

NECoPA

Northeast Conference on Public Administration



Democratic Governance
in a Turbulent World:
Innovation, Inclusion, and
Comparative Perspectives
in Public Administration

Hosted By **Kean University**

In Collaboration With NJ ASPA Chapter

November 7-8, 2025

New Jersey



KEAN

World-Class Academics

Kean University's Department of Criminal Justice and Public Affairs prepares globally engaged professionals dedicated to public service.

As one of the region's few universities offering an undergraduate degree in public administration, Kean also offers a five-year B.A./MPA pathway and other advanced graduate programs.

The curriculum builds a strong foundation in public policy, budgeting, strategic planning, organizational theory and ethics, with an emphasis on experiential learning through internships, fieldwork and applied projects with government and nonprofit partners.

DEGREES OFFERED

- Public Service and Administration (B.A.)
- Honors Program (5 year-B.A./MPA)
- Public Administration (MPA)
 - Public Management
 - Health Care Management
 - Nonprofit Management

Research and Service Focused Faculty

Kean's Public Affairs faculty bring extensive experience in public service and research. They are active members of leading professional organizations, including the American Society for Public Administration (ASPA), the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), and the International Society for Third Sector Research (ISTR).

Faculty regularly present at national and international conferences and publish in respected peer-reviewed journals such as *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, *Social Enterprise Journal*, *Public Personnel Management*, and the *Journal of Public Affairs Education*.

Learn more: kean.edu



David Birdsell, Ph.D.

Provost & Senior VP for Academic Affairs; Past President, NASPAA; Fellow, National Academy of Public Administration

Research focus: political communication, nonprofit education, community partnerships in higher education



Bok Gyo Jeong, Ph.D.

Associate Professor; Current ARNOVA Board member; Representative of the Global Civil Society Group; President of the Korean Nonprofit and Philanthropy Researchers Network

Research focus: social enterprise, social justice/ DEI, comparative civil society and international development



Roseanne M. Mirabella, Ph.D.

Associate Professor; Co-editor of the *Handbook of Critical Perspectives on Nonprofit Organizing and Voluntary Action*; Former President of ARNOVA and member of the leadership team within the Critical Perspectives Section of ARNOVA; Former President of New Jersey Chapter of the American Society for Public Administration (ASPA) and current; District I representative for ASPA

Research focus: philanthropy and nonprofit education and critical perspectives on nonprofit organizing



Greg Witkowski, Ph.D.

Associate Professor; Book series editor for *Philanthropy, Nonprofit and Nongovernmental Organizations*; Affiliate Faculty, National Center for Disaster Preparedness

Research focus: disaster management, place-based giving, history, civil society



Claire Yun, Ph.D.

Associate Professor

Research focus: local government, social equity, public and nonprofit management



Ngoc Dao, Ph.D.

Assistant Professor; Awarded the 2024 Best Article for Contemporary Economic Policy

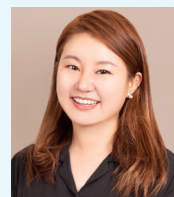
Research focus: economics of aging, tax policy, labor policy and economics of caregiving



Carey Brown, Ed.D.

Assistant Professor

Research focus: government policy, higher education, social equity



Yeonkyung Kim, Ph.D.

Assistant Professor

Research focus: IT management, citizen participation, social equity

Welcome from NECoPA

On behalf of NECoPA's board of trustees, I am delighted to welcome you to the **16th edition** of the Northeast Conference on Public Administration (NECoPA) to Kean University in Union, New Jersey. The theme of this year's conference — "Democratic Governance in a Turbulent World: Innovation, Inclusion, and Comparative Perspectives in Public Administration" – recognizes the complexities and challenges in addressing current public service problems. Public and nonprofit administration has been tasked with adapting and navigating public programs in this world to ensure they continue to be delivered in an effective, efficient, transparent, and equitable manner. The response to the call for proposals has resulted in an exciting two-day schedule of panels representing the diverse interests and expertise of our NECoPA community that includes both scholars and practitioners. See the conference program for more details.



I am extremely grateful to the following individuals for making this year's NECoPA possible:

- The **NECoPA, Inc. Board of Trustees** – see the following page for the full list – who were part of the conference Planning Committee
- The **Kean University team** who coordinated the onsite conference planning – special thanks to **Dr. Bok Gyo Jeong** and **Dr. Claire Yun**
- The **NECoPA 2025 Best Paper Committee** who volunteered their time to review proposals and select the best paper awardees
- Special thanks go to **Rudy de Leon Dinglas** and **Tony Mazzucco** for overseeing the conference sponsorship process
- Our student volunteers and
- Our generous sponsors – **Gold Sponsor: Kean University; Silver Sponsors: Bank of Canton-Massachusetts, Villanova University; Bronze Sponsors: Mirick O'Connell, Brenda Morrissey, Murphy Hesse Toomey & Lehane, One - Local Bank, Pace University, the Southern Public Administration Education Foundation/Public Administration Quarterly, University of Southern Connecticut; and Individual Supporters: Steven Rolandi.**

I would like to congratulate all award winners (see next pages for more details) and wish all participants an enjoyable and professionally rewarding conference. I am looking forward to a successful conference, to meeting old friends and making new ones!

Warm regards,

Gina Scutelnicu Todoran
NECoPA, Inc. Board Chair
Professor & Chair, Department of Public Administration
Pace University

November 7-8, 2025 | Kean University, Union, NJ |

Welcome Message from Kean University

Dear NECoPA 2025 Conference Participants,

Welcome to Kean University, the proud host of the 2025 Northeast Conference on Public Administration (NECoPA). We are honored to bring together scholars, practitioners and students from across the region and around the world to explore the future of public service and governance.

As New Jersey's urban research university, Kean is dedicated to expanding access to higher education and fostering civic leadership that inspires social innovation and advances excellence in public service. Hosting NECoPA reflects our mission to empower students and professionals to make a meaningful impact on their communities and beyond.



This year's conference theme highlighting the intersection of policy, practice and participation echoes the values that guide our work. From our historic Liberty Hall campus, where the spirit of American democracy is preserved, to our classrooms and community partnerships that advance public good, Kean embodies the belief that effective governance begins with engaged, informed and compassionate public servants.

I applaud the NECoPA leadership, our faculty and staff in the Department of Criminal Justice and Public Affairs, and the many volunteers who made this event possible. To all presenters, attendees, and students, thank you for contributing to this vibrant exchange of ideas.

May your time at Kean be both inspiring and productive. We hope you will take this opportunity to build connections, share insights and experience the spirit of collaboration that defines our university and the NECoPA community.

Welcome to Kean University and best wishes for a successful and enriching conference.

Warm regards,

Lamont O. Repollet, Ed.D.

President, Kean University



November 7-8, 2025 | Kean University, Union, NJ |

2025 NECoPA Conference Organizers and Award Committee Members

Conference Co-Chairs

Bok Gyo Jeong, Ph.D. (Kean University)

Jung Ah (Claire) Yun, Ph.D. (Kean University)

Program Committee Co-Chairs

Deborah Mohammed-Spigner, Ph.D.

Aroon P. Manoharan, Ph.D.

NECoPA Award Committee Members

Best student paper award committee Co-chairs

Yeonkyung Kim, Ph.D. (Kean University)

Carey Brown, Ph.D. (Kean University)

Best academic paper award committee Chair

Younhee Kim, Ph.D. (Penn State University)

Outstanding practitioner award committee Co-chairs

Roseanne Mirabella, Ph.D. (Kean University)

Gregory Witkowski, Ph.D. (Kean University)

Timothy Hoffman (NJ ASPA President)

NECoPA 2025 Sponsors

NECoPA 2025 extends appreciation and gratitude to our generous sponsors!

Gold Sponsor

Kean University

Silver Sponsor

Bank of Canton-Massachusetts

Villanova University

Bronze Sponsors

Brenda Morrissey

Mirick O'Connell

Murphy Hesse Toomey & Lehane

One - Local Bank

Pace University

**Public Administration Quarterly &
Southern Public Administration Education Foundation**

University of Southern Connecticut

Individual Sponsor

Steve Rolandi

John Jay College of Criminal Justice, CUNY & Pace University

NECoPA Officers & Board of Trustees

OFFICERS

Chair	Gina Scutelnicu Todoran, PhD (2023-2025) Professor, Pace University
Chair-Elect	Rahul Pathak, PhD (2023-2025) Assistant Professor, Baruch College, CUNY
Secretary/Treasurer	Rudy De Leon Dinglas, PhD, MPA (2023-2025) Chief of Staff, the Bloomberg Center for Government Excellence at Johns Hopkins University
Immediate Past Chair	Joseph Hafer, PhD (2023-2025) Assistant Professor, the University of Memphis

BOARD OF TRUSTEES

Adam Kuczynski, Ph.D., J.D.

Assistant Professor, Seton Hall University

Brenda Morrissey, DPA, FP-C

Communications Specialist- Centralized Transfer Center, Northwell Health

Bok Gyo Jeong, Ph.D.

Associate Professor, Kean University

Huiting Qi, Ph.D.

Assistant Professor, SUNY Empire State University

Intae Choi, Ph.D.

Assistant Professor, Myongji University

Jyoti Aggarwal, Ed.D.

University of Texas, Dallas

Stephen Rolandi, MPA

Adjunct Professor, John Jay College of Criminal Justice, CUNY & Pace University

Tony Mazzucco, ICMA-CM

Town of Norwood / Valdosta State University

Triparna Vasavada, Ph.D.

Associate Professor, Penn State University Harrisburg

Aiman Alshaikh, Doctoral Student (Student Representative)

Penn State University Harrisburg

November 7-8, 2025 | Kean University, Union, NJ |

NECoPA Founding 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), the University of Vermont (2017), the University of Baltimore (2018), and the LIU Brooklyn (2019). A virtual version of the conference was hosted by Suffolk University (2020) and University of Albany, SUNY (2021). NECoPA Inc. hosted a virtual version of NECoPA in 2022 and 2023. In 2024, NECoPA returned to an in-person conference held at Pace University in the heart of New York City.

Rutgers SPAA serves as the official secretariat for NECoPA, playing an integral part in the development of this important organization, which is dedicated to furthering the education of public administration.

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



November 7-8, 2025 | Kean University, Union, NJ |

NECoPA 2025 Awards

Best Student Paper Award

Paper title: (Mis)Representation in Miss Representation: An Information Experiment on the Symbolic Effects of Representative Claims

Ying Liu, Ph.D. Candidate, Rutgers University-Newark

Ying Liu is a Ph.D. candidate at the School of Public Affairs and Administration (SPAA) at Rutgers University, Newark. Her research interests include public and nonprofit management and social equity. Her dissertation, “Hidden Figures: Essays on Women’s Representation and Its Bureaucratic Outcomes” examines how women’s representation shapes public organizations and policies. She has published articles in journals such as the Review of Public Personnel Administration and Policy Studies Journal.



Best Academic Paper Award

Paper title: How Citizen Experiences Shape Attitudes Toward AI in Public Service Delivery: A Survey Experiment on Attitudinal Shifts

Yeonkyung Kim Assistant professor, Kean University

Yi-Fan Wang Assistant professor, National Cheng Kung University

Grace Jung Assistant professor, University of La Verne



Yeonkyung Kim is an Assistant Professor at Kean University. Her research interests focus on information and technology management, public policy, and citizen participation—each intricately connected within the broader landscape of digital government.

Yi-Fan Wang is an Assistant Professor at National Cheng Kung University. His research highlights the role of artificial intelligence (AI) in the public sector, exploring AI-related issues through various perspectives, including co-creation, collaborative governance, data governance, and theoretical frameworks.

Seoeun (Grace) Jung is an Assistant Professor at the University of La Verne. Her current research interests include nonprofit and strategic management, nonprofit leadership, collaborative governance, digital technology, and social justice.

Together, the three of us serve as Adjunct Research Fellows at the Digital Governance and Analytics Lab at the University of Nebraska at Omaha. The research we are presenting at NECoPA this year represents one of our collaborative projects as research fellows of the DGA Lab.

Best Academic Paper Award

Paper title: No Place Like Home: An Autoethnographic Journey of Resilience and Foster Care

Rajade M. Berry-James, Ph.D.

Senior Associate Dean of Faculty and Academic Affairs
and Professor, Virginia Commonwealth University



Dr. **Rajade M. Berry-James** is Senior Associate Dean of Faculty and Academic Affairs and a tenured Professor of Public Administration at VCU's L. Douglas Wilder School of Government and Public Affairs. An elected fellow of the National Academy of Public Administration, she served as past president of NASPAA and holds lifelong memberships in the American Society for Public Administration (ASPA) and Alpha Kappa Alpha Sorority, Incorporated. She earned a B.S. in Business Administration from Rider University (1987), an MPA from Kean University (1993)—with a thesis on comparable worth and pay equity in higher education—and a Ph.D. in Public Administration from Rutgers University-Newark (1999), becoming the first African American to do so. Her dissertation examined affirmative action implementation in higher education, specializing in productive public management.

Outstanding Practitioner Award

This award recognizes a practitioner in the Northeast region for their exemplary contributions to public service.

Linda M. Czipo, President & CEO, New Jersey Center for Nonprofits



Linda is President & CEO of the New Jersey Center for Nonprofits, New Jersey's statewide champion and network for the charitable community. Through advocacy, education, professional training, management and compliance assistance, and membership services, the Center strengthens charities so that they can do their vital work in our communities.

Linda's nonprofit sector experience spans over 30 years, and includes expertise in public policy, analysis, research, compliance and management. She speaks frequently to the media, nonprofit, philanthropic and

business leaders, and government officials regarding the size, strength, economic and social contributions of New Jersey's nonprofit sector and current and emerging trends facing the nonprofit community; and has successfully mobilized broad-based coalitions of nonprofits around numerous advocacy issues.

She is a public policy committee member and former board treasurer of the National Council of Nonprofits, and also serves on the New Jersey Commission on National and Community Service, and the Policy Committee of the Council of New Jersey Grantmakers. She holds a B.A. in Political Science from Rutgers University.



Marc Holzer Award

This award recognizes a NECoPA member for sustained and exemplary service and outstanding contributions to the organization.

Gina Scutelnicu Todoran, Ph.D.

Professor & Chair, Department of Public Administration, Pace University



Dr. Gina Scutelnicu Todoran is Professor and Chair in the Department of Public Administration at Pace University. She has a Ph.D. degree in Public Affairs from Florida International University, a MA in Public Service Management and a BA in Public Administration from Babes-Bolyai University, Romania. She serves as Associate Editor for *Public Administration Quarterly* and *Public Integrity* and is the chair of the Northeast Conference of Public Administration.

Dr. Scutelnicu Todoran authored over 40 publications for both academic and practitioner audiences. Her research in the area of gender and social equity has appeared in highly regarded journals in the field. Her most recent book “Managing Gender Inequity in Academia” is published by Routledge, Taylor & Francis. In recognition of her research and professional contributions Dr. Gina Scutelnicu Todoran has been presented with several awards such as the SWPA’s Rita Mae Kelly Distinguished Research Award (2025), ASPA New York Metropolitan Chapter’s Outstanding Academic/Researcher Award (2023), and the Donald C. Stone Service to ASPA Award (2022). She has been a Capstone Thesis and Doctoral Dissertation advisor for more than 30 students.

Rudy de Leon Dinglas, Ph.D.

Chief of Staff, Bloomberg Center for Government Excellence, Johns Hopkins University

Dr. Rudy de Leon Dinglas is Chief of Staff at the Bloomberg Center for Government Excellence (GovEx) at Johns Hopkins University, bringing over 17 years of experience across the private and public sectors. A champion of practical and data-driven solutions, he bridges public management and academia to help government leaders strengthen their capacity to govern effectively and improve community outcomes.

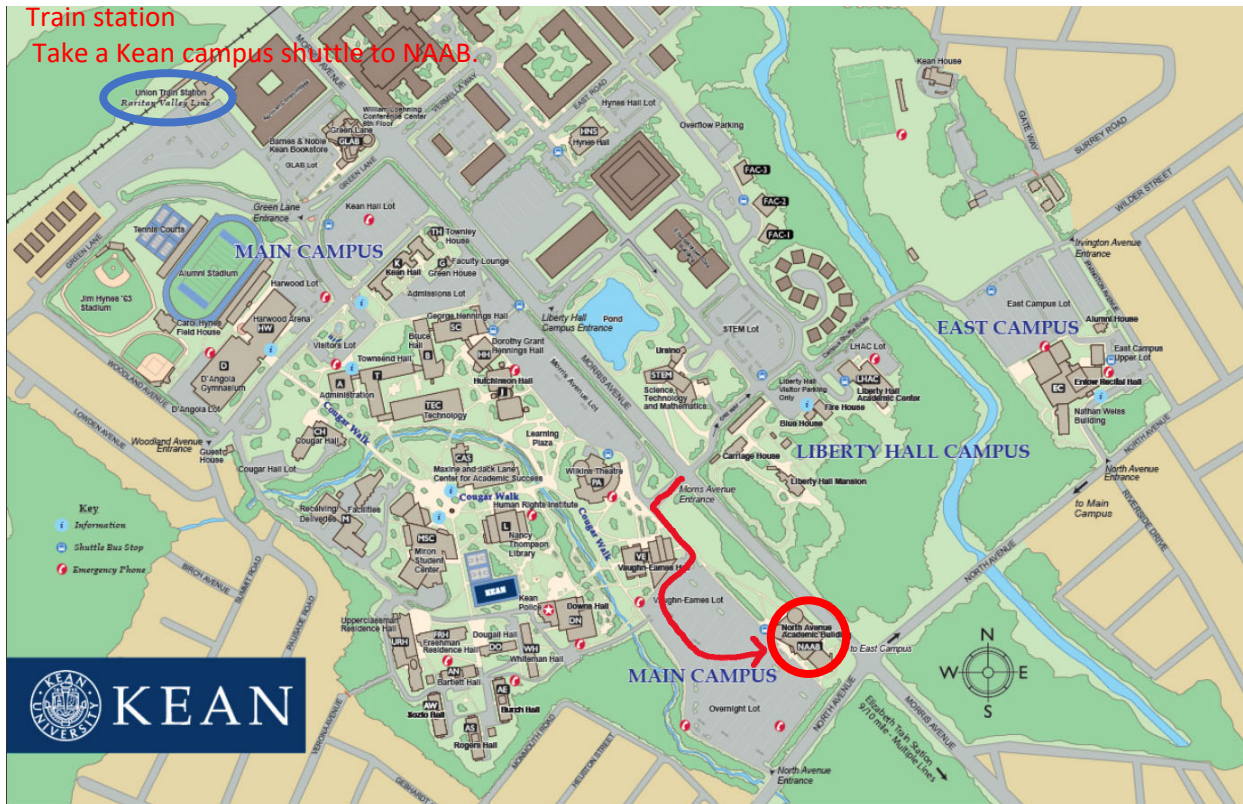
At GovEx, Rudy oversees the people, processes, and platforms that power the organization's mission, leading initiatives that advance operational excellence and equip cities with data-driven tools for decision-making. He previously designed executive education programs for mayors and senior officials and has advised state and local government leaders on performance management and data governance best practices.

Before joining Johns Hopkins, Rudy served with the governments of Baltimore City and Washington, DC, leading performance improvement efforts across agencies. His contributions have been recognized with an appointment to the Maryland Transportation Commission and the ASPA Center for Accountability & Performance's Emerging Leader Award of Excellence.

Rudy teaches public administration at the University of Wisconsin–Green Bay and the University of Virginia. He earned his PhD in Public Policy from the University of Maryland, Baltimore County, where his research examined performance management in local governments.



Kean University Campus



Kean University

Address: 1000 Morris Ave, Union, NJ07083
<https://www.kean.edu/map-and-directions>



2025 NECoPA conference will be held on the **North Avenue Academic Building (NAAB)** on Main Campus (Red circle on the map). Use the Morris avenue entrance on main campus and make left turn.

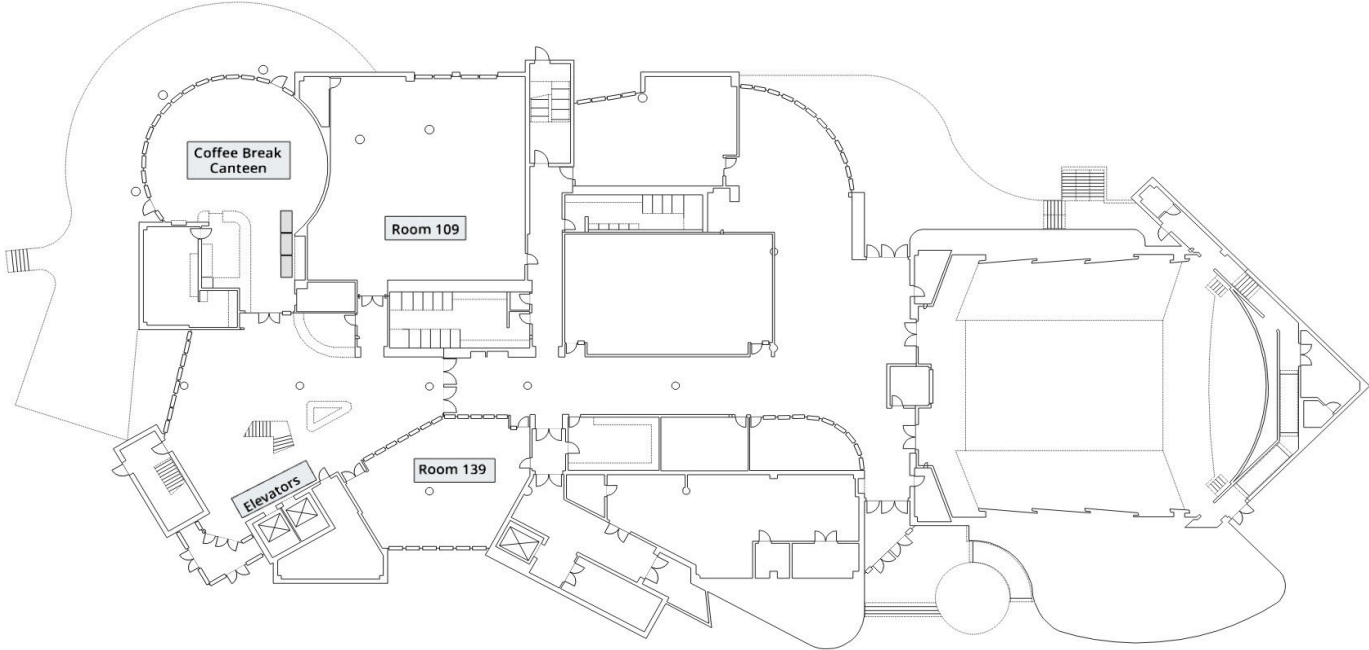


Google Map 

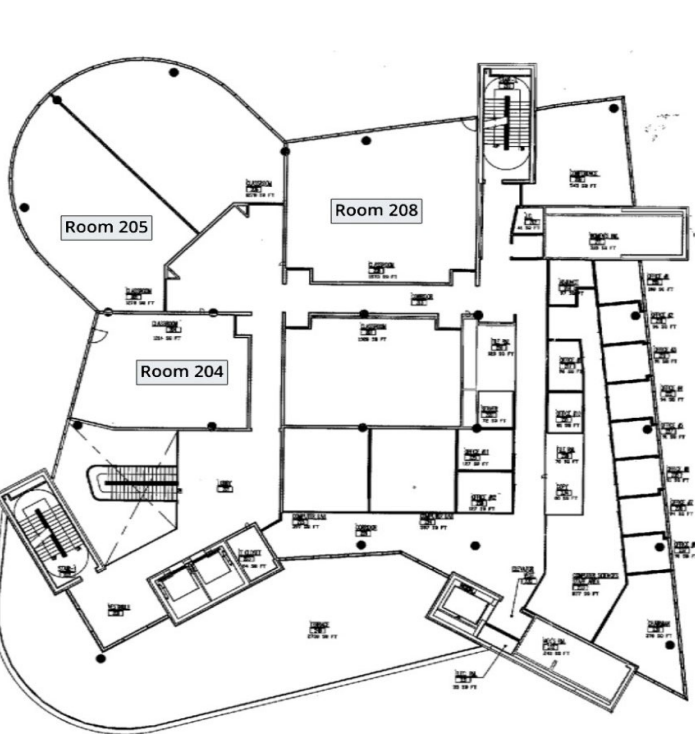
November 7-8, 2025 | Kean University, Union, NJ |

Kean NAAB floor plan

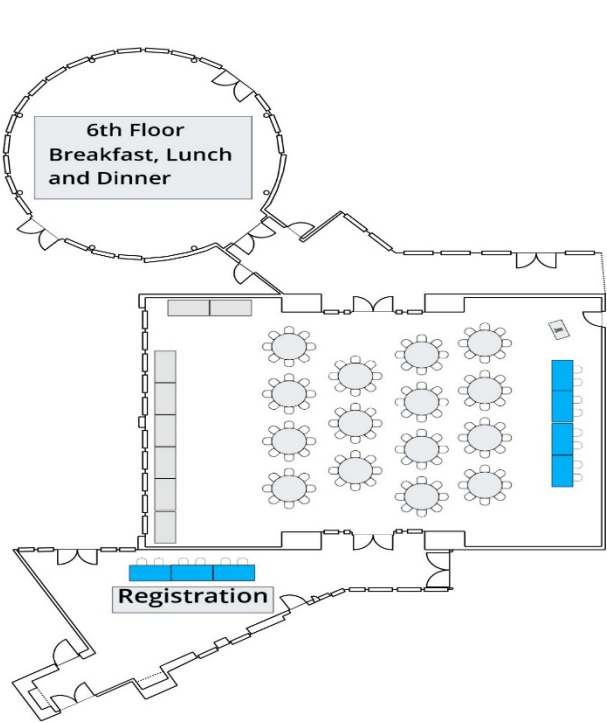
1st floor



2nd floor






6th floor



Schedule At-A-Glance

KEAN UNIVERSITY - NORTH AVENUE ACADEMIC BUILDING, 1000 MORRIS AVE, UNION, NJ07083

Friday, November 7, 2025

8:30am-	Registration open & Breakfast (NAAB, 6th floor)			
	NAAB 139	NAAB 204	NAAB 205	NAAB 208
Concurrent Sessions I 9:00-10:15	Section I-1 <i>Leadership, Inclusion, and the Workforce of the Future: Rethinking Public Service in Transition</i>	 NECoPA Northeast Conference on Public Administration	Section I-2 <i>AI in the Public Sector: Citizens, Trust, and Governance</i>	 KEAN
10:15-10:30	Break			
Concurrent Sessions II 10:30-11:45	Section II-5 <i>Where Do We Go From Here? Works in Progress from the Next Generation of PA Scholars</i>	Section II-6 <i>Public Administration, Civic Engagement, and Spanish-Speaking Communities: Advancing Democratic Governance Through Equity, Language, and Inclusion</i>	Section II-7 <i>Teaching for Power-Sharing: Community-Based Participatory Approaches as Pedagogy and Practice</i>	Section II-8 <i>Bridging Practice and Scholarship: Insights on Workforce, Governance, and Higher Education</i>
11:45-1:00	Plenary Luncheon (NAAB 6th floor)			
Concurrent Sessions III 1:15-2:30	Section III-9 <i>Ask the Editors: Demystifying Academic Publishing</i>	 NECoPA Northeast Conference on Public Administration	Section III-11 <i>Governing with Data & Design: Investment, Infrastructure, and AI</i>	Section III-12 <i>AI, Data, and Digital Trust: Emerging Frontiers in Public Governance</i>
2:30-2:45	Break			
Concurrent Sessions IV 2:45-4:00	Section III-10 <i>The Role of Community Engaged Research Partnerships in Developing Preventative Solutions for Youth Co-Occurring Disorders</i>	Section IV-14 <i>Accountability in Times of Fiscal Stress: Transparency, Corruption, and Economic Impact</i>	Section IV-15 <i>Artificial Intelligence and Fiscal Governance: Innovation, Accountability, and Institutional Transformation</i>	Section IV-16 <i>Accountability, Leadership, and Inclusion in Contemporary Public Service</i>

Friday, November 7, 2025				
4:00-6:00	Kean Liberty Hall Tour			
6:00-8:00	Reception (NAAB, 6 th floor)			
Saturday, November 8, 2025				
8:30am-	Registration open & Breakfast (NAAB, 6 th floor)			
	NAAB 139	NAAB 204	NAAB 205	NAAB 208
Concurrent Sessions V 9:00-10:15	Section V-17 <i>Confronting Inequities: Social Equity, Representation, and Justice in Public Governance</i>	Section V-18 <i>Equity, Leadership, and Mission in Nonprofit and Public Organizations</i>	Section V-19 <i>Inclusive Leadership and Access: Advancing Equity in Public and Educational Systems</i>	Section V-20 <i>Community Engaged Learning and Democracy</i>
10:15-10:30	Break			
Concurrent Sessions VI 10:30-11:45	Section VI-21 <i>Global Pathways to Inclusive Governance: Ethics, Education, and Representation in Public Administration</i>	Section VI-22 <i>Reimagining Public Administration Education: Local Governance, Innovation, and Experiential Pedagogy</i>	Section VI-23 <i>Building and Sustaining the Public Service Workforce: Pathways, Challenges, and Decision-Making</i>	Section VI-24 <i>Resilient and Adaptive Governance: Managing Crises, Climate, and Digital Transformation</i>
11:45-1:00	Award Luncheon (NAAB 6 th floor)			
Concurrent Sessions VII 1:15-2:30	Section VII-25 <i>Building Capacity and Collaboration: Leadership and Innovation in Public Service Delivery</i>	Section VII-26 <i>Public Institutions and the Pursuit of Equity: Corruption, Capacity, and Collaborative Governance</i>	Section VII-27 <i>Civic Discourse, Collective Action, and Democratic Resilience</i>	Section VII-28 <i>Leadership, Trust, and Workforce Resilience in Public Administration</i>
2:30-2:45	Break			
Concurrent Sessions VIII 2:45-4:00	Section VIII-29 <i>Trust, Integrity, and Sustainability: Rethinking Public Administration for a Changing World</i>	Section VIII-30 <i>Transformational Leadership, Knowledge Networks, and Performance in Public Administration</i>	Section VIII-31 <i>Accountability, Leadership, and Inclusion in Contemporary Public Service</i>	Section VIII-32 <i>Advancing Equity and Effectiveness: Insights on Fiscal Policy, Welfare, and Public Sector Dynamics</i>
	Closing Remarks			

NECoPA 2025 Conference Schedule

FRIDAY, NOVEMBER 7

Concurrent Sessions 1 (9:00am-10:15am EST)

<p>Leadership, Inclusion, and the Workforce of the Future: Rethinking Public Service in Transition (North Avenue Academic Building 139)</p>
<p>Mapping the Green Energy Transition: A Social Network Analysis of U.S. Workforce Development Literature Arifur Rahman Bhuiyan, PhD Candidate, Pennsylvania State University</p>
<p>Perceptions of Legitimate Leadership in Public Service: A Model for Democratic Governance Atta Ceesay, Associate Professor, SUNY – Buffalo State Hillary J. Knepper, Professor, Pace University Helisse Levine, Professor, LIU-Brooklyn Maria Josephine Dagostino, Professor, John Jay College-CUNY</p>
<p>From Leadership to Proactivity: Inclusive Climate and Organizational Identification Taehee Kim, Associate Professor, Seoul National University, Hyejin Lim, Graduate Student, Seoul National University, So Hee Jeon, Associate Professor, Seoul National University</p>
<p>A cross-sectional study of associations between workforce connections and general trust in the US health care system Mark Benton, Assistant Research Professor, University of Missouri</p>
<p>Moderator: Taehee Kim, Associate Professor, Seoul National Univ. of Science and Technology</p>

<p>AI in the Public Sector: Citizens, Trust, and Governance (North Avenue Academic Building 205)</p>
<p>Translating AI literacy into public participation in AI policy: Evidence from a survey experiment in the United States Indira Patil, PhD student, Purdue University Daniel S. Schiff, Assistant Professor, Purdue University</p>

On the Front Lines with AI: Perceptions and Experiences of Emergency Managers and First Responders

Ming Xie, Assistant Professor, University of Maryland Baltimore County
B.J. Fletcher, Assistant Professor, University of Illinois Springfield

Exploring Public Acceptance of Artificial Intelligence in Court Decision Making

Zong-Xian Huang, PhD Student, University at Albany, SUNY
Li-Chen Chu, PhD Candidate, University at Albany, SUNY
Tzuhao Chen, Assistant Professor, Florida International University

How Citizen Experiences Shape Attitudes Toward AI in Public Service Delivery: A Survey Experiment on Attitudinal Shifts

Yeonkyung Kim, Assistant Professor, Kean University
Yi-Fan Wang, Assistant Professor, National Cheng Kung University
Grace Jung, Assistant Professor, University of La Verne

Concurrent Sessions 2 (10:30am-11:45pm EST)

**Where Do We Go from Here?
Works in Progress from the Next Generation of PA Scholars**
(North Avenue Academic Building 139)

From Almost to Possibly: How a Narrative Ethics of Care Shapes Academic Selfhood

Seth R. Wright, PhD, Penn State Harrisburg

Ethics in Action: What the Naira Redesign Tells Us about Public Administration and Executive Authority

Samson Oluwaseun Fapetu, Graduate Student, Penn State Harrisburg

Formation Logics and Performance Trajectories in Collaborative Governance

Yeobin Yoon, PhD Candidate, Penn State Harrisburg

Public Administration, Civic Engagement, and Spanish-Speaking Communities: Advancing Democratic Governance Through Equity, Language, and Inclusion (North Avenue Academic Building 204)

The Social Construction of [American] Identity and Language in the Public Sphere

José Luis Irizarry, Assistant Professor, North Carolina Central University
Michelle D. Evans, Associate Professor, University of Tennessee at Chattanooga

Zach Ridder, Ph.D. Candidate in Leadership and Decision-Making, University of Tennessee at Chattanooga

Health and Human Service Delivery, Social Equity, and Spanish Speaking-Communities

Luis R. Alvarez-Hernandez, Assistant Professor, Boston University

Ramón Ruiz, Doctoral Student, Ph.D. in Social Welfare, CUNY Graduate Center

Vanessa Diez, Management Analyst, U.S. Department of Health and Human Service

Academic Engagement Through the RIOS Laboratory: An Equity Model for Inclusion in Research.

Priscilla Carmona, Ph.D. Student in Social Work, Fordham University/RIOS Lab, Seton Hall University

Homelessness, Social Equity, and Spanish-Speaking Communities

Paige Laine Moore, Assistant Professor, Meredith College

Hillary J. Knepper, Professor, Pace University

Diversity Accountability in Higher Education

Richeleen Dashield, Ed.D., NYU Silver School of Social Work

Moderator: Rajade M. Berry-James, Senior Associate Dean of Faculty and Academic Affairs & Professor, Virginia Commonwealth University

**Teaching for Power-Sharing:
Community-Based Participatory Approaches as Pedagogy and Practice**
(North Avenue Academic Building 205)

Judy Pryor-Ramirez, Clinical Associate Professor of Public Service, New York University Robert F. Wagner Graduate School of Public Service

Venesa Alicea-Chuqui, Assistant Professor of Architecture, Kean University, School of Public Architecture

Kamila Díaz Caldero, Graduate Student, Kean University

Paola González-Valentín, Graduate Student, New York University

Rida Sajjad, Undergraduate Student, Kean University

Ananya Sanghvi, Graduate Student, New York University

**Bridging Practice and Scholarship:
Insights on Workforce, Governance, and Higher Education**
(North Avenue Academic Building 208)

An Analysis of the Psychological Burdens Racial Stereotypes Play in the Initial Hiring Decisions and how Organizations Mitigate their Effects

Saniyyah J. McCullough, MPA-CM, DPA Student at West Chester University

Learning from Pittsburgh, PA: Applying Workforce Development Lessons to Revitalize Camden, NJ

Christina Chatman Ryan, CWDP, MPA, DPA Student at West Chester University

Entangled Decisions: Applying Quantum Network Behavior and Game Theory to Collaborative Governance in Public Systems

Christopher Davis, MPM, DPA Student at West Chester University

Under Pressure: Institutional Resilience Strategies for Regional Colleges in a Time of Skepticism and Decline

Russell Nunley, DPA Student at West Chester University

Moderator: Angela Kline, Associate Professor & MPA Director, West Chester University

**Congratulations & Best Wishes
to NECoPA in 2025 / 2026!**



**Brenda
Morrissey
DPA**

- **Owner, TheAcamedic.com**
- **Owner, Second Chance Safety, LLC – Safety Education & Consulting**
- **Trustee Member, NECoPA**

Plenary Luncheon (11:45am-1:00pm EST)

(NAAB 6th floor)

Reckoning with Care: Nonprofit Leadership, Social Equity, and Abolitionist Praxis in U.S. Foster Care and Adoption Systems

This Plenary luncheon round table brings together contributing authors and editors from the Journal of Nonprofit Education and Leadership's forthcoming special themed issue on Foster Care, Adoption, and Nonprofit Leadership. Grounded in lived experience, empirical analysis, and abolitionist theory, this panel explores how nonprofit organizations-often functioning as intermediaries in public- private child welfare systems-both challenge and reinforce structures of harm, racialized surveillance, and intergenerational trauma.



Roseanne M. Mirabella
Kean University



Ramón Ruiz
CUNY Graduate Center



José Luis Irizarry
North Carolina Central
University



Rajade M. Berry-James
Virginia Commonwealth
University



Moderator: Angela Eikenberry, Professor, University of Connecticut

Confronting Systems of Care and Harm: Advancing Nonprofit Education, Leadership, and Praxis in Foster Care and Adoption

JNEL Guest Co-Editors: José Luis Irizarry, Assistant Professor, North Carolina Central University, Seth J. Meyer, Associate Professor, Bridge Water State University, Roseanne M. Mirabella, Associate Professor, Kean University

From the Frontlines: A Personal and Professional Reflexive Analysis of the U.S. Foster Care System

Ramón Ruiz, Doctoral Student, Ph.D, CUNY Graduate Center

Reimagining Nonprofit Praxis in Foster Care Through Lived Experience and Radical Hope

José Luis Irizarry, Assistant Professor, North Carolina Central University

No Place Like Home: An Autoethnographic Journey of Resilience and Foster Care

Rajade M. Berry-James, Professor, Virginia Commonwealth University

Concurrent Sessions 3 (1:15pm-2:30pm EST)

Ask the Editors: Demystifying Academic Publishing

(North Avenue Academic Building 139)

Angela Eikenberry, Professor, University of Connecticut /Editorial Board, *Voluntas*
Ricardo Bello-Gomez, Assistant Professor, Rutgers University-Newark /Associate Editor, *Review of Public Personnel Administration*
Hillary Knepper, Professor, Pace University /Co-Editor-in-Chief, *Journal of Social Equity & Public Administration*
Gina Scutelnicu-Todoran, Professor, Pace University /Associate Editor, *Public Integrity & Public Administration Quarterly*
Jessica Sowa, Professor, University of Delaware /Co-Editor, *Perspectives on Public Management and Governance*

Governing with Data & Design: Investment, Infrastructure, and AI

(North Avenue Academic Building 205)

Improving FDI Facilitation in Saudi Arabia: A Policy Proposal for VisionInvest 2030

Lamia Elaagib, Independent researcher

LEAPFROGGING WATER SYSTEMS: Policy and Institutional Pathways to Climate Adaptation and Resilience in Coastal Cities

Adanna Kalejaye, Graduate Research Assistant, University of Massachusetts, Boston

Data-Driven Policy: The Role of AI in Evidence-Based Public Governance

Md Ashraf Islam, Graduate Student, Colorado State University

Moderator: Collete Kennedy, MPA & Lecturer, Kean University

AI, Data, and Digital Trust: Emerging Frontiers in Public Governance

(North Avenue Academic Building 208)

Combining AI and Metadata Analytics for Enhanced Government Financial Oversight

Irakli Petriashvili, Associate Professor, University of Georgia (Tbilisi)

Predicting the Adoption of Technology and Data-Based Citizen Partnerships: A View from the States

John McNutt, Professor Emeritus, University of Delaware

Jonathan Justice, Professor, University of Delaware

Welcoming a new team member: Understanding support for artificial bureaucrats in public procurement

Nicolas Lagos, PhD Candidate, Rutgers-Newark University

Moderator: John McNutt, Professor Emeritus, University of Delaware

Concurrent Sessions 4 (2:45pm-4:00pm EST)

The Role of Community Engaged Research Partnerships in Developing Preventative Solutions for Youth Co-Occurring Disorders

(North Avenue Academic Building 139)

Gina Scutelnicu Todoran, Professor & Department Chair, Pace University
Rebecca Tekula, Interim Associate Provost, Executive Director & Professor, Pace University

Linda Richter, Senior Vice President, Prevention, Research and Analysis, Partnership to End Addiction

Stephanie Marquesano, Founder & President, the Harris project

Accountability in Times of Fiscal Stress: Transparency, Corruption, and Economic Impact

(North Avenue Academic Building 204)

Fiscal Transparency Under Crisis: A Qualitative Study of Detroit's ACFRs During Bankruptcy

Alisha Sukhram, Student & Researcher, Rutgers University

In the shadow of corruption: Understanding its influence on U.S. nonprofits

Hillary Knepper, Professor, Pace University

Emil Mathew, Professor & Doctoral Candidate, Pace University

Marcus, Braga-Alves, Professor, Pace University

Algorithmic Transparency to Improve Anti-Corruption Strategies

Nicolas Lagos, Rutgers - Newark University, PhD Candidate

Abandoning Their Nonprofit Mission: How Corporatized Universities are Underfunding Africana (and Other Ethnic) Studies

Roseanne Mirabella, Associate Professor, Kean University

Michael Taylor, Associate Professor, Seton Hall University

Moderator: Hillary Knepper, Professor, Pace University

<p>Artificial Intelligence and Fiscal Governance: Innovation, Accountability, and Institutional Transformation (North Avenue Academic Building 205)</p>
<p>Assessing Citizen Use Behavior of Digital Land Services in Bangladesh: The Mediating Role of Public Trust and Satisfaction Bikram Biswas, Assistant Professor, Huazhong University of Science and Technology, China/ Noakhali Science and Technology University, Bangladesh</p>
<p>Artificial Intelligence Adoption in Human Services Nonprofits: A Sector-Specific and Integrative Multilevel Approach Bok Gyo Jeong, Associate Professor, Kean University Deborah Mohammed-Spigner, President, Institute for Social Equity and Sustainability Aamir Ahamad, Research Intern, Institute for Social Equity and Sustainability</p>
<p>Ethical Innovation, Artificial Intelligence, and Digital Governance Xinhe Shao, PhD Student, Penn State Harrisburg Younhee Kim, Associate Professor, Penn State Harrisburg</p>
<p>Feasibility of creating a non-profit and non-governmental organization cybersecurity incident dataset repository using OSINT Stan Mierzwa, Director & Lecturer, Center for Cybersecurity, Kean University Iassen Christov, Academic Specialist, Kean University and Director, Research at TAG Infosphere</p>
<p>Moderator: Bok Gyo Jeong, Associate Professor, Kean University</p>

<p>Accountability, Leadership, and Inclusion in Contemporary Public Service (North Avenue Academic Building 208)</p>
<p>Marginalized College Students and Micro-Internships: Career Experiences and Empowerment Opportunities through Congressional Internship(s) Perri Levis, Assistant Professor, Rhode Island College Emily Pucino, Recent Graduate, Rhode Island College</p>
<p>The Importance of Nonprofit Organizations in the Advancement of Social Policies Femi Stoltz, Massachusetts Policy Director Melissa Clarke, Uaspire's State Policy Director for New York</p>
<p>The Accountability Paradox: How Attribution Bias Splits Public Trust in China's Governance Reform Bingshun Yuan, PhD Student, Pennsylvania State University</p>

Braiding the Future: Inter-Generational Leadership as the Backbone of Workforce Resilience in Democratic Public Administration

La'Tesha Sampson, Director, MPA Program, Seton Hall University

Moderator: Rudy De Leon Dinglas, Chief of Staff, Bloomberg Center for Government Excellence at Johns Hopkins University

Liberty Hall Tour (4:15-5:45pm)

LIBERTY
HALL

MUSEUM ♦ ARBORETUM ♦ GARDENS

Do you know Kean University has historical sites on campus?

Take the Kean shuttle bus in front of the NAAB building at 4:15pm to explore!



Reception (6:00pm-8:00pm)

(NAAB 6th floor)



KEAN

SATURDAY, NOVEMBER 8

Concurrent Sessions 5 (9:00am-10:15am EST)

<p style="text-align: center;">Confronting Inequities: Social Equity, Representation, and Justice in Public Governance (North Avenue Academic Building 139)</p>
<p>Racialized Inequalities: Educational Returns and Child Penalties in Material Hardship Sohyon Pak, PhD Candidate, University of Massachusetts Boston Elham Hesari, UMASS Boston Trevor Memmott, UMASS Boston</p>
<p>(Mis)Representation in Miss Representation: An Information Experiment on the Symbolic Effects of Representative Claims Ying Liu, PhD Candidate, Rutgers University, Newark</p>
<p>Improving, Status Quo, Two Steps Back, or Totally Erased? Discussions of Diversity, Equity, and Inclusion (DEI) on Local Governments' Websites Jessica E. Sowa, Professor, University of Delaware Yunru Lu, PhD Student, University of Delaware Calia Jackson, PhD Candidate, University of Delaware</p>
<p>Failure to Embrace Social Equity and Environmental Justice in Emergency Management Destroys Communities of Color Celeste Greene, Associate Professor, Norfolk State University Michael Brown, Ph.D., Executive Director, One World One Way Inc.</p>
<p>Moderator: Jessica E. Sowa, Professor, University of Delaware</p>

<p style="text-align: center;">Equity, Leadership, and Mission in Nonprofit and Public Organizations (North Avenue Academic Building 204)</p>
<p>Politically Restrictive Environment and Implications for Immigrant Non-Profit Space Oguz Kaan Ozalp, PhD Candidate, Rutgers University</p>
<p>Directed study: Queer Lawfare and LGBTQIA+ Rights in South Africa and Botswana Ismael Kahiu, Student, Bridgewater State University</p>
<p>Analysis of Carbon Offshoring Behavior using Firm-level Data Hyoung Suk Shim, Assistant Professor, CUNY College of Staten Island Bonseok Koo, World Bank Group, Joonkyung Seong, CUNY Graduate Center</p>

Moderator: Rudy De Leon Dinglas, Chief of Staff, Bloomberg Center for Government Excellence at Johns Hopkins University

**Inclusive Leadership and Access:
Advancing Equity in Public and Educational Systems**

(North Avenue Academic Building 205)

Who Leads Inclusively? Examining the Traits and Diversity of Public Sector Leaders

Namrta Sharma, Assistant Clinical Professor, University of Maryland

Women's Experiences with Nonprofit Mental Health Services

Vageesha Sharma, PhD Student, Rutgers – Newark

The Impacts of Anti-DEI Laws on Student Access and Retention: The Moderating Role of Diversity Signal

Seunghwa Kim, PhD Candidate, University at Albany, SUNY

Access to early childhood education and care (ECEC) and socio-economic status of neighborhoods: a study on Tennessee

Nasir Uddin, Graduate Assistant, University of Memphis

Sharon Wrobel, Associate Professor and Chair, University of Memphis

Moderator: Carey Brown, Assistant Professor, Kean University

Community Engaged Learning and Democracy

(North Avenue Academic Building 208)

Full Panel

Roseanne Mirabella, Kean University, Associate Professor

Cassandra Bien-Amie, MPA, Kean University

Gabriela Mansera, MPA, Kean University

Jeffrey Books, MPA, Kean University

Concurrent Sessions 6 (10:30am-11:45am EST)

**Global Pathways to Inclusive Governance:
Ethics, Education, and Representation in Public Administration**

(North Avenue Academic Building 139)

<p>Bureaucratic Representation and Administering School Discipline: Safeguarding Democratic Trust Through Social Equity Calaia S. Jackson, Ph.D. Candidate, Graduate Research Assistant, University of Delaware</p>
<p>The Ethics of Public Trust in the J-1 Exchange Visitor Program: A Case Study of Nonprofit Involvement Yuhong Min, MPA student, Pace University</p>
<p>Queer Public Administration: An International Comparative Analysis Diego Galego, Assistant Professor, Rutgers-Newark</p>
<p>The Early Footsteps of Public Policy Education in Bangladesh: Navigating Challenges and Exploring Future Pathways Md Shahidulla Kaiser, PhD Candidate, Rutgers University Newark</p>
<p>Moderator: Greg Witkowski, Associate Professor, Kean University</p>

<p>Reimagining Public Administration Education: Local Governance, Innovation, and Experiential Pedagogy (North Avenue Academic Building 204)</p>
<p>The Influence of Fiscal Decentralization and Local Own-Source Revenue on the Average Length of Schooling and the School Length Expectation: the Case of 17 Local Government in South Sumatra, Indonesia Gema Otheliansyah, MPA Student and Research Assistant at IPA, University of Delaware</p>
<p>Innovations in Public Administration Curriculum and Experiential Learning: Bridging Theory and Practice in Contemporary Governance Education Sonia Pimentel, Associate Professor and Dean, University of Makati and Philippine Society for Public Administration Ederson Tapia, Professor and Vice President for Academic Affairs, University of Makati/ President, Philippine Society for Public Administration</p>
<p>Participating in the Policymaking Process: A Pedagogical Analysis of a Service-Learning Project to Write a City Public Art Ordinance Max Harleman, Assistant Professor, Villanova University Grace King: MPA Student, Andrew Young School of Policy Studies, Georgia State University, Atlanta, GA, USA.</p>
<p>Educating in turbulent times Jung Ah (Claire) Yun, Associate Professor, Kean University Lauren Mullins, Associate Professor, CUNY College of Staten Island</p>
<p>Moderator: Lauren Mullins, Associate Professor, CUNY College of Staten Island</p>

<p>Building and Sustaining the Public Service Workforce: Pathways, Challenges, and Decision-Making (North Avenue Academic Building 205)</p>
<p>Compensation and Rewards in Nonprofits: A Exploration and Research and Practice Agenda Jessica Sowa, Professor, University of Delaware Yunru Barbara Lu, University of Delaware</p>
<p>Examining Long-Term Intent to Remain Among Fire Department Chief Officers Alexander Henderson, Marist University, Associate Professor</p>
<p>Gender Inclusive Disaster Management Technology Zion Dacosta, Graduate Student, John Jay College (CUNY), The Initiative for Gender Equity in the Public Sector fellow (IGEPS) Maria J. D'Agostino, Professor of Public Administration/Co-Director of the Initiative for Gender Equity in the Public Sector, John Jay College Lucia Velotti, Professor and Director of M.S in Emergency Management, John Jay College</p>
<p>Between Policy and Fact: How Do Street-level Bureaucrats Make Decisions? Zongfeng Sun, Professor, Shandong University, China Huiting Qi, Assistant Professor, Valdosta State University Ning Sun, MPA student, Shandong University, China Zhenhui Zhu, MPA student, Shandong University, China</p>
<p>Moderator: Alexander Henderson, Marist University, Associate Professor</p>

<p>Resilient and Adaptive Governance: Managing Crises, Climate, and Digital Transformation (North Avenue Academic Building 208)</p>
<p>Masters of Disasters? Governing New York State Through Crises Laurie A. Buonanno, SUNY Buffalo State University, Professor Lisa K. Parshall, Distinguished Professor, Daemen University and Policy Fellow, Rockefeller Institute of Government</p>
<p>Effectiveness of Urban Environmental Governance for Climate Change Mitigation in Bangladesh Md Ashraful Islam, Graduate Student and Teaching Assistant, Colorado State University, Pabna University of Science and Technology, Bangladesh</p>
<p>Linking Broadband Availability to Perceived Digital Skills: The Moderating Role of Education Canyu Gao, PhD Student, Rutgers University-Newark</p>

Mattia Caldarulo, Assistant Professor, Rochester Institute of Technology
Gregory A. Porumbescu, Associate Professor, Rutgers-Newark

Retaining citizens' use of AI-enabled public services

Younhee Kim, Associate Professor, Penn State Harrisburg

Moderator: Younhee Kim, Associate Professor, Penn State Harrisburg

MH MURPHY HESSE
TL TOOMEY & LEHANE LLP
Attorneys at Law

*MHTL proudly supports the Northeast
Conference on Public Administration*

*Wishing the best for the 2025
"Democratic Governance in a Turbulent
World" conference*

**MHTL serves the legal needs of private, public, and
nonprofit employers and individuals throughout
Massachusetts and New England.**

Labor, Employment & Employee Benefits |
Governmental, Municipal & Regulatory Services |
Education & Special Education | Corporate | Litigation |
Real Estate | Non-Profit

Boston

Braintree

Quincy

(617) 479-5000

info@mhtl.com

www.mhtl.com

Awards Luncheon (11:45pm-1:00pm EST)

(NAAB 6th floor)

Conversation with Fatima Shama

Government Innovations | Bloomberg Philanthropies

Fatima Shama leads global city leadership initiatives within the Government Innovation team at Bloomberg Philanthropies, where she partners with academic university partners to support mayors and city leaders to strengthen governance, enhance civic innovation, and drive impact for residents.

Across more than three decades in the nonprofit, public service, and the private sector, Fatima has built a career defined by advancing equity, opportunity, and inclusion. Her cross-sector experience spans health care access, education policy, youth development, workforce and community development, and immigrant integration and advocacy—always focused on investing in and empowering vulnerable and diverse communities.

Before joining Bloomberg Philanthropies, Fatima served as the Americas Head of Diversity and Inclusion at Bloomberg LP. Earlier, she was CEO and Executive Director of The Fresh Air Fund, one of New York City's most established youth development organizations. Fatima also served in Mayor Michael R. Bloomberg's administration as Commissioner of the NYC Mayor's Office of Immigrant Affairs, where she led citywide policy and programmatic efforts to support immigrant New Yorkers, and prior to that, as a senior advisor on education and health policy.

Fatima holds a Master of Public Administration from Baruch College's Marxe School of Public and International Affairs and an Executive Management Certificate from Columbia Business School.



Interviewer **Gregory Witkowski, Ph.D.**

Associate Professor, Kean University

Book series editor for Philanthropy, Nonprofit and Nongovernmental Organizations

Affiliate Faculty, National Center for Disaster Preparedness

November 7-8, 2025 | Kean University, Union, NJ |

Concurrent Sessions 7 (1:15pm-2:30pm EST)

<p>Building Capacity and Collaboration: Leadership and Innovation in Public Service Delivery (North Avenue Academic Building 139)</p>
<p>Divergent Paths, Shared Challenges: A Comparative Analysis of AI Governance in the United States and India Jiang, Yanrong, PhD Candidate, Penn State, Harrisburg</p>
<p>Digital Capacity, Bureaucratic Representation, and 311 Service Delivery in NYC Vishal Trehan, PhD Candidate, Rutgers-Newark</p>
<p>Revitalizing Volunteer Fire Services: A Collaborative Governance Approach to Public Safety and Community Resilience Christopher J. Schultz, Assistant Dean and Professor, Keystone and NJ ASPA</p>
<p>The International Student and Worker Integration Initiative (ISWII): A Cross-Sector Strategy To Integrate High Skilled International Students Into The U.S Workforce Areeba Hashmi, Pace University, Graduate Student</p>
<p>Leadership's Role in Emergency Operations Centers Theodore Halpin, Emergency Management Contractor</p>
<p>Moderator: Triparna Vasavada, Associate professor, Penn State, Harrisburg</p>

<p>Public Institutions and the Pursuit of Equity: Corruption, Capacity, and Collaborative Governance (North Avenue Academic Building 204)</p>
<p>Social Construction of Economic Rationality: The Case of Business Improvement Districts Jonathan B. Justice, Professor, University of Delaware</p>
<p>A Review of Environmental Advisory Councils in Pennsylvania Mst Afsana Kawsar, Graduate Student, Villanova University Vaswati Chatterjee, Associate Professor, Villanova University Theodore Arapis, Associate Professor & Chair, Villanova University</p>
<p>How Long Can Corruption Hide? Determinants of Public Corruption Duration in the United States Tong Chen, PhD Candidate, Rutgers University</p>
<p>Equitable Access to Federal Hazard Mitigation Funding: Exploring the Interaction of Social Vulnerability and Organizational Capacity Hyoeyun Kim, Doctoral candidate, University at Albany, SUNY</p>

Moderator: Jonathan B. Justice, Professor, University of Delaware

Civic Discourse, Collective Action, and Democratic Resilience

(North Avenue Academic Building 205)

Understanding discourse brokers in discourse networks: a case of hydraulic fracturing in the Delaware River Basin

In Hae Noh, PhD candidate, University at Albany

Civic Coalition against Democratic Backsliding in Crisis Response: Following the Halloween Crowd Crush in Seoul

Eun-sil Yoo, University of Central Florida, Lecturer

Jungwon Yeo, Associate Professor, University of Maryland Baltimore County

NGOs, Government, or CSR? Comparing Women's Empowerment Outcomes in Rural SHG Federations in India

Suparna Soni, Associate Professor, SUNY Buffalo State University

Small Change, Strategic Giving: Exploring Motivations Behind Round-Up Donations

Cleopatra Charles, Associate Professor, Rutgers University – Newark

Vageesha Sharma, Doctoral Student, Rutgers University – Newark

Moderator: Suparna Soni, Associate Professor, SUNY Buffalo State University

Leadership, Trust, and Workforce Resilience in Public Administration

(North Avenue Academic Building 208)

Women Firefighters and City Managers Managing Masculinity in their Professional Lives

Nuriel Heckler, Associate Research Professor, University of Connecticut

Sebawit Bishu, Associate Professor, University of Washington

James Wright, Arizona State University

Banned, Burned Out, and Bureaucratized: Political Hostility and Challenges to Workforce Well-Being in Public Libraries

Christina S. Barsky, Associate Professor, MPA Director, University of Vermont

Zane Zupan, MPA Student, University of Vermont

Emma White, MPA Student, University of Vermont

Lauren McKeague, Assistant Professor, University of Montana,

Josephine Hazelton-Boyle, Assistant Professor, Fresno State University

Unpacking Administrative Leadership: Toward a More Comprehensive Framework for Public Sector Effectiveness

Jyoti Aggarwal, PhD student, University of Texas at Dallas

Understanding Consequence Management: The case of the South African Local Government

Mamohlolo Eunice Chesa, Lecturer, North West University, South Africa

Moderator: Nuriel Heckler, Associate Research Professor, University of Connecticut

Concurrent Sessions 8 (2:45pm-4:00pm EST)

**Trust, Integrity, and Sustainability:
Rethinking Public Administration for a Changing World**

(North Avenue Academic Building 139)

The Role of Green Human Resource Management (GHRM) Practices in Advancing Sustainability and Climate Action within the Saudi Public Sector under the Saudi Green Initiative

Fahad Ibrahim Alrawaf, Ph.D. candidate, Penn State Harrisburg & Faculty, Institute of Public Administration, Saudi Arabia

Göktuğ Morçöl, Professor, Penn State University Harrisburg

Trust Issues: Governments Need Legitimacy, but They Do Not Need Trust

Stephen Pimpare, Professor, Vermont Law and Graduate School

Dan Bromberg, Dean, Vermont Law and Graduate School

The Role of Public Administration in Protecting Public Trust and Institutional Integrity

Gabriel Grant Eyindoh Agyapong, Student, University of Memphis

Extended (Re)Producer Responsibility: Child Support, Demographics, and Global Sustainability

Michael Rosenthal, Doctoral Student, West Chester University of Pennsylvania

Moderator: Stephen Pimpare, Professor, Vermont Law and Graduate School

Transformational Leadership, Knowledge Networks, and Performance in Public Administration

(North Avenue Academic Building 204)

Civil Service Merit and Employment at Will Personnel Systems: The Role of Transformational Change Leadership in Public Sector Recruitment, Hiring, Promotion, Retention, and Succession Planning

Angela Lauria-Gunnink, UMass Global & IT Project Manager, New York State Government

A Social Network Analysis of the Academic Journals in Political Science in the early 21st Century: A Network Analysis of Journal Level Metrics

Göktuğ Morçöl, Ph.D., Professor, Penn State Harrisburg
Samson Oluwaseun Fapetu, Master Student, Penn State Harrisburg
Preston M. Varkpeh, PhD Candidate, Penn State Harrisburg & Program Analyst,
Naval Supply Systems Command, Mechanicsburg, PA
Arifur Rahman Bhuiyan, PhD Candidate, Penn State Harrisburg
Glenn McGuigan, Library Director, Penn State Harrisburg

Evolving Administrative Leadership: Linking Core Competencies to Outcomes

Jyoti Aggarwal, University of Texas at Dallas, PhD candidate

Owning the Narrative: The Impact of Appropriate Performance Measurement on Public Perception and Fiscal Efficacy

Marva R. Mack, Ph.D., Rutgers University Newark

Moderator: Yeonkyung Kim, Assistant Professor, Kean University

**Accountability, Leadership, and Inclusion
in Contemporary Public Service**

(North Avenue Academic Building 205)

Fit for Duty? Rethinking Mental Health, Medical Leave, and Accountability in Public Service

Nicholas Tomasetti, Police Officer, University of New Hampshire

Mayoral Power and Fiscal Performance

Rahul Pathak, Associate Professor, Baruch College

A Burden to Bear: The Effect of Nonprofits on Administrative Burden and Long COVID

Zach Curinga, PhD Candidate, Rutgers University, Newark

The Impact of Artificial Intelligence Adoption on Government Transparency: Evidence from Federal FOIA Processing

Hyorim Seo, PhD student, Rutgers University – Newark

Gregory Porumbescu, Associate Professor, Rutgers University - Newark

Moderator: Rahul Pathak, Associate Professor, Baruch College

**Advancing Equity and Effectiveness:
Insights on Fiscal Policy, Welfare, and Public Sector Dynamics**

(North Avenue Academic Building 208)

<p>Assessing Publicness in Green Municipal Bond Standard-Setting and Evaluation Daiva Scovil, Independent scholar</p>
<p>Oh SNAP: Estimating the Spillover Effects of the SNAP Electronic Benefit Transfer System on New Jersey Beneficiary Labour Outcomes Diego Maria J. Bautista, Ph.D., Rutgers University,</p>
<p>When Autonomy Backfires: Emotional Intelligence, Psychological Safety, and Burnout in Diverse Public Workplaces Abdollah Zeraatpisheh, PhD Candidate, University of Texas at Dallas</p>
<p>The Impact of Andrew Carnegie’s The Negro in America on African American Self-Sufficiency: A Century-Long Analysis Darry Powell-Young, Associate Professor & Coordinator of the BA Political Science Program, Winston-Salem State University</p>
<p>Moderator: Gina Scutelnicu Todoran, Professor & Department Chair, Pace University</p>

**Congratulations & Best Wishes
to NECoPA in 2025 / 2026!**



**Stephen
R.
Rolandi, M.P.A.**

- **Adjunct Professor of Public Administration (John Jay College of Criminal Justice, C.U.N.Y. and Pace University)**
- **Trustee Member (NECoPA)**
- **Past President (New York Metro ASPA)**
- **Past Senior National Council Representative (ASPA)**
- **Trustee (New Amsterdam History Center)**

NECoPA Hosts and Locations

Kean University (2025) – Union, NJ

Pace University (2024) - New York, NY

NECoPA Inc. (2023) – Virtual Conference

NECoPA Inc. (2022) – Virtual Conference

SUNY Albany (2021) – Virtual Conference

Suffolk University (2020) – Virtual Conference

Long Island University Brooklyn (2019) – Brooklyn, NY

University of Baltimore (2018) – Baltimore, MD

University of Vermont (2017) – Burlington, VT

Penn State Harrisburg (2016) – Harrisburg, PA

George Mason University (2015) – Fairfax, VA

University of New Hampshire (2014) – Durham, NH

University of Delaware (2013) – Newark, DE

University of Massachusetts-Boston (2012) – Boston, MA

John Jay College of Criminal Justice, CUNY (2011) – New York, NY

Rutgers University-Newark (2010) – Newark, NJ

**Proud to Support the
Northeast Conference
on Public Administration**



OneLocal

Everyday Banking.

Norwood | Foxboro | Plainville | Norfolk

onelocalbank.com | 781.762.1800

Member FDIC | Member DIF  Equal Housing Lender

45 Years of Success in the
New York Metropolitan Area

Pace University's Master of Public Administration Program

We prepare new leaders, policymakers, and innovators with the tools needed to succeed in the most dynamic sectors of today's economy.

Our 42-credit Master of Public Administration (MPA) program can help you advance or launch your career in:

- Government Management
- Healthcare Administration
- Nonprofit Management



Fast and Flexible

Complete your master's degree full-time in two years or part-time in four years or less. Classes are held at the New York City campus across from City Hall, in White Plains at Pace's Elisabeth A. Haub School of Law, and online.

Additional options include:

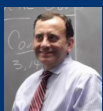
- A combined JD/MPA degree
- A dual MPA/MSED (Masters in Public Administration and Educational Leadership-School District Business Leader) degree
- Graduate certificate programs in Healthcare Policy and Management, and Nonprofit Management



Pace University is a proud
founding member of NECoPA



Gina Scutelnicu-Todoran, PhD
Chair, NECoPA
Professor of Public Administration, Pace University



Stephen R. Rolandi, MPA
Board Member, NECoPA
Adjunct Professor of Public Administration, Pace University

PACE
UNIVERSITY

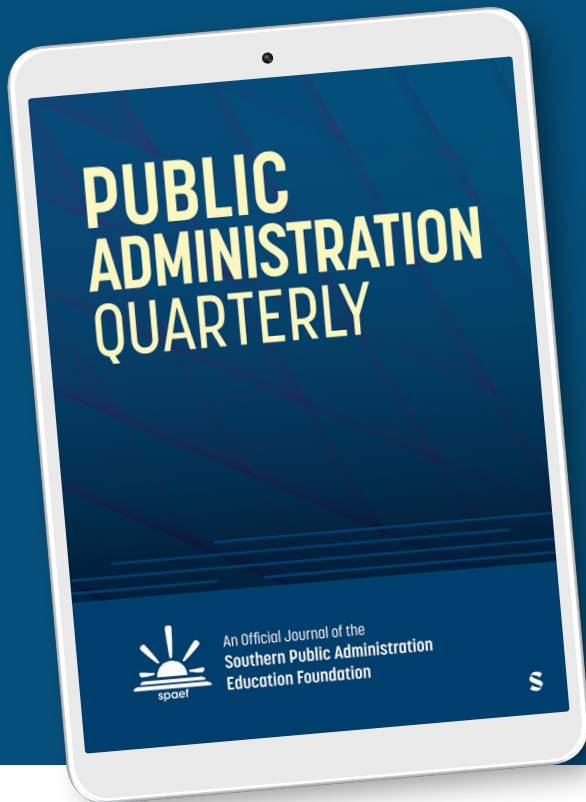
Dyson College of Arts and Sciences

For more information, contact:

The Office of Graduate Admission
graduateadmission@pace.edu | (212) 346-1531
Learn more at www.pace.edu/mpa

Submit your manuscript to **Public Administration Quarterly**

Co-Editors-in-Chief:
Howard Frank and
Pablo Sanabria-Pulido



Visit the journal homepage to discover the aims and scope, the manuscript submission guidelines and directions on how to submit.

You will also find the latest published papers, our most cited and most read articles, and the full benefits of becoming an author.

journals.sagepub.com/home/paq



Submit your manuscripts online at
journals.sagepub.com/author-instructions/PAQ

Visit Sage's Information for Authors for resources on how to get your research published, language editing and manuscript formatting services, ideas for promoting your article, and more.


sagepub.com/journals/information-for-authors



Become a Leader in Public Administration

Master of Public Administration (MPA)

Prepare to make a difference in your community, your region, and beyond.



Southern's MPA program offers a flexible learning environment that allows you to align your degree with your interests. Our concentrations offer optional focus fields, in addition to the general MPA, that allow for even further specialization:

- Community Engagement
- Environmental Policy
- Public Policy and Urban Affairs

Southern's Master of Public Administration (MPA) program prepares students who want to create positive changes in their communities and assume leadership roles in federal, state, and local governments as well as nonprofits, think tanks and industry.

Through the MPA program, students master the foundations of administration, policymaking, and leadership. Our curriculum emphasizes the ability to navigate diverse and complex organizational settings, address ethical issues, and foster collaboration. Students also gain advanced proficiency in policy analysis and program evaluation, as well as quantitative and qualitative methodologies. With a comprehensive understanding of public administration, students are well equipped to take on leadership roles across various sectors.

Southern's MPA program offers a flexible and interdisciplinary learning environment that allows you to tailor your degree and chart your own learning journey. With four options — Generalist, Environmental Policy, Community Engagement, Public Policy and Urban Affairs — you can choose a path that aligns with your aspirations.

WHY SOUTHERN'S MPA PROGRAM?

- **Engaging Faculty for Your Success:** Led by experts in public management and political science, our program prioritizes student success with small class sizes and personalized support. Our faculty are dedicated mentors and professionals committed to your success.
- **Comprehensive and Interdisciplinary Curriculum:** Choose from four concentration options to gain competencies for the public, nonprofit, and private sectors. Our curriculum provides broad knowledge and practical solutions, and fosters collaboration in diverse settings.
- **Robust Internship Program and Career Readiness:** We take pride in our rigorous internship program and alumni network, which are integral parts of our commitment to preparing students for successful careers.
- **Flexible Learning Model:** Our class schedules accommodate part-time and full-time students, offering in-person, online, and hybrid options.
- **Affordable Education:** Take advantage of in-state tuition and a variety of scholarships and grants available through Southern.



FOR MORE INFORMATION

Dr. Thanh "Minnie" Hoang, Assistant Professor and MPA Coordinator

Department of Political Science
PublicAdminGrad@SouthernCT.edu
SouthernCT.edu/MPA



 Southern Connecticut State University



SCSUPoliSci



scsupolisci



SCSUPoliSci



SCSU Political Science



Congratulations on Fifteen Years

Bank of Canton, located in the Neponset Valley of Massachusetts, celebrates the lasting impact of NECoPA gatherings and the many contributions made by its dedicated scholars and practitioners.



Member FDIC. Member DIF.
NMLS #408169.

www.ibankcanton.com
888.828.1690

The Villanova MPA CALLED TO SERVE. READY TO LEAD.

Rooted in a mission of ethical leadership and public service, our NASPAA-accredited program blends rigorous academics with experiential learning and real-world impact.

Students learn from nationally recognized faculty and experienced practitioners whose teaching and research span government, nonprofit and community leadership.

Offered on campus or online, the Villanova MPA features flexible options and specialized graduate certificates in Public Administration, City Management and Nonprofit Management.

Visit mpa.villanova.edu.

