

# BRIDGING THE GAP

Newsletter of the Section for Women in Public Administration

Fall 2009



**This Edition of Bridging the Gap Features Women in History**

## Letter from the Chair...



*Pat Shields*

Dear SWPA Members:

This short Chair's column is an assortment of items I think some of you might find interesting or useful. I hope all of you have had a productive and relaxing summer.

In June I gave two presentations at the National Swedish Defense College in Stockholm. I did this in my capacity as the editor of the journal, *Armed Forces & Society*. I also attended the conference of mostly European scholars that study issues surrounding the military and society. I am in-

involved in their working group on women in the military. The presentations way European women serve their countries.

It was exciting to see young women scholars from countries like Slovenia present their research on the status of women in their militaries. I presented some of my work on Florence Nightingale and women's role as public administrators in the United States Sanitary Commission during the US Civil War.

I was gratified to see how enthusiastic the European scholars were to learn about women's extensive role in our Civil War. There was a clear experiential bond that transcended the Atlantic ocean. If you are interested in learning more about women's role as public administrators in the civil war see <http://ecommons.txstate.edu/polsfacp/50/>. See why the European women were so touched.

**Editor's Note:** Nancy Foye-Cox has volunteered to write a feature article for several issues of BTG, about a woman who has made a significant contribution to the field of Public Administration. This issue's piece is on Joan Fiss Bishop,

## **Joan Fiss Bishop (1910-1981)** by Nancy Foye-Cox

**Joan Fiss Bishop** was nationally recognized as a leader in vocational guidance when she was appointed chair of ASPA's Task Force on Women in Public Administration, June 1971, by President Walter Mode. She was a trail blazer and founder of ASPA's women's movement.

The Women's editor of the *Boston Globe* wrote in 1976, of Fiss Bishop's speech at Harvard, about her early activist leanings as a young school girl in Oshkosh, Wisconsin.



Mrs. Fiss Bishop and her friends formed the "Secret Wildcat Society," because they were determined to wear knickers at a school picnic although their mothers' forbade it. On the same occasion she told the audience, "In the late 1960's...young people searched for their identities. No the question is, "Where will I be able to do something?"

Mrs. Fiss Bishop was the only woman on ASPA's National Council (1970-1973) when she began opening doors for women. Fiss Bishop and Phil Rutledge, ASPA's first African-American president, formed a historic partnership to promote the ad-

vancement of minorities and women in ASPA. The ASPA Task Force on Women became the National Committee for Women in Public Administration (1973), and ASPA President Phil Rutledge appointed its first chair, Beverly Hawkins. Almost simultaneously, Fiss Bishop co-chaired the Committee on the Status of Women in Schools of Public Administration (1972-1973) for the National Associations of Schools of Public Affairs and Administration (NASPAA).

The first known person to serve as Career Services director at four colleges: Emmanuel College (1938-1942), Radcliffe College (1943-1944), and Harvard Graduate School of Design (1975-1978), she was the first female president of the National Council of Guidance and Personnel Associations.

With a bachelor's degree in education from Wisconsin State College (1931) and an M.A. in American History from Radcliffe College (1935), Fiss Bishop was one of the first women graduates of the Harvard-Radcliffe Business Administration Program (1938). She was also the first female Board member of the Harvard Business School Association (1955-1956). She was also the first woman to receive:

- US Civil Service Commission's Meritorious Service Award (1959);
- Roberts Award from the Harvard-Radcliffe Business Administration Program (1960);
- Distinguished Public Citizen Award from ASPA-Massachusetts Chapter (1966); and,
- Distinguished Alumni Award from the University of Wisconsin—Oshkosh (1974).

Joan Fiss Bishop died on February 10, 1981 in Oshkosh, Wisconsin and was survived by  
(continued next page)

Her husband of forty years, Robert L. Bishop. Unfortunately, she did not live to see her ASPA vision become a reality. NCWPA remained an ASPA standing committee until the Section for Women in Public Administration (SWPA) was granted permanent status on July 15, 1984.

The Joan Fiss Bishop Award, SWPA's most prestigious award, was created in 1985 to commemorate her life's work for women. The award is presented to an ASPA member who exemplifies and promotes increased participation of women in public administration; makes a defined contribution to women's increased involvement in the public sector; and demonstrates innovative leadership and accomplished professionalism in their public sector career.

The first recipient was [Esther Lawton](#); the most recent recipient was former SPWA president Becky Schergens.

Sources: Schlesinger Library on the History of Women in America, Harvard University. Who's Who of American Women (1979-1980); Wellesley College Obituary (1981), Radcliffe Quarterly Obituary (June 1981), and the *Boston Globe* (1976).

### **A Note on the Schlesinger Library:**

The Arthur and Elizabeth Schlesinger Library on the History of Women in America exists to document women's lives and endeavors. Its resources reveal the wide range of women's activities at home in the United States and abroad from the early nineteenth century to present day. The library's holdings include more than 2500 unique manuscript collections from individuals, families and organizations such as the National Organization for Women (NOW); more than 80,000 printed volumes, and more than 90,000 photographs. The library dates from 1943 when Radcliffe College received from alumna

Maud Wood Park, a leader in the movement for woman suffrage, her collection of books, papers, and memorabilia on women reformers. Her "Women's Rights Collection" became the nucleus of a research library called the Women's Archives, which the college gradually augmented during the 1940s and 1950s. To honor Harvard University historian Arthur M. Schlesinger and his wife Elizabeth Bancroft Schlesinger, who were strong supports of its mission, the library was renamed in 1965. When a new women's movement surged in the 1960s and 1970s, the library's collections grew very rapidly, as feminist activists highlighted the importance of women's history and created their own documents and publications. Housed in the former Radcliffe College library building, the library is part of Harvard University's Radcliffe Institute for Advanced Study.

<http://www.radcliffe.edu/schles/about.aspx>  
Mailing address: Harvard University, 10 Garden Street, Cambridge, MA 02138; Telephone 617-495-8647; [siref@radcliffe.edu](mailto:siref@radcliffe.edu). Note from Nancy Foye-Cox: The Schlesinger Library would be an appropriate facility to house ASPA women's movement and SWPA documents since Joan Fiss Bishop's personal collection is housed there.



**Section for Women in Public Administration  
ASPA National Conference Scholarship  
2010**

ASPA's Section for Women in Public Administration (SWPA) annually awards up to three \$500.00 scholarships to help defray the costs associated with attending the ASPA national conference. In addition to completing and submitting the attached SWPA Scholarship Application form, applicants must also submit a cover letter, vita or resume, and two letters of nomination/recommendation from relevant faculty, supervisors/managers, or ASPA chapter or section officers. The deadline for receiving all application materials is November 30, 2009. Incomplete and late applications will not be considered.

All applicants who meet the following criteria are eligible for full consideration:

1. Applicant must be a full-time practitioner in public service, or a student enrolled in a Master's or Doctoral degree program in Public Administration/Public Policy/Public Affairs or a closely related field;
2. Applicant must be a member of ASPA and SWPA;
3. Applicant must be willing to become an **active** member of SWPA;
4. Application must include a complete application form, a cover letter, a vita or resume, and two letters of nomination. However, the nomination letters must be sent by their nominators separately;
5. The application form, cover letter, and vita or resume must be in Microsoft Word or PDF format, and must be submitted by email.
6. The nomination letters may be submitted via email, mail, or fax. The letter must include the nominator's signature and be converted to PDF format if sent by email;
7. The cover letter should demonstrate, with a strong narrative, a keen interest in a career public administration, and addresses how diversity/gender issues impact the professional choices and decisions of practitioner applicants or impact the research agendas of student applicants; practitioner applicant's annual salary must not exceed \$50,000.

**The deadline for receiving completed applications is November 30, 2009.** Award recipients will be notified by December 30, 2009. Please submit your application materials to Dr. Yahong Zhang:

Email: [yahongzh@rutgers.edu](mailto:yahongzh@rutgers.edu) Fax: 973-353-5907

Address: School of Public Affairs and Administration (SPAA)  
Rutgers University at Newark  
111 Washington Street, Room 333  
Newark, NJ 07102

Questions should be addressed to Dr. Yahong Zhang via email  
at [yahongzh@rutgers.edu](mailto:yahongzh@rutgers.edu) or telephone at 973-353-3983.

## 2009 SWPA Scholarship Application Form

### Section I: For all applicants

1. Type of Scholarship Requested (please select only one category):
  - a. Practitioner Scholarship \_\_\_\_\_
  - b. Master's Student Scholarship \_\_\_\_\_
  - c. Doctoral Student Scholarship \_\_\_\_\_
  
2. Name: \_\_\_\_\_
  
3. Title (professional title or Master's/Doctoral student):  
\_\_\_\_\_
  
4. Organization or University \_\_\_\_\_
  
5. Preferred Mailing Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
6. Email Address: \_\_\_\_\_
  
7. Telephone: ----- \_\_\_\_\_
  
8. Are you a current ASPA member?      Yes\_\_\_\_      No\_\_\_\_
  
9. Are you a current SWPA member?      Yes\_\_\_\_      No\_\_\_\_
  
10. Are you willing to become an active SWPA member (for example, serve on the SWPA board or on a SWPA committee)?    Yes\_\_\_\_      No\_\_\_\_
  
11. Have you submitted a proposal for 2010 ASPA conference?    Yes\_\_\_\_      No\_\_\_\_
  
12. If yes, what is the title of your proposal? \_\_\_\_\_  
\_\_\_\_\_
  
13. Was your proposal accepted for this year's ASPA conference?    Yes\_\_\_\_      No\_\_\_\_

**Section II: For Practitioner Applicants Only**

14. Is your annual salary less than \$50,000? Yes\_\_\_\_ No\_\_\_\_

**Section III: For Student Applicants Only**

15. Are you enrolled as a student in a graduate degree program? Yes\_\_\_\_ No\_\_\_\_

16. Full name of degree in progress \_\_\_\_\_

**Please be sure all your application materials should be received  
by November 30, 2009.**

**GOOD LUCK!**

\* \* \* \* \*

**Book Notice**

Over the course of a year, Selena Rezvani interviewed women executives in various industries, roles, and job functions, including Jamie McCourt, president of the Los Angeles Dodgers, Denise Incandela, president of Saks Direct at Saks Fifth Avenue, Roxanne Spillett, president and CEO of Boys and Girls Clubs of America, and Naomi Earp, chair of the Equal Employment Opportunity Commission. The result is *The Next Generation of Women Leaders*, a penetrating, eye-opening, and ultimately empowering narrative, filled with stories of remarkable women who navigated the leadership maze and triumphed.

While the leadership landscape may be shifting in women's favor, women are nowhere near an equal presence in leadership roles when compared to men. Rezvani's achievement was to engage some extraordinarily accomplished women as mentors, each of whom provided tools and information that young women can

use to shape their own careers. *The Next Generation of Women Leaders* encourages younger women to be their own advocates when it comes to professional growth and advancement, and it provides tangible how-to's in negotiating the workplace as a woman.

*Contributed by Roz Kleman. This book is available on Amazon.com.*



## WHOM DO YOU SUPPORT FOR SWPA'S NATIONAL AWARDS?

We seek outstanding candidates for each of our four National Awards to be presented at our Annual Breakfast during ASPA's 2010 National Conference in San Jose, CA, April 9-13, 2010

The Committee seeks your nominations. Criteria and contact member:

***Joan Fiss Bishop Award:*** To an individual who, by example and action has promoted increased participation of women in the public administration profession, exhibits a defined contribution to increased involvement in the public sector, innovative leadership and accomplished professionalism in the individual's own public sector career, and commitment to the public administration profession through membership in American Society for Public Administration. Contact: [srgreenberg@mail.utexas.edu](mailto:srgreenberg@mail.utexas.edu)

***Marcia P. Crowley Award:*** For outstanding service to the Section. Nominee must have served the Section for several years, have made a demonstrated impact on the work of the Section, and is a current member in good standing. Contact: [marcyrc@aol.com](mailto:marcyrc@aol.com)

***Julia B. Henderson Award:*** To a woman who has demonstrated her commitment to international public administration in particular or to international public service in general by a lifetime of public service. to careers in international public administration and public service. Contact: [mdagostino@jjay.cuny.edu](mailto:mdagostino@jjay.cuny.edu)

***Rita Mae Kelley Award:*** This award recognizes outstanding research contribution to gender related issues. It is not a requisite that

the nominee be a member of the Section or the Association, but shall have performed research on an issue significant to the role of women in public administration and shall have made an impact through that research on women's lives. Contact: [dhandley@uab.edu](mailto:dhandley@uab.edu)

## DEADLINE FOR RECOMMENDATIONS: NOV. 30, 2009

### IPSA Notice

You are encouraged to join the Research Committees on *Gender, Politics and Policy* and/or *Globalization and Gender* of the International Political Science Association. There is no cost to join and one does not need to be a member if IPSA unless presenting at one of the conferences. However, if you join these caucuses by emailing us you will receive an electronic newsletter published periodically as to conference and publishing opportunities. As you may know, the American Political Science Association is an institutional member of IPSA as are all other national political science associations. Joining these groups is a way to find out what your colleagues in gender research are doing around the world!

Upcoming conference opportunities include: a preconference workshop on gender and federalism at the Canadian Political Science Association, June 2010 in Montreal; the interdisciplinary Women's Worlds Conferences to be jointly hosted by the University of Ottawa and Carleton University in Ottawa in March 2011; RC 19 and 52 workshops at the next IPSA Conference in Madrid in July 2012. Form additional information contact Melissa Haussman, Carleton University, Chair, IPSA RC 19 (Gender, Politics and Policy) at [melissa\\_haussman@carleton.ca](mailto:melissa_haussman@carleton.ca); and Nancy Kwang Johnson, New York University at Tirana, Chair, IPSA RC 52 ([nancykwangjohnson@unyt.edu.al](mailto:nancykwangjohnson@unyt.edu.al)).

## Member News...

George Glaser and **Pat Shields** celebrated their 35<sup>th</sup> wedding anniversary on September 14<sup>th</sup>.

Note from **Sherry Janke**: Over the past year and a half I have been blessed to have the support of my family that enabled me to complete my graduate degree at the age of 49. Returning to college (online courses through Golden Gate University) was not always a painless time around my home. My husband had to hear "I have to do homework" instead of "Yeah, let's go out". Many late nights were spent reading the volumes of information assigned. But the most surprising comment came from my 18 year old son, a new college student himself, who I had thought was well on his way to independence. One night when I was working on one of the many, many essays required for the coursework, my son said "Mom, you're never available anymore." I was really surprised that he cared! I graduated in May 2009 with my Master's in Public Administration with Highest Honors, but will not forget how important my family was in supporting me. And now I am taking a few more classes, but I make time for homework when it will not impact my family. I have made a promise to myself and my family, that I will put them first and remember that they are my most important responsibility. This time with them cannot be reclaimed.

**Bonnie Mani** has a new book, *Women, Men, and Human Capital Development in the Public Sector: Return on Investments*, Lexington Books, which will be released in December 2009.

**Margie Lomax** received a kidney transplant on September 18. It was the 2AM call that was great. The hospital transplant center was notifying her that a matching kidney

was available and to report to the hospital. She is doing well and pleased that she will be back at ASPA conferences and SWPA meetings.

**Phin Xaypangna**, is running for the District III National Council. She wishes to be an advocate for practitioners and academics in the field of public administration. Her goal is to strengthen ASPA to become the model organization in public administration.

**Sherri Greenberg** has been nominated for ASPA National Council for District IV

### Correction from last issue:

The Donald Stone *Lecture* was given by **Mary Ellen Guy**; however, the Donald Stone *award* was given to **Marcy Crowley**.



**Assistant Professor  
Department of Government  
University of South Florida  
Position # 13080**

The Department of Government and International Affairs (GIA) at the University of South Florida invites applicants for a 9-month tenure-track appointment at the rank of Assistant Professor beginning on August 7, 2010. GIA is a core department in the College of Arts and Sciences. It offers undergraduate degrees in political science and international studies, master's degrees in political science (MA) and public administration (NASPAA-accredited MPA), and a Ph. D. in Government. The Department has a large undergraduate student enrollment and a strong reputation of teaching, research, and service to the Tampa Bay community and beyond.



Requirements for this position include: Ph.D in international relations, public administration, political science, public policy (or closely aligned field); broadly trained scholar with research and teaching interests in any of several sub-areas of public administration and international relations such as global governance, comparative public policy, environmental policy, comparative political economy, comparative and development administration, integrationist policy, sustainable national development, and democratic governance; (ABD candidates with expectations of Ph.D completion within the first academic year may be considered at the rank of instructor.) The successful candidate should be willing to teach in her/his area of expertise at the graduate and undergraduate levels. For candidates with these minimum qualifications, preference is given to individuals with demonstrated excellence in teaching, relevant analytical skills, strong interest in community involvement, and promising professional advancement. The ability to conduct grant-supported research is an advantage but not a condition. Salary is negotiable. Review of applicants begins on November 16, 2009 and will continue until the position is filled.

Information about the USF Department of Gov-

ernment and International Affairs can be found on the Government and International Affairs Website: <http://gia.usf.edu>

Applications should be submitted through the University of South Florida Employment website: <http://employment.usf.edu/>. Please include letter of application, vita, transcript, samples of writing, student evaluations of teaching, and three letters of recommendation.

According to Florida Law, applicants and meetings regarding them are open to the public. For additional information about this opening please contact Dr. J. Edwin Benton at (813) 974-2358 or [jbenton@cas.usf.edu](mailto:jbenton@cas.usf.edu). For ADA accommodations, please contact Jennifer Vincent at (813) 974-0842 or [jvincent@cas.usf.edu](mailto:jvincent@cas.usf.edu) at least five working days prior to need. USF is an AA/EA/EO institution.

**Boise State University  
Associate/Full Professor/Director, Masters  
of Community & Regional Planning  
SS-005-09**

The Department of Public Policy and Administration at Boise State University (BSU) seeks a Director/Professor, for the new Master of Community and Regional Planning, for Fall 2009. We seek applicants with distinguished research records, vision, and leadership requisite to instituting a new program. Candidates should have expertise in one or more of the following: land use and sustainability; analytical methods and GIS; or

\* \* \* \* \*

In February 2010, the **ASPA Evergreen Chapter** will host its third event featuring women topics. For more information about the workshop series, contact: J. Paul Blake, President at: [JPaul.Blake@Seattle.Gov](mailto:JPaul.Blake@Seattle.Gov), Wendy Ekern, Committee Chair at: [ekerng@seattleu.edu](mailto:ekerng@seattleu.edu); Kacie Luderus, Student Representative at: [luderusk@seattleu.edu](mailto:luderusk@seattleu.edu)

**NOTICE: SWPA is seeking a Managing Editor for *Bridging the Gap* to begin fall 2010, or sooner. Task entails approximately 15 hours per issue, three times a year. Contact Pat Shields if interested.**

**SWPA Officers, 2009-20010**

Section Chair,	Patricia Shields
Vice Chair,	Leslie Dara Baldwin
Past Chair,	Becky Schergens
Secretary,	Barbara Lewkowitz
Treasurer,	Phin Xaypangna
Student Representative	Dovie Dawson

**SWPA Board Members**

<b>Term Ending 2010</b>	Patricia Alt Suzanne Discenza Donna Handley
<b>Term Ending 2011</b>	Sherri Greenberg Yahong Zhang Roslyn Alic-Batson
<b>Term Ending 2012</b>	Bonnie Mani Shinika M. McKiever Maria J. D’Agostino

***Bridging the Gap***

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Women in Public Administration  
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Mail contributions to:  
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2221 Park Avenue  
Richmond, VA 23220

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. Please consult editor about copy length.

*All copy should be submitted as a Word Document without formatting.*

**SWPA Committees**

ASPA National Conference	Dovie Dawson
ASPA National Conference Program Liaison	Maria J. D’Agostino
SWPA National Awards Breakfast	Open
By-Laws and Policies	Marcy Crowley
Chapter Outreach	Open
Collaborative Initiatives.	Leslie Dara Baldwin
Communications - BTG amd Web Site	Janet Hutchinson
Membership and Recruitment	Donna Handley
National Awards Program	Marcy Crowley
National Council Liaison.	Jennifer Alexander
Nominations	Patricia Shields
Professional Development	Suzanne Discenza
Public Relations and Marketing	Barbara Lewkowitz
Scholarship Program	Yahong Zang

For more information about SWPA including events not covered in BTG, please visit our website: <http://www.aspaonline.org/swpa/>