon and Awards Ceremony, Omaha, Nebraska

June 21-23, Nebraska League of Municipalities, Accounting & Finance Conference, Kearney, Nebraska

Sept. 27-29, Nebraska League of Municipalities Annual Conference, Lincoln, Nebraska

Inside ASPA-Nebraska

Patrick McNamara

ASPA member Patrick McNamara received a Doctoral Dissertation Research Grant from the U.S. Department of Housing & Urban Development. This HUD dissertation fellowship for \$25,000 will assist Patrick as he completes his Ph.D. from the University of Nebraska at Omaha's School of Public Administration. His research looks at collaboration between public, private and non-profit organizations. The dissertation title is: "Collaborative Success and Community Culture: Cross-Sectoral Partnerships Addressing Homelessness in Omaha and Portland." Congratulations Patrick!

Congratulations to our December 2005 MPA Graduates!

Michael Rooks and Kori Taylor from UNO, and Greg Hood, Sarah Olson, Megahn Schafer and Shannon Tupa from UNL.

A Warm Welcome to Those Joining ASPA in 2005 !

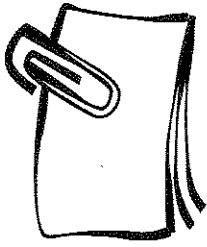
Eddie Arceneaux; Pamela Buethe; Doug Christensen; Lee Ann Heflebower; Governor Dave Heineman; Joseph Johnson; Brian Kirchoff; Molly Malone; Lawrence Runana; Kori Taylor; Trudi Thornburg, Erin Tomaso and Mary Jane Uher

Richard Abboud

Richard has accepted a position with the City of Bethel, Alaska as Director of Planning. Richard recently graduated with his Master of Urban Planning from UNO. You can reach Richard at rabboud@cityofbethel.net.

Greg Fetterman

Greg and his wife Rachel were blessed with the birth of their fourth child Matthew Thomas on October 20!



Resume Review & Mock Interviews

Students-Need help with your resume? Want interview practice? As one of its services ASPA-Nebraska each year asks several practitioners to donate their time to provide resume advice and mock interviews to students and those interested in improving their interview skills. The mock interviews will

be held on February 8th and 9th, 2006 on UNO's campus. To participate, send your resume by January 8, 2006 (indicating your field of interest—city management, not-for-profit administration etc.), to Scott Bovick, City Administrator of Nebraska City, at sbovick@alltel.net or 2202 Central Ave., Nebraska City, NE 68410. Your resume

will be reviewed and send back with comments and advice. In January you will be contacted to schedule a mock interview time with a practitioner.

This is a tremendous opportunity for you to polish both your resume and your interview skills! It's painless and it's free!

ASPA Council Votes To Approve State Chapter Memberships

Your Nebraska ASPA Council voted at their November meeting to offer a new State membership option to ASPA, the American Society for Public Administration.

This state level chapter membership will make membership even more affordable than before. The local membership option will entitle new members to the Chapter's quarterly newsletter, access to the Nebraska Chapter website, job postings, membership rates to ASPA-

Nebraska conferences, workshops and the Annual Awards Luncheon.

The ASPA-Nebraska member will also enjoy the opportunity to participate in networking and career building events!

The Nebraska only membership will not give the member access however to the National Chapters benefits such as on-line viewing of the Public Administration Review (PAR) magazine or their on-line career center.

More information on National Chapter membership can be found on page six.

The cost for the Nebraska Chapter only ASPA membership is only \$20.00 annually! To become a Nebraska Chapter member fill out and return the form on the next page. For more information on a membership to either National ASPA or ASPA-Nebraska call or email Trish Owen, at (402)-441-7488 or towen@lancaster.ne.gov.

MAKING A DIFFERENCE-One Organization at a Time



University of Nebraska-Omaha

UNO students and community leaders are partnering to make learning a hands-on experience. University of Nebraska- Omaha American Humanics students, in Jodi Kluver's Fall 2005 Non-profit Fundraising Course, are making a difference in the community by writing grants for various organizational projects. A series of project designs addressing differing needs in the community were the focus of the grant writing assignment. These projects include a community gardening mentor project (City Sprouts), a comprehensive medical response for

elderly victims of sexual abuse project (YWCA and Adult Protective Services), a creative arts program to promote healing for victims of domestic violence (YWCA and Independent Artist Janie York), an older adult awareness program and fundraiser (Program for Women and Successful Aging), and a child care program assistance project (UNO Childcare Center).

For many of the students this assignment is their first grant writing experience. The course has been designed to encourage students to practice their course related skills by working with

pre-selected community organizations and their leaders. In addition to the grant writing projects, by the end of the semester students will have completed organizational assessments and funding summaries, all of which will be shared with the partnering organizations.

Do you know of an organization that would like to participate in a nonprofit course learning experience? If so, please contact Jodie Kluver at:

jkluver@mail.unomaha.edu.



**Nebraska ASPA Chapter
Newsletter**

For Submissions, Comments or Information:

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The ASPA Nebraska Chapter Newsletter is published quarterly. The newsletter is distributed to all Chapter members and is posted on the Chapter's website.

We're on the Web!

www.aspaonline.org/nebraska

2005-2006 ASPA Nebraska Board

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Jodie Drapal-Kluver, University of Nebraska-Omaha

Dr. Mary Hamilton, University of Nebraska-Omaha

ASPA-Nebraska Treasurer's Report

October 2005 ASPA-Nebraska Chapter Financials

Checking Account Balance: \$1022.50

Money Market Account Balance: \$5,633.35

**MPA Alumni,
Students, Faculty &
Staff !**

**1st Annual Holiday
Lights Reception**

The UNO MPA Alumni Association and the UNO School of Public Administration would like to invite you to the first annual Holiday Lights Reception.

Where: Nebraska Arts Council
1004 Farnam St., Plaza Level

When: December 1st, 2005

Time: 6:30 p.m. to 8:30 p.m.

To RSVP:

Elaine Buescher
ebuescher@nebraskaarts
council.org or (402) 346-3873

Denise Ibsen-Cole
trickyou@cox.net or
(402) 431-8855 by Nov. 29th.

**An Important Time
to Remember**

There is a temptation when budgets are tight, jobs are insecure and downsizing is in effect, to feel that activities to show appreciation to employees is inappropriate. In fact, it is more important than ever in difficult times. Tell employees who continue the work of your agency despite all the hardships, that their dedication and sacrifices are noticed and appreciated. Morale is critical in critical times.

Public Service Recognition Week is May 1 through May 7, 2006. It is an ideal time to recognize outstanding individual employees, teams of employees or programs. Start to plan now!

Courtesy of: www.excelgov.org.

**Can You Benefit From Membership In The
American Society for Public Administration?**

Now is the time to consider membership in the American Society for Public Administration. Our national organization, and your Nebraska ASPA Chapter, are dedicated to vigorously advancing excellence in public service. Thousands of your fellow students and professional peers take advantage of ASPA's membership benefits and services daily! Why aren't you?

Your support of National ASPA through your membership fees allows you to access past issues of Public Administration Review (PAR) on-line. Additionally, this valuable membership gives you the opportunity to utilize ASPA's online career center, access a variety of other online services and communicate with your peers throughout the world via multiple on-line communities. An ASPA membership also gives you a large database of public administration web links, currently in the thousands making the ASPA website an invaluable content-rich resource.

There are also additional sections and chapters tailored to your specific field or interest you can join as well. A wide variety of membership options makes this organization one everyone can afford as they progress through their career. Take the time now to invest in your career with a membership in ASPA. For more information log onto the link below, <http://www.aspaonline.org/nebraska>, and then click on the "Membership" link.

Welcome to ASPA and ASPA-Nebraska !