

# BRIDGING THE GAP

Newsletter of the Section for Women in Public Administration

PRE-CONFERENCE EDITION

March 2007



## SWPA Announces ASPA Conference Activities, Washington, DC, March 22 through March 29, 2007

**Annual Membership Meeting:** Sunday, 8:45-10:15am. The meeting will highlight the leadership inventory which will be profiled by Dr. Jerri Killian. No reservations are needed. All are Welcome! Consult the conference program for location.

**SWPA Annual Awards Breakfast:** Monday, 7:30-9:00 AM. Tickets to the breakfast are \$40.00. Purchase tickets on the conference registration form or at conference registration until Thursday. Join us to honor annual awardees and to install new officers.

*Volunteers Needed at the SWPA Conference Booth, Exhibit Hall, ASPA Conference. Two hour shifts. Meet participants! Register members and guests for SWPA breakfast! Encourage new SWPA members! Grab a friend and sign up. Contact [Donna Handley](mailto:dhandley@uab.edu) at [dhandley@uab.edu](mailto:dhandley@uab.edu) or sign up at the booth.*

### SWPA Annual Awards

Each year, the **Section for Women in Public Administration** makes three 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 a practitioner or academic for advancing women in public service.

The **Julia B. Henderson Award** honors a woman who has made substantial contributions to public administration in an international setting; and

The **Marcia P. Crowley Award** that recognizes outstanding service to Section for Women in Public Administration.



## Letter from the Chair

Dear SWPA Members,

Wow! This year has gone by quickly! We are getting ready for the national conference in Washington, DC March 24-29. I promise you that the Alberta Clipper which has had us in a cold

spell for several weeks will be gone before you get here. Remember, there is so much to do in Washington – and do it for free – that it would be great if you could spend an extra day or so taking advantage of what your Nation's Capital has to offer.

Of course, this is the big event of our past chair, Wendy Haynes' Presidency of ASPA. Wendy has done a terrific job this year and will be around for ASPA service in her role as Past President. She will be the keeper of the keys as it relates to women's issues at ASPA since we will not have another woman President for at least three years. I think the current and future leadership has been attentive to our issues as well; however, it will be great to know that Wendy will be there pulling for us.

Speaking of Keepers, TWO women will be receiving the Keeper of the Flame Award at the ASPA/NAPA Public Service luncheon on Monday, March 26. There have never been two award winners and I think it is fitting that this time they are both friends of SWPA! Our Archivist, Marcy Crowley, for whom the SWPA Service Award was named last year, is one. Marcy has served SWPA and ASPA in many positions and currently is on the Board of the Transportation Section and is the National Council's Parliamentarian. The MassASPA Chapter is truly proud of its First Ladies of Massachusetts!

The other Keeper of the Flame is Harriet Jenkins, a NAPA Fellow who currently serves on the NAPA Standing Committee on Social Equity. Dr. Jenkins was the Former Director of the Office of Senate Fair Employment Practices and the Assistant Administrator for Equal Opportunity Programs at the National Aeronautics and Space Administration. Congratulations to both!

We are excited about all the activities at the National Convention. Our *SWPA Membership Meeting* will be held on Sunday, March 25 from 8:45-10:15 AM. We will take a few minutes to deal with section business; however, the bulk of the meeting will be a facilitated professional development exercise lead by Jerri Killian. We hope you can all attend. One of our goals this year was to strengthen the professional development benefits afforded to our membership. We are pleased that Jerri was willing to take this on!

Please stop by the *SWPA booth* in the exhibit area to visit with other members and pick up your very own SWPA membership ribbon to wear with pride at the conference! ALSO, there will be a *book signing event* on Sunday afternoon in the exhibit hall. This event was prompted by SWPA and the publication of the two books the section supported, *Outstanding Women in Public Administration* (M.E. Sharpe) and *Profiles of Outstanding Women in Public Administration* (ASPA). Both will be available for sale. Wendy and I remind all our contributors know they are invited to the signing. We will be represented at the SWPA, ASPA, and M.E. Sharpe booths. Other publishers are getting into the swing of things and I understand there should be some good refreshments at the event! Please come and support our publishers and contributors!

Of course, the highlight of the conference for SWPA is the *Awards Breakfast* which will be held Monday, March 26 from 7:30-9:00 AM in the Blue Room of the Omni Shoreham. Our keynote speaker will be *Eleanor Clift*, the noted political commentator for Newsweek and other publications and the ONLY WOMAN up against those guys on the McLaughlin Group weekly TV show. Our breakfast is co-sponsored by the Women & Politics Institute housed at American University. We have a great breakfast buffet got those with tickets; however, we will have seats available for those who only wish to be present for the awards and to hear Ms. Clift. The Awards Committee has assembled a number of thoughtful awardees – it will be a surprise for some of them! We hope you can be there to honor them.

SWPA has endorsed a number of panel sessions at the conference and has identified others on which our members will present, chair, or discussant. We hope you will give your support to our members at their sessions.

Finally, I would like to thank the Board for their diligent work during this program year. We have built on the solid financial footing established by Kathy Hensley and Eileen Larence and have accomplished the goals I set for the program year. Both Outstanding Women books are published. The website [www.swpanet.org](http://www.swpanet.org) is up and running. We have strong chairs for all of our committees who will assist the new Chair, Becky Shergens, in moving SWPA along. We are focusing on professional development and identifying how we can make SWPA membership a value-added section choice. And we would like to thank all our members for their continued support of the section. Please feel free to contact any of the Board members with suggestions you have for future improvements!

Claire L. Felbinger  
Chair



## Eleanor Clift

### SWPA Breakfast Keynote Speaker

Eleanor Clift, a key member of the Newsweek political team, regularly reports on the Washington power structure.

As a contributing editor, she explores the White House, Congress, and diverse personalities, from U.S. Senate Leaders Tom Daschle and Trent Lott to the increasing number of women in Congress. She is currently assigned to Capitol Hill, where she is covering the war on terrorism and its many aspects, from the ongoing anthrax scare to various pieces of legislation dealing with the continuing threats to our nation. Her column, "Capitol Letter," is posted each week on *Newsweek.com* and *MSNBC.com*.

Formerly Newsweek's White House correspondent, Ms. Clift also served as congressional and political correspondent for six years. She was a key member of the magazine's 1992 election team and followed Bill Clinton's campaign from the start. In June 1992, she was named Deputy Washington Bureau chief. According to Brill's Content, a journalism review, Ms. Clift is one of the most accurate predictors on the political talk shows.

Now a political analyst for the Fox News Network, Clift is even more visible, emerging from behind the writer's notepad to the television screen, where she appears on the nationally syndicated show, *The McLaughlin Group*. She has also made television appearances on NBC, ABC, CNN and in several films.

Clift and her husband, Tom Brazaitis, a former columnist for the (Cleveland) Plain Dealer, co-authored "Madam President: Shattering the Last Glass Ceiling" (Scribner, 2000) and "War Without Bloodshed: The Art of Politics" (Scribner, 1996). "Madam President" is available in paperback (Routledge Press). Clift's most recent book, "Founding Sisters" is about the passage of the 19<sup>th</sup> amendment giving women the vote (John Wiley & Sons, 2003).

## Calling ALL SWPA Members – Start 2007 by Getting Involved in SWPA

SWPA is on the move and we can take our Section to the next level by having an active and involved membership in our work. Since SWPA has moved to an increasingly year-round programming, the beginning of 2007 offers the perfect time to decide which SWPA Committee is the best fit for your interests, talents and professional growth.

We are looking forward to seeing you at the National Conference in Washington, DC from March 23 - 27, 2007. This issue of *Bridging the Gap* contains an overview of the many SWPA Activities and Workshops that SWPA conducts or supports at the Conference. One of our activities will be a special outreach to SWPA members throughout the Conference and particularly at the SWPA Annual Meeting to "sign you up" for an assignment that will introduce you to SWPA Colleagues and be FUN as you expand your own network.

Here is a listing of some of the Committees where you can be involved! More information and where to sign up is also available on our new Web site [www.swpanet.org](http://www.swpanet.org). On the SWPA Web site, just Click on the Sidebar that says "Activities" and look at what interests you. Other opportunities for serving will result from the conversation and priorities at the decided at the SWPA Annual Meeting.

### National Conference Program

SWPA participates throughout the ASPA National Conference both in program and events. A SWPA liaison is designated to the ASPA Conference Program Committee to assure that a representative number of gender-related sessions are approved and that women are represented proportionate to their membership in the Society on the Conference Program.

**SWPA Booth.** Working at the SWPA booth is one of the most enjoyable roles a SWPA member can play because it's a wonderful chance to network with other ASPA members! Representing SWPA in the Exhibit area allows the members to showcase the benefits of SWPA membership, encourage attendance at Annual SWPA breakfast (and sell tickets) and act as a resource on current SWPA priorities.

**Annual SWPA Members' Meeting.** An Annual Meeting of the Section membership is scheduled each year during the ASPA National Conference. SWPA members and guests are encouraged to attend and learn firsthand about SWPA business and activities. A special treat this year is the Leadership Training Exercise conducted by our own Dr. Jerri Killian, chair of SWPA's Professional Development Committee.

**Annual SWPA National Awards Breakfast.** The annual SWPA Breakfast has become a tradition, open to all ASPA members and their guests. The Breakfast offers the opportunity for SWPA to invite ASPA members to join them in honoring women through its National Awards Program and this year hear renowned TV journalist and author Eleanor Clift, keynote speaker.

## National Awards Program

The Awards committee solicits nominations for the four National Awards that SWPA bestows each year. These are: the Joan Fiss Bishop Award for outstanding contributions to the field of public administration; the Rita May Kelley Award for outstanding research in gender related issues; the Marcia P. Crowley Award for outstanding service to SWPA; and the Julia B. Henderson Award for significant contributions to the field of public administration internationally.

## Communications

The Communications committee is charged with the oversight, planning and implementation of all Section communications including; the Section newsletter, *Bridging the Gap*; the Web site; publications; and public and media relations. This important committee works closely with all SWPA committees, particularly the Membership committee and National Conference committee with outreach and visibility.

## Nominations

A stable and orderly "succession" is one of the most important contributors to the health of our section. The Nominations Committee is active once each year, with the purpose of soliciting nominations for SWPA officers and board members (there are three new ones each year, serving for a three-year term). Click here if you are interested in serving as a SWPA officer or board member.

## Membership and Recruitment

The Membership Committee is critical to the ongoing success of SWPA. It works with the leadership and other SWPA committees to identify programs, benefits and strategies that increase and retain members. The committee uses this information in the creation and implementation of its Annual Plan to increase SWPA membership. It also tracks SWPA's membership roster, contacts new members with a welcome message, and does "exit interviews" with members who decide to give up their membership as an ongoing assessment of the section's effectiveness. Click here to volunteer to work on the Membership committee.

## Professional Development

SWPA's Professional Development Committee provides a variety of opportunities for SWPA members to enhance the realities of their professional experiences. The Professional Development committee organizes round-table discussions, speakers, and workshops on topics of particular interest to SWPA members at the annual ASPA conference to enrich our professional competencies while providing year-round informal and formal opportunities for networking, mentoring, and other inno-

ventions to enrich our professional lives.

The Committee also has the responsibility for the *SWPA Scholarship Program* SWPA has long awarded scholarships to attend the - National Conference to women who show a keen interest in public administration and the impact of gender/diversity of professional choices and decisions. The program was designed to provide a practitioner and a Master's or Doctorate level graduate student with a \$500 award to assist with expenses in attending the next National Conference. *SWPA Grants Program* offers for a limited number of grants to promote activities benefiting the increased involvement of women in chapters and special programs benefiting women if funds are available.

We hope to see you at the National Conference! If you cannot attend, just sign on to [www.swpanet.org](http://www.swpanet.org) and get involved!

## Fulbright Visiting Specialists Program: Direct Access to the Muslim World

Do you want to enrich your campus' and community's understanding of Islam? Does your study-abroad program lack representation from the Muslim World? Do you want to jump-start your campus offering on courses in Islam or Area Studies? Through the Fulbright Visiting Specialists Program: Direct Access to the Muslim World, U.S. higher educational institutions can host a Specialist from Muslim communities from select countries in the Middle East, North Africa, South Asia, Central Asia, Southeast Asia, Sub-Saharan Africa and Europe for three to six weeks of intensive lecturing, consultation and community outreach program. Deadline to apply for the calendar year 2008: May 1, 2007. For more information, visit our website at [www.cies.org/Visiting\\_Specialists/](http://www.cies.org/Visiting_Specialists/) and consult Mamiko Hada at [vstngspec@cies.iie.org](mailto:vstngspec@cies.iie.org), telephone 202-686-7873

The Maxwell School of Syracuse University Collaborative Governance Initiative announces E-PARC, free on-line resources for those who teach collaborative public management, collaborative governance, and collaborative problem-solving around the world. We are seeking syllabi, cases, simulations, and videos and other teaching materials on collaboration. Authors will retain full credit for their contributions. The first phase of this initiative is slated to begin in summer 2007. For information and to make contributions, contact Professor Rosemary O'Leary, [roleary@maxwell.syr.edu](mailto:roleary@maxwell.syr.edu).

## Student Conference Scholarships



**Amanda Erickson** is a student in the Master of Public Administration program at the University of Arkansas at Little Rock. She holds an Associate of Arts in Law Enforcement as well as a Bachelor of Arts in Criminal Justice. She is the current president of the Arkansas Chapter of the American Society for Public Administration. Amanda is also a veteran handler of K-9 Special Forces Search Team and a board member of that organization with over 4000 volunteer hours. In 2006, she received the following awards and honors: Wallace O. Keene and ASPA Travel Grants and National ASPA Founder's Forum Fellow.



**Barbara Lewkowitz** is a Phoenix native. She has worked for the California and Arizona state legislatures and as a congressional research analyst on Capitol Hill. Barbara's most recent work experience was as the Executive Director of the YWCA of Maricopa County, Arizona, an organization dedicated to empowering women and eliminating racism. After 30 years, Barbara returned to school and is pursuing a Masters of Public Administration from the ASU School of Public Affairs. Her main interests are local, state and global humanitarian issues related to women and their families. Barbara and her husband, Geoffrey have two sons, three dogs and peacocks, javelinas, Gambel quail, coyotes and jackrabbits roaming the desert landscape around their home.



**Yahong Zhang** is a doctoral candidate at the Askew School of Public Administration and Policy of Florida State University. She received her M.A. in economics from Nanjing University (China) and her M.A. in political science from University of Kansas. Her research interests include urban administration and gender representation. She is a recipient of DeVoe Moore Center Dissertation Fellowship at FSU

## Institutional Repositories: A New Way to Profile Scholarship

Patricia M. Shields  
MPA Director

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Libraries at universities around the country are beginning to post faculty and student work to a special kind of web site known as an institutional repository. This new method of disseminating scholarship profiles our work in surprising ways. Google and other search engines routinely search university institutional repository sites. Texas State, MPA capstone papers are posted to our institutional repository (known as ecommons). These papers have been downloaded over 12,000 times. Almost 1000 downloads have come from outside the United States (82 different countries). Before ecommons student projects were trapped in paper in our library. Now, the world has access to them. Our library has a contract with a data base company (ProQuest). The site is classy and looks comparable to an electronic journal article profile.

Check out Texas State University student papers at <http://ecommons.txstate.edu/arp/> Our program has used the papers to help graduates find employment and to recruit new students. The site has been posted to the library of the Texas legislature. After seeing the exposure of our student papers, I asked the library to post my research to the political science faculty ecommons site. I have been happy with the results. My electronic vita now links directly to my publications/conference papers. SWPA members are urged to explore whether their universities have an institutional repository or are considering developing one.

Check out a few institutional repositories around the country.

- Boston College: eScholarship at Boston College
- Columbia University: DigitalCommonsColumbia
- Florida Atlantic University Libraries: Digital CommonsFlorida Atlantic University
- Florida International University: FIU Digital Commons
- Oklahoma State University: E-Archive@Oklahoma State University
- Purdue University: Purdue e-Pubs
- Roehampton University: Roehampton Research Papers
- Texas Tech University: DigitalCommonsTexas Tech University
- University of Nebraska - Lincoln: DigitalCommonsUniversity of Nebraska Lincoln
- University of Pennsylvania: ScholarlyCommonsPenn

## **SWPA Members' ASPA Conference Presentations**

**(Please check conference calendar for venue)**

### **Friday March 23**

9:45-11:15. Patrice M. Mareschal, Rutgers U. How the West Was Won: An Inside View of the SEIU's Strategies and Tactics for Organizing Home Care Workers in Oregon

11:30-1:00 Mary Ann Feldheim, U. of Central FL. How Symbols and Myths Shape the National Discussion

1:00-2:30 Deborah Brock, VA. Commonwealth Univ. Co-Authors, Janet Hutchinson & Susan White. Paper: Gendered Environmental Indicators Related to Job Satisfaction Among State Employees.

1:00-2:30 Tendai Ndoro. Rutgers University. Strategies for Enriching the Recruitment Pipeline in Academia

2:45-4:15 Larkin Dudley, Virginia Tech. Mediating Between Collaboration and New Public Management: Contradictory and Complementary Relationships (Founder's Forum).

### **Saturday March 24**

9:45-11:15 Angela M. Eikenberry, Virginia Tech. Disaster Relief and the Failures of Philanthropy

9:45-11:15 Robyn D. Lacks, VA Commonwealth Univ. Janet R. Hutchinson Co-Author. A Collaboration Model at Work: Richmond Ambulance Authority

11:30-1:00 Judith J. Kirchoff, Rutgers U. Conceptualizing a Framework for Policy Performance Measurement Based on Expectations and Results

11:30-1:00 Kasey Martin, VA Commonwealth Univ. A View from the Middle: A Case Study of SCHIP Implementation Across Levels of Government

11:30-1:00 Tony Marzotto, Towson U. When Health Definitions Change: The Politics of Problem Definition or Who Wins and Who Loses.

### **Sunday March 25**

8:00-9:30 Claire Mostel, Team Metro Northeast Office. Validating Performance Measures Using the 311 Call Center

1:30-3:00 Janet R. Hutchinson, VA Commonwealth Univ. Gender & Democracy.

1:30-3:00 Catherine Horiuchi, U. of San Francisco. Web Equity

1:30-3:00 Jerri Killian, Wright State U. Teaching & Learning in Community

1:30-3:00 Pamela Ransom, Long Island U. Partnerships for Diversity: Lessons Learned from Research Collaboration

1:30-3:00 Rosemary O'Leary, Syracuse U. Public Administration and the Fourth Estate: Should Civil Servants Talk to Journalists? (Founder's Forum)

1:30-3:00 Vera Vogelsang-Coombs, Cleveland State U. Governance & Government of Ohio: The Levin College's Columbus Seminar

### **Monday March 26**

8:00-9:30 Frances S. Berry, Florida State U. Community-Based Collaborative Networks: How Managers Make Them Work, (Founder's Forum).

8:00-9:30 Kathryn E. Newcomer, George Washington U. Improving and Sustaining Collaboration and Communication to Reduce Risk in the Change Process

### **Monday March 26 cont'd**

8:00-9:30 Siegrun Fox Freyss, CA State U. Postmodern Public Collaboration Efforts: Compatibilities and Contradictions in Emerging HRM Trends

9:45-11:15 Donna M. Handley, U. of Alabama. Collaboration and Performance Measurements: An Evaluation of Federal-Local Relationships on CDBG Performance and Federal Compliance.

9:45-11:15 Mary Ellen Guy Co-Author, Florida State U. Sharon H. Mastrocci, University of Illinois-Chicago, & Meredith A. Newman, Florida International U. Gauging Emotional Labor: Quantitative Analysis with a Qualitative Construct (Founder's Forum).

3:00-4:30 Edward T. Jennings, Jr., University of Kentucky, Creating Collaborative Performance Management Efforts as Inputs to Independent Performance Management Systems.

3:00-4:30 Bonnie Mani, East Carolina U. Career Advancement of a Diverse Workforce: Men, Women, and Organization Development in the Internal Revenue Service

3:00-4:30 Kendra Stewart, Eastern Kentucky U., The Role of the Middleman: State Level Leadership in Homeland Security

3:00-4:30 Patria De Lancer Julnes, Utah State U., Developing Successful Universities-Government Partnerships: Lessons from Abroad.

### **Tuesday March 27**

8:00-9:30 Frances S. Berry, Florida State U., The Diffusion of Management Reform in Local Governments- Multilevel Models

8:00-9:30 Kendra Stewart, Eastern Kentucky U., Different Approaches, Common Goal: An Evaluation of Professional's, Non-Professional's, and Faith-Based Organization's Provision of Health-Related Information.

8:00-9:30 Sara D. Moya, Arizona State U., Advancing Public Sector Ethics among Practitioners: Case Study of a Continuing-Education Program for Mid-Level Managers.

8:00-9:30 Tendai Ndoro, Rutgers U., Strategy in Public Nonprofit Organizations: Leveraging Actions and Choices.

9:45-11:15 Angela M. Eikenberry, Virginia Tech. Neo-Liberal Reforms and a Growing Role for Civil Society: Toward Partnership in Governance.

9:45-11:15 Deniz Z. Leuenberger, Bridgewater State College, Sustainability Systems and Provision of Public Housing Services: Collaboration for Shelter, Food, Water, Heat, Transportation, Health Care, and Education.

9:45-11:30 Judith R. Sidel, Center for Women in Govt. & Civil Society, From Smart Buyer to Smart Partner: Suggestions for Public Managers

9:45-11:00 Thomas Catlaw, Arizona State U., Don't Give Up on Your Desire: A Psycho-analytic Perspective on the Ethics of Collaboration and Being-Courageous (Founder's Forum).

### **Gender-related Presentations not mentioned above:**

Friday 11:30-1:00. Michela Zonta, VA Commonwealth U. Women's Access to Home Mortgage Lending in Virginia, 2000-2005

Sunday 1:30-3:00. Leisha Dehart-Davis, Sarah Negron & Shannon Portillo, U. of Kansas, Gender and Rule Compliance within Public Organizations.

Monday 8:00-9:30. Dwight H Vick & Bruce King, U. of S. Dakota, Diversity, Recruitment, and Social Equity at a Predominately-White University: The Case of the University of South Dakota.

Monday, 8:00-9:30. Richard G. Johnson, III. U. of Vermont, Social Movements and the Legal Rights of Transsexual Employees: Challenges for Organizations in the 21st Century .

Monday, 9:45-11:15. Douglas Norsby. Influence of Gender on Emotional Labor Among City Employees (Founder's Forum).

## SWPA 2006-2007 Officers

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## Member News

In November, ***Kathy Hensley***, former chair of SWPA, was elected to a four year term as Commissioner, Lexington County (SC) Soil and Water Conservation District. The mission of the Conservation Districts is to promote the wise use and care of natural resources for the benefit of the citizens of the district. Kathy served as an Associate Commissioner for the previous three years and is a member of a 9-county East Piedmont (SC) Resource Conservation and Development Council. Kathy is retired from the US National Oceanic and Atmospheric Administration and the SC Department of Natural Resources. She is active in a number of civic and political organizations.

***Patricia Shields*** has been chosen to receive the Burchfield Award for her book review essay: "Civil-Military Relations: Changing Frontiers." She will be honored at the PAR Awards ceremony at the ASPA conference. Congratulations, Pat!

***Judith J. Kirchhoff*** has become associate dean of the newly formed School of Public Affairs and Administration at Rutgers University-Newark Campus. She will be working with founding Dean Marc Holzer in building the School.

### ***Bridging the Gap***

The Newsletter of the Section for  
 Women in Public Administration  
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Book reviews, summaries of original research,  
 member news, both professional and personal,  
 and other items of interest to SWPA  
 members are welcome.