

# NECoPA

Northeast Conference on Public Administration

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RESPONSIVE PUBLIC SERVICE  
NEEDS INCLUSIVENESS IN  
A DIVERSE AMERICA

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ONLINE CONFERENCE  
NOVEMBER 5-6, 2021



# WELCOME



ROCKEFELLER COLLEGE  
OF PUBLIC AFFAIRS & POLICY  
UNIVERSITY AT ALBANY State University of New York

*Welcome to the 12th edition of the Northeast Conference on Public Administration – NECoPA.*

Founded in 2010, NECoPA has three overarching goals: advancing an understanding of the spirit of public service, enriching the dialogue on public affairs and administration, and building social capital in the community of academics, students, and practitioners of public affairs. The focus of this year's conference – "Responsive Public Service Needs Inclusiveness in a Diverse America" – recognizes the importance of bringing in new voices and perspectives to meet our goals as a community. First, the theme of this conference seeks to underscore that the spirit of public service cannot carry on if built on a foundation of exclusion and homogeneity. The public itself carries diverse needs, perspectives, identities, and cultures. If we, as scholars and practitioners of public administration, are to embody the spirit of serving the public, we must do our part to bring in and give voice to people as diverse as the public we are serving.

Second, as we continue to navigate a post-pandemic world, we should be more aware than ever before that no singular perspective, approach, or domain of knowledge can presage calamity, identify the range of needs to protect and support a community, or know with certainty the best path forward. Given the complexity of the public's problems, both in times of crisis and in the routine operation of local pieces of a global economy, an enriching dialogue that helps improve public affairs cannot begin without including and giving voice to people as diverse as the public itself. Our goal this year was to help facilitate conversations from a diverse set of scholars and practitioners on topics ranging from how to best practice diversity, equity, and inclusivity in the administration of public services and the questions researchers should be answering on this important topic. We think the NECoPA community has answered that call for dialogue, as evidenced by our two days of panels starting these important conversations.

Finally, our third goal is providing the space for our diverse community to build social capital. We want students to have the chance to meeting faculty in other departments, scholars to connect and built new relationships, and practitioners to link with each other and scholars to find ways to help and support one another in our common purpose – serving

# WELCOME

the public's needs. We are excited this year to roll out our first virtual networking session in a new platform, Gather Town, that will allow for a more natural approximation of the chance encounters, small group conversations, and friends meeting for a catch-up all in the same virtual space.

If you get the chance, please thank the following people for making this year's NECoPA meeting possible.

- Heasun Choi, who has provided exceptional support in organizing the conference.
- Stephen Holt and Ed Stazyk, who led the UAlbany hosting team in organizing panels, generating conference materials, and working out the technical details of implementing a virtual conference.
- The NECoPA Board made this year's meeting possible as part of a long-term commitment to the three goals outlined above.
- The University of Georgia, Pace University, and John Jay College for their generous sponsorships of the conference.
- The previous chair, Prof. Marc Holzer, who has generously provided materials and lessons from the 2020 conference.

It was my pleasure working on organizing the conference this year and I congratulate everyone here for making the conference a success. Without a community as bright and engaged as you, this conference would not be possible.

Sincerely,

Prof. Stephen Holt  
University at Albany, SUNY,  
Rockefeller College of Public Affairs and Policy,  
Department of Public Administration and Policy

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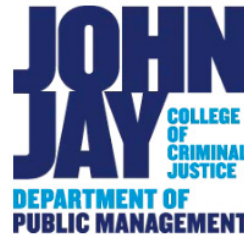
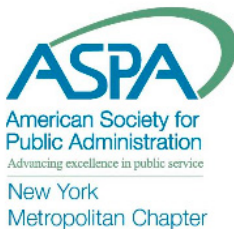
# NECOPA SPONSOR INSTITUTIONS

NECoPA was founded in October 2010 at the School of Public Affairs and Administration (SPAA) at Rutgers — The State University of New Jersey as an annual, regional conference of the American Society for Public Administration.

As an organization, NECoPA provides support for universities in the northeast region as they work to plan and host the annual conference. This event is intended to provide educational opportunities for scholars, practitioners, and students interested in the scholarly exchange of public administration research, best practices, and networking. Participants come from around the country and the world.

To date, NECoPA conferences have been held at Rutgers – The State University of New Jersey (2010), John Jay College – CUNY (2011), the University of Massachusetts - Boston (2012), the University of Delaware (2013), the University of New Hampshire in Portsmouth (2014), George Mason University's Arlington Campus (2015), Penn State Harrisburg (2016), and the University of Vermont (2017), the University of Baltimore (2018), and the LIU Brooklyn (2019). Last year's conference was the first online conference and hosted by Suffolk University. The 2021 conference will again be online and hosted by the University at Albany, SUNY.

The Officers and Trustees of NECoPA wish to thank the following founding institutional sponsors for their generous financial support:



# NECOPA 2021 CONFERENCE SCHEDULE AT-A-GLANCE

FRIDAY, NOVEMBER 5, 2021

9:00-9:15	Welcome to NECoPA Remarks from Julie Novkov, Edmund Stazyk, and Stephen Holt		
9:15-9:30	Break		
<b>Tracks</b>	<b>1. Diversity, Equity, and Inclusion in Practice</b>	<b>2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service</b>	<b>3. Classic Issues in Public Administration</b>
<b>Concurrent Sessions A</b> 9:30-10:45	<b>A1. Responding to Changing Gender Needs in the Public Sector</b> Chair: Shawn Erik Schooley	<b>A2. Social Equity and Covid-19</b> Chair: Colette Knuth	<b>A3. Intersectional Insights into Crisis Management</b> Chair: Hillary Knepper
10:45-11:00	Break		
<b>Concurrent Sessions B</b> 11:00-12:15	<b>B1. Using the Positive Humanities to Teach Diversity, Equity, and Inclusion</b> Chair: Jose Irizarry	<b>B2. Bias, Equity, and Whistleblowing – Emerging Research Findings</b> Chair: Susan Appa	<b>B3. Collaborative Public Service Delivery</b> Chair: Eric Boyer
12:15-12:45	Lunch		
12:45-1:45	<b>Keynote: Angelica Kang</b>		
1:45-2:00	Break		
<b>Concurrent Sessions C</b> 2:00-3:15	<b>C1. Diversity and Inclusion in Policing</b> Chair: Aaron Smith-Walter	<b>C2. Does Discrimination in the Public Sector Exist?</b> Chair: John Grummel	<b>C3. Accountability and Sustainability</b> Chair: Joseph Hafer
3:15-3:30	Break		
<b>Concurrent Sessions D</b> 3:30-4:45	<b>D1. Strengthening Educational Capacity to Foster Inclusive Practices</b> Chair: Maria D'Agostino	<b>D2. The Public Administration of Slavery</b> Chair: Rahul Pathak	<b>D3. Raising Citizen Voices</b> Chair: Eric Zeemering
4:45-6:45	Networking session		

SATURDAY, NOVEMBER 6, 2021

9:30-10:30	<b>Editor's Panel</b>		
10:30-10:45	Break		
<b>Tracks</b>	<b>1. Diversity, Equity, and Inclusion in Practice</b>	<b>2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service</b>	<b>3. Classic Issues in Public Administration</b>
<b>Concurrent Sessions E</b> 10:45-12:00	<b>E1. Cultivating an Inclusive Workplace</b> Chair: Gina Scutelnicu	<b>E2A. Justice for Socially Marginalized Groups</b> Chair: Warren Benton	<b>E2B. Ensuring Inclusion and Equity of Policy Programs</b> Chair: Brad A M Johnson
12:00-12:45	Lunch & NECoPA Business Meeting		
12:45-1:45	<b>Keynote: Nicole Keith</b>		
<b>Concurrent Sessions F</b> 2:00-3:15	<b>F1. Inclusiveness in the University and Higher Education</b> Chair: Gregory Rivera	<b>F2. Trends in Public Administration Scholarship</b> Chair: Blair Thomas	<b>F3. Permission to Practice: Public Service Boundary Spanning</b> Chair: Mariglynn Edlins
<b>Concurrent Sessions G</b> 3:15-4:30	<b>G1. Inclusive Solutions for the Criminal Justice System</b> Chair: Linda-Marie Sundstrom	<b>G2. Covid-19's Impact on a Society: Who Affected?</b> Chair: Ariola Balilaj	<b>G3. Collaboration and Network Governance</b> Chair: Youngbok Ryu
4:30-4:45	Break		
<b>Concurrent Sessions H</b> 4:45-6:00		<b>H2. New Developments in Addressing Social Disparities Through Constructive Action: Highlights for 2021</b> Chair: Pamela Ransom	<b>H3. Citizen Engagement and Democratic Governance: Management Efforts</b> Chair: Huiting Qi

# ROCKEFELLER KEYNOTE SPEAKER SERIES



ROCKEFELLER COLLEGE  
OF PUBLIC AFFAIRS & POLICY  
UNIVERSITY AT ALBANY State University of New York

## DIVERSITY, EQUITY AND INCLUSION IN STATE AND LOCAL GOVERNMENT

*with Keynote Speakers:*

Nicole Keith

*Acting Director of the Office of Diversity and Inclusion Management,  
New York Department of Civil Service*

Saturday, November 6th, 12:45-1:45 pm EST

&

Angelica Kang

*Chief Diversity Officer,  
City of Albany*

Friday, November 5th, 12:45-1:45 pm EST

JOIN US FOR A  
**NETWORKING**  
**RECEPTION**

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School of Public &  
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**UNIVERSITY OF GEORGIA**

**Friday, November 5**  
**4:45-6:45 pm EST**  
**#02-networking-session**  
**Gather Town**





## Public Management & Leadership SPOTLIGHT



**Shayla Lee**  
MPA 2021  
Management Analyst,  
City of Sugar Land, TX



**Olivia Ammons**  
MPA 2021  
Assistant to the City Manager,  
John's Creek, GA



**John Henry Jackson**  
MPA 2021  
Presidential Management Fellow  
(ICE)



**Shariyf Muhammad**  
MPA 2021  
Director of Legal Services,  
Healthcare Facility Regulation Division,  
Georgia Department of Community Health



**Jennifer Hartnett**  
MPA 2020  
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\*According to U.S. News and World Report (2022)



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**Pace University is a proud founding member of NECoPA**

For more information, contact:

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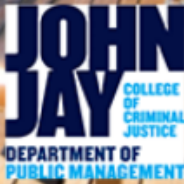
Dyson College of Arts and Sciences





# John Jay College MPA Program

## Public Policy and Administration | Investigation and Oversight



### Message from the MPA Directors



Dr. Elaine Yi Lu

Being a large urban department in one of the world's most diverse cities affords our students the opportunity to work with people from all walks of life, enrich educational experience, and push the frontier of diverse leadership in the public sector. We do this while ensuring that integrity, accountability, inclusiveness, and justice in society and governance are instilled in our students. Our program is ranked #48 overall in the country by *US News and World Report*\*.



Dr. Denise Thompson

Our most recent post-graduation employment survey returned an 87% response rate. Of those responding, 88% are employed. The majority of our students work in city, county, or other local government, nonprofit organizations, and the private sector. Half of our graduates have salaries between \$50K-\$75K, and about 20% have salaries between \$75K-\$100K. Our graduates chose our MPA Program for opportunities to learn and to enhance their career growth.

We are happy to be a recipient of the **NASPAA Inclusivity Badge**. Our recognition highlights the program's dedication to diversity, equity, and inclusion. Our curricula, scholarship, and student support are testaments to this commitment.

\*<https://www.usnews.com/best-graduate-schools/top-public-affairs-schools/public-affairs-rankings>



# NECOPA 2021 CONFERENCE SCHEDULE

**FRIDAY, November 5th, 2021**

**Concurrent Sessions A (9:30 – 10:45 am EST)**

<b>Responding to Changing Gender Needs in the Public Sector</b>	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 5th, 9:30 – 10:45 am EST
Chair	Shawn Erik Schooley (Associate Professor, St. Cloud State University)
Presentation 1	<b>Gender Inclusive Pedagogy in Public Affairs Education</b> <b>Speakers:</b> Nicole M. Elias (Associate Professor, John Jay College of Criminal Justice, CUNY), Maria J. D'Agostino (Professor, John Jay College of Criminal Justice, CUNY), Vanessa Diaz, Erik Krause
Presentation 2	<b>Police &amp; Incarceration: The Transgender Experience</b> <b>Speaker:</b> Seth J. Meyer (Assistant Professor, Bridgewater State University)
Presentation 3	<b>LGBTQ+ Police Liaisons: Role, Impact, and Perceptions</b> <b>Speakers:</b> Roddrick A. Colvin (Professor, San Diego State University), Nicole M. Elias (Associate Professor, John Jay College of Criminal Justice, CUNY), Ashley Lino-Frazier (Graduate Student, John Jay College of Criminal Justice, CUNY)

<b>Social Equity and Covid-19</b>	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 5th, 9:30 – 10:45 am EST
Chair	Colette Knuth (Assistant Professor, Long Island University – Brooklyn)
Presentation 1	<b>Remote Learning at the Onset of the Covid-19 Pandemic: Lessons Learned from School Districts in Westchester County, NY</b> <b>Speakers:</b> Gregory Rivera (MPA), Gina Scutelnicu (Associate Professor, Pace University)
Presentation 2	<b>Understanding the 2021 Census Pulse Survey and the Current State of Inclusion</b> <b>Speakers:</b> Chris Surfus (Postdoctoral Research Associate, University of New Hampshire)
Presentation 3	<b>Equity and Inclusion as Criteria in Policy Analysis: COVID-19 Response Policies and Refugees in the U.S.</b> <b>Speakers:</b> Arjola Balilaj (Assistant Professor, Jacksonville State University)
Presentation 4	<b>COVID-19 and Addressing Health Equity in the U.S.</b> <b>Speakers:</b> Celeste Murphy Greene (Ph.D., MPA, University of Virginia), Michael A. Brown (Ph.D., Public Affairs Officer, Navy Warfare Development Command)

# NECOPA 2021 CONFERENCE SCHEDULE

Intersectional Insights into Crisis Management	
Track	Track 3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 5th, 9:30 – 10:45 am EST
Chair	Hillary Knepper (Professor, Pace University)
Presentation 1	<b>Understanding intersectionality and vulnerable populations: a missing part in building disaster resilient communities?</b> <b>Speakers:</b> Fatih Demiroz (Assistant Professor, Sam Houston State University), Crystal Whetstone (Assistant Professor, Sam Houston State University)
Presentation 2	<b>Status Quo is Unjust: Understanding Intersectional Disparities and Promoting Inclusive Ways Forward in Public and Nonprofit Sector Management During Crises</b> <b>Speakers:</b> Sean McCandless (Assistant Professor, University of Illinois Springfield), Rosa Castillo Krewson (Senior Research Fellow, Center for Public Policy at VCU Wilder School)
Presentation 3	<b>Intersectionality and Healthcare Crisis Management: The Case of COVID-19</b> <b>Speakers:</b> Tony Carrizales (Associate Professor, Marist College), Michelle Silverio (Ph.D, Montefiore Health System), Nora Montalvo-Liendo (Assistant Professor, Texas A&M University)
Presentation 4	<b>Women falling through the cracks: Intersectionality during crisis and implications for human resources management</b> <b>Speakers:</b> Meghna Sabharwal (Professor, University of Texas at Dallas), Ravin Cline (PhD Student, University of Texas at Dallas), Thanh Thi Hoang (PhD Student, University of Texas at Dallas)

## Concurrent Sessions B (11:00 am – 12:15 pm EST)

Using the Positive Humanities to Teach Diversity, Equity, and Inclusion	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 5th, 11:00 am – 12:15 pm EST
Chair	Jose Irizarry (Assistant Professor, University of Illinois Springfield)
Presentation 1	<b>Positive Humanities and Public Administration: Implications for the Discipline</b> <b>Speakers:</b> Shawn Erik Schooley (Associate Professor, St. Cloud State University)
Presentation 2	TBD
Presentation 3	TBD
Presentation 4	TBD

# NECOPA 2021 CONFERENCE SCHEDULE

## Bias, Equity, and Whistleblowing – Emerging Research Findings



Organized by **Academic Women in Public Administration**

Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 5th, 11:00 am – 12:15 pm EST
Chair	Susan Appe (Associate Professor, SUNY Albany)
Presentation 1	<b>Exploring digital and health equity through telemedicine</b> <b>Speaker:</b> Tiffany Henley (Assistant Professor, Pace University)
Presentation 2	<b>Examining Gender Bias as a Predictor of Perceptions of Leadership Legitimacy</b> <b>Speaker:</b> Sarah Rush (Assistant Professor, Long Island University Brooklyn)
Presentation 3	<b>Whistleblowing perceptions among civil service of Republic of Kosovo</b> <b>Speaker:</b> Shpresa Kaçiku Baljija (Assistant Professor, UNIVERSUM College)

## Collaborative Public Service Delivery

Track	3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 5th, 11:00 am – 12:15 pm EST
Chair	Eric Boyer (Associate Professor, University of Texas at El Paso)
Presentation 1	<b>Collaboration in public service delivery</b> <b>Speakers:</b> Bok Gyo Jeong (Assistant Professor, Kean University), Jung Ah (Claire) Yun (Assistant Professor, Kean University), Ruthann Russo (Assistant Professor, Kean University), Stanley J. Mierzwa (M.S., Managing Assistant Director, Kean University), Alice Colalillo (MPA, Assistant Director of Operations, Kean Wellness Center)
Presentation 2	<b>Past and Future Interlocal Cooperation for Water Services in Georgia: Does Cooperation Beget Cooperation?</b> <b>Speaker:</b> Eric Zeemering (Associate Professor, University of Georgia)
Presentation 3	<b>Assessing the performance of small, diverse suppliers in the federal procurement</b> <b>Speaker:</b> Youngbok Ryu (Assistant Professor, Northeastern University), Toshiyuki Sueyoshi (Professor, New Mexico Institute of Mining and Technology)
Presentation 4	<b>Exploring the role of the autonomic nervous system in public interactions</b> <b>Speaker:</b> Mariglynn Edlins (Associate Professor, University of Baltimore)



# NECOPA 2021 CONFERENCE SCHEDULE

## Concurrent Sessions C (2:00 – 3:15 pm EST)


Diversity and Inclusion in Policing	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 5th, 2:00 – 3:15 pm EST
Chair	Aaron Smith-Walter (Assistant Professor, University of Massachusetts Lowell)
Presentation 1	<b>Undoing Racialized School Policing: What's the Fix?</b> <b>Speaker:</b> Dawoon Lee (Graduate Student, John Jay College of Criminal Justice, CUNY)
Presentation 2	<b>Public Safety is More Than Just Policing</b> <b>Speaker:</b> Madison A Sampson (Graduate Student, George Washington University)
Presentation 3	<b>The Tale of a New York Village Police Department: Assessing Performance through the Views of Local Community</b> <b>Speakers:</b> Gina Scutelnicu (Associate Professor, Pace University), Andrew Crosby (Assistant Professor, Northwestern University), Gregory Rivera (MPA), Kayla Guarino (Pace University)
Presentation 4	<b>Bringing Diverse Voices Together to Address Rising Crime: Or Are We Becoming Ungovernable?</b> <b>Speaker:</b> Linda-Marie Sundstrom (Professor, California Baptist University), Mark Kling (Chief of Police)

Does Discrimination in the Public Sector Exist?	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 5th, 2:00 – 3:15 pm EST
Chair	John Grummel (Associate Professor, Upper Iowa University)
Presentation 1	<b>Highlighting the Diverse Voices of Essential Public Service Workers in New York City</b> <b>Speaker:</b> Colette Knuth (Assistant Professor, Long Island University – Brooklyn)
Presentation 2	<b>Learning from 2020: The Employee Demand for DEI in the Workplace</b> <b>Speaker:</b> Tynslei Spence-Mitchell (PhD Student, West Chester University)
Presentation 3	<b>Answering diversity paradigm within modern organizations</b> <b>Speaker:</b> Aqsa Ali (Graduate Student, Penn State Harrisburg)
Presentation 4	<b>Government Employees' Experience and Expectation of COVID-19 Hardships: The Moderating Role of Gender and Race in the U.S.</b> <b>Speakers:</b> JungHo Park (Research Professor, Chung-Ang University), Yongjin Ahn (Assistant Professor, Seoul National University of Science & Technology)

# NECOPA 2021 CONFERENCE SCHEDULE

Accountability and Sustainability	
Track	3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 5th, 2:00 – 3:15 pm EST
Chair	Joseph Hafer (Assistant Professor, University of Memphis)
Presentation 1	<b>The Transparency footprint: Opportunities, challenges, and gaps in public organizations publication of data and information</b> <b>Speaker:</b> Brad A M Johnson (Graduate Student, North Carolina State University)
Presentation 2	<b>The Importance of Social Sustainability for Smart Cities: Understanding Inclusion, Equity, and Citizen Participation as Long-Term Outcomes</b> <b>Speakers:</b> Tzuhao Chen (Graduate Student, SUNY Albany), J. Ramon Gil-Garcia (Associate Professor, SUNY Albany), Mila Gasco-Hernandez (Associate Professor, SUNY Albany)
Presentation 3	<b>Performance Auditor's Perspective on Social Equity</b> <b>Speaker:</b> Steven Putansu (Ph.D., Senior Design Methodologist, US Government Accountability Office)
Presentation 4	<b>Analysis of Corruption in Healthcare Industry: Theory and Framework for Increasing Transparency and Accountability to Curve Corruption</b> <b>Speaker:</b> Pedro Robles (Graduate Student, Pennsylvania State University)

## Concurrent Sessions D (3:30 – 4:45 pm EST)

Strengthening Educational Capacity to Foster Inclusive Practices	
	
Organized by <b>Academic Women in Public Administration</b>	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 5th, 3:30 – 4:45 pm EST
Chair	Maria D'Agostino (Professor, John Jay College of Criminal Justice, CUNY)
Presentation 1	<b>Enduring Organizational Disabilities in Public Administration</b> <b>Speakers:</b> Karen Sweeting (Assistant Professor, University of Rhode Island), Brie Haupt (Assistant Professor, Virginia Commonwealth University)
Presentation 2	<b>Do Diversity Equity and Inclusion Practices in MPA Programs Embrace the Asian Experience?</b> <b>Speakers:</b> Jung Ah (Claire) Yun (Assistant professor, Kean University), Shilpa Viswanath (Assistant Professor, John Jay College of Criminal Justice, CUNY)
Presentation 3	<b>Agent-Based and Organizational Barriers to Individual and Collective Co-production</b> <b>Speaker:</b> Meril Anthony (PhD Candidate, Rutgers University)



# NECOPA 2021 CONFERENCE SCHEDULE

The Public Administration of Slavery	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 5th, 3:30 – 4:45 pm EST
Chair	Rahul Pathak (Assistant Professor, Baruch College, CUNY)
Presentation 1	<b>The Public Administration of Slavery: Cases, Records and Resources</b> <b>Speaker:</b> Warren Benton (Ph.D., Professor, John Jay College of Criminal Justice, CUNY; Co-Director, Northeast Slavery Records Index)
Presentation 2	<b>Public Administration Student Engagement in Slavery Research</b> <b>Speaker:</b> Judy-Lynne Peters (Ph.D., Doctoral Lecturer, John Jay College of Criminal Justice, CUNY; Co-Director, Northeast Slavery Records Index)
Presentation 3	<b>Connecting Public Administration Slavery Research to the Humanities</b> <b>Speaker:</b> Dara N. Byrne (Ph.D. Associate Provost for Undergraduate Retention; Dean of Undergraduate Studies, John Jay College of Criminal Justice, CUNY)

Raising Citizen Voices	
Track	3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 5th, 3:30 – 4:45 pm EST
Chair	Eric Zeemering (Associate Professor, University of Georgia)
Presentation 1	<b>Exploring Public Value Perceptions of State and Local Government</b> <b>Speaker:</b> Joseph Hafer (Assistant Professor, University of Memphis)
Presentation 2	<b>Identifying the confidential demographic information for data-based decision making of public opinion</b> <b>Speaker:</b> Tianyi Ma (Graduate Student, University of Southern California)
Presentation 3	<b>Much is delivered, much will have participated? How public service provision and social media usage influences collective behavior in East Asia</b> <b>Speaker:</b> Daewoo Lee (Assistant Professor, Columbus State University), Chae Young Chang (Assistant Professor, Indiana University Northwest)
Presentation 4	<b>Examining Social Diversity and Immigrant Service Diversity in Faith-Based Organizations: Is Representation Enough?</b> <b>Speaker:</b> Eric Boyer (Associate Professor, University of Texas at El Paso), Jeremy Slack (Associate Professor, University of Texas at El Paso)

# NECOPA 2021 CONFERENCE SCHEDULE

**Saturday, November 6th, 2021**

**Concurrent Sessions E (10:45 am – 12:00 pm EST)**

<b>Cultivating an Inclusive Workplace</b>	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 6th, 10:45 am – 12:00 pm EST
Chair	Gina Scutelnicu (Associate Professor, Pace University)
Presentation 1	<b>The Organizational Consequences of Whistleblowing Revisited</b> <b>Speakers:</b> Minsung Michael Kang (Ph.D. Candidate, SUNY Albany)
Presentation 2	<b>Diversity and Inclusion in Collaborative Governance: Employing Individuals in Recovery from Mental Illness and Substance Use Disorders in Public Administrative Settings</b> <b>Speakers:</b> Brandee Izquierdo (Graduate Student, University of Baltimore)
Presentation 3	<b>Bureaucracy in the Public Sector: Friend or Foe?</b> <b>Speakers:</b> Thomas Poulin (Ph.D., MS)
Presentation 4	<b>Coronavirus Disease (COVID-19) Pandemic and Nigerian Working Environment Implications and Issues</b> <b>Speakers:</b> Salisu Shehu Jafaru (Senior Researcher, Ahmadu Bello University)

<b>Justice for Socially Marginalized Groups</b>	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 6th, 10:45 am – 12:00 pm EST
Chair	Warren Benton (Ph.D., Professor, John Jay College of Criminal Justice, CUNY; Co-Director, Northeast Slavery Records Index)
Presentation 1	<b>Including immigrant Albanian women's voices in American policy discussions about Preventing Domestic Violence</b> <b>Speaker:</b> Arjanita Elezaj (Graduate Student, John Jay College of Criminal Justice, CUNY), Anila Duro (Adjunct Professor, John Jay College of Criminal Justice, CUNY), Daryl Wout (Associate Professor, John Jay College of Criminal Justice, CUNY)
Presentation 2	<b>GIS Analysis of potentially underserved immigrant populations in Virginia</b> <b>Speaker:</b> Grant Rissler (Ph.D., Affiliate Faculty, Virginia Commonwealth University)
Presentation 3	<b>The CHNA and LGBTQ Community Data Collection</b> <b>Speaker:</b> John Grummel (Associate Professor, Upper Iowa University)
Presentation 4	<b>The Erosion of the Administrative State under President Trump: Citizens Pushback against Individual and Institutional Racism</b> <b>Speaker:</b> James Wright (Assistant Professor, Florida State University), Blair Thomas (Ph.D., Assistant Professor, Valdosta State University)

# NECOPA 2021 CONFERENCE SCHEDULE

Ensuring Inclusion and Equity of Policy Programs	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 6th, 10:45 am – 12:00 pm EST
Chair	Brad A M Johnson (Graduate Student, North Carolina State University)
Presentation 1	<b>Achieving Just Transitions: An Integrative Framework on Energy Justice</b> <b>Speaker:</b> Inseok Jo (PhD Student, SUNY Albany), Jennifer Dodge (Associate Professor, SUNY Albany)
Presentation 2	<b>Fiscal Federalism with a Pinch of SALT: The Case of State and Local Tax Deduction Cap</b> <b>Speaker:</b> Rahul Pathak (Assistant Professor, Baruch College, CUNY)
Presentation 3	<b>Does policy matter? Examination of redevelopment policy and gentrification levels of mid-sized American cities</b> <b>Speaker:</b> Del Bharath (Assistant Professor, Savannah State University)
Presentation 4	<b>The Wicked Problem of Coastal Community Resilience</b> <b>Speaker:</b> Ren-Neasha Blake (Graduate Student, Old Dominion University)

## Concurrent Sessions F (2:00 – 3:15 pm EST)

Inclusiveness in the University and Higher Education	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 6th, 2:00 – 3:15 pm EST
Chair	Heasun Choi
Presentation 1	<b>Driving Inclusive Excellence: Higher Education's Charge to Establish Pathways to STEM Fields</b> <b>Speaker:</b> Keara Chambers (MPA, Outreach & Diversity Coordinator, Virginia Commonwealth University)
Presentation 2	<b>Viable Strategies for Student Retention and Recruitment: A Case Study of Family-Friendly Campus Policies</b> <b>Speaker:</b> Aaron Smith-Walter (Assistant Professor, University of Massachusetts Lowell)
Presentation 3	<b>Diversity and Its Impact on Student Engagement</b> <b>Speaker:</b> Joseph Mahmud (MPA Student, John Jay College of Criminal Justice, CUNY)
Presentation 4	<b>Integrating Mindfulness in Public and Nonprofit Academic Training Programs to Foster Social Equity</b> <b>Speaker:</b> Jose Irizarry (Assistant Professor, University of Illinois Springfield)

# NECOPA 2021 CONFERENCE SCHEDULE

Trends in Public Administration Scholarship	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service 05-
Slack Channel	emerging-issues-in-dei
Time	November 6th, 2:00 – 3:15 pm EST
Chair	Blair Thomas (Ph.D., Assistant Professor, Valdosta State University)
Presentation 1	<b>Pale, Male and Stale? Gender and Race in Public Administration Textbook Authorship</b> <b>Speaker:</b> Shilpa Viswanath (Assistant Professor, John Jay College of Criminal Justice, CUNY), Julie Clairemont (Graduate Student, John Jay College of Criminal Justice, CUNY)
Presentation 2	<b>The Examination of the Centrality of Academic Journals within a Network: Using Whole Network Analysis to Examine the Structure of Public Administration Journals</b> <b>Speaker:</b> Glenn McGuigan (Professor, Penn State University Libraries), Göktuğ Morçöl (Professor, Penn State Harrisburg), Travis Grosser (Associate Professor, University of Connecticut)
Presentation 3	<b>The Appreciative Democracy 4-E Model: Civil Servants Ensuring a Voice in Self-Governance for All</b> <b>Speaker:</b> Shawn Erik Schooley (Associate Professor, St. Cloud State University)

Permission to Practice: Public Service Boundary Spanning	
Track	3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 6th, 2:00 – 3:15 pm EST
Chair	Mariglynn Edlins (Associate Professor, University of Baltimore)
Presentation 1	<b>Speakers:</b> Kitty Wooley, Senio Fellows and Friends
Presentation 2	Joshua Avila, City of Providence, RI
Presentation 3	Christi Scott Bartman, Eyes Up Appalachia
Presentation 4	Connie Berhane, Department of the Air Force

# NECOPA 2021 CONFERENCE SCHEDULE

## Concurrent Sessions G (3:15 – 4:30 pm EST)

Inclusive Solutions for the Criminal Justice System	
Track	1. Diversity, Equity, and Inclusion in Practice
Slack Channel	04-dei-in-practice
Time	November 6th, 3:15 – 4:30 pm EST
Chair	Linda-Marie Sundstrom (Professor, California Baptist University)
Presentation 1	<b>Education for All</b> <b>Speaker:</b> Nia Gibson (Graduate Student, John Jay College of Criminal Justice, CUNY)
Presentation 2	<b>Minimizing and Monitoring Child Trafficking Opportunities in NYS</b> <b>Speaker:</b> Roisin Bermingham (Graduate Student, John Jay College of Criminal Justice, CUNY)
Presentation 3	<b>Houston's Efforts to Create Equity for Defendants Through Bail Reform</b> <b>Speaker:</b> Laura McCarty (Graduate Student, John Jay College of Criminal Justice, CUNY)
Presentation 4	<b>A Policy Analysis: A Rise in Recidivism Rates for Black Folks in Delaware</b> <b>Speaker:</b> Bria Agard (Graduate Student, John Jay College of Criminal Justice, CUNY)

Covid-19's Impact on a Society: Who affected?	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 6th, 3:15 – 4:30 pm EST
Chair	Arjola Balilaj (Assistant Professor, Jacksonville State University)
Presentation 1	<b>The Effects of COVID-19 on First-Year College Students and Corresponding School Policy Adjustment</b> <b>Speaker:</b> Yulin Xu (Graduate Student, Pennsylvania State University)
Presentation 2	<b>Managing Vaccination Policy in a Divided Nation</b> <b>Speaker:</b> Colette Knuth (Assistant Professor, Long Island University – Brooklyn)
Presentation 3	<b>Punctuated Equilibrium Dynamics in Times of Crisis: Assessing Generalizability to Different Political Systems and Temporal Invariance</b> <b>Speakers:</b> Saahir Shafi (Graduate Student, Penn State Harrisburg)
Presentation 4	<b>COVID + Compounding Trauma: An Account of Black Family Homelessness During a Pandemic</b> <b>Speaker:</b> Madison A Sampson (Graduate Student, George Washington University)

# NECOPA 2021 CONFERENCE SCHEDULE

Collaboration and Network Governance	
Track	3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 6th, 3:15 – 4:30 pm EST
Chair	Youngbok Ryu (Assistant Professor, Northeastern University)
Presentation 1	<b>Handling a Double-edged Sword: Network Managers as a Buffer of Negative Influence of Social Capital on Network Effectiveness</b> <b>Speaker:</b> Beomgeun Cho (PhD Candidate, SUNY Albany)
Presentation 2	<b>Promoting Power Sharing in Collaborative Governance from A Multidimensional Power Perspective: Evidence from a Collaborative Governance Mechanism for Rural China</b> <b>Speaker:</b> Huiting Qi (Graduate Student, Penn State Harrisburg)
Presentation 3	<b>A Framework for Evaluating the Evolution of Emergency Management Networks: The Case of Public-Private Partnership Networks</b> <b>Speaker:</b> Sara Iman (PhD Candidate, University of Central Florida), Naim Kapucu (Pegasus Professor, University of Central Florida)

## Concurrent Sessions H (4:45 – 6:00 pm EST)

New Developments in Addressing Social Disparities Through Constructive Action: Highlights for 2021	
Track	2. Emerging Issues in Diversity, Equity, and Inclusion in Public Service
Slack Channel	05-emerging-issues-in-dei
Time	November 6th, 4:45 – 6:00 pm EST
Chair	Pamela Ransom (Associate Professor, Metropolitan College)
Presentation 1	<b>Expanding While Impacting Food for all in Brooklyn</b> <b>Speaker:</b> Zelaina Rodriguez (MPA Student, Multi-Site Director at Serious Fun Afterschool, Inc)
Presentation 2	<b>Addressing Disparities in Educational Access: Focus on Pathways to Success</b> <b>Speaker:</b> Lilly Simon
Presentation 3	<b>Building Financial Knowledge While Homeless</b> <b>Speaker:</b> Francisca Abreu

# NECOPA 2021 CONFERENCE SCHEDULE

Citizen Engagement and Democratic Governance: Management Efforts	
Track	3. Classic Issues in Public Administration
Slack Channel	06-classic-issues-in-pa
Time	November 6th, 4:45 – 6:00 pm EST
Chair	Huiting Qi (Graduate Student, Penn State Harrisburg)
Presentation 1	<b>Examining the Effect of Boards and Commissions Programming Efforts on Citizen Involvement</b> <b>Speaker:</b> Jo'ann Holder (Graduate Student, North Carolina State University)
Presentation 2	<b>Deaf and Hard of Hearing Inclusion in Programs and Services</b> <b>Speaker:</b> Melissa Bell (MPA, Program Specialist at State of Texas), Matthew Dickens (Director, Policy Development and Research at American Public Transportation Association)
Presentation 3	<b>Leadership Experience and Nonprofit Executives' Turnover Intentions</b> <b>Speaker:</b> Lauren Stanwood-Twomey (Graduate Student, Shippensburg University)



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