



Public and Nonprofit Administration in a Hybrid-Connected 21st Century

**Online Conference
November 4-5, 2022**

Welcome

Welcome to the **13th edition** of the Northeast Conference on Public Administration – NECoPA! The theme of this year’s conference – “Public and Nonprofit Administration in a Hybrid-Connected 21st Century” – recognizes that the events of the last three years accelerated the pace at which both our professional and personal lives have become intricately intertwined with technology, as we live and work in a hybrid – virtual and in-person – world. Public and nonprofit administration practitioners are tasked with adapting and navigating public programs in this world to ensure they continue to be delivered in an effective, efficient, economical, and equitable manner. Public and nonprofit administration scholars are tasked with conducting research that focuses on understanding how traditional theories may or may not fit within this new world, to best inform practice.

We have received an exciting array of proposals for this year’s NECoPA that help shed light on the new technologically infused public and nonprofit sectors. A full two-day schedule of panels is evidence of the diverse NECoPA community answering the call. Mirroring a goal of last year’s virtual NECoPA, we are providing attendees a space for our diverse community to network and build social capital through the virtual platform Gather – as part of registration, attendees can drop in and out of this immersive virtual space throughout the two days of the conference. We have also devoted networking time during the lunch periods, and at the end of sessions on Friday, as we know that virtual conferences often do not offer the same opportunities for networking as in-person. The Gather platform offers attendees the opportunity to have chance encounters with new people, engage in small group conversations, and meet with existing friends for a catch-up all in the same virtual space. With such a diverse NECoPA community registered for this year’s conference, we hope you take the opportunity to network, virtually.

We would like to thank the following people for making this year’s NECoPA possible:

- The **NECoPA, Inc. Board of Trustees** – see the following page for the full list – who supported the decision to continue the annual NECoPA tradition by supporting the delivery of a virtual conference by the NECoPA Inc. Officers and Board
- The **NECoPA 2022 Program Committee** who volunteered their time to review proposals and select the best paper awardees – Rudy de Leon Dinglas, Ashley Margaret Gavin, Brenda Morrissey, Huiting Qi, Stephen Rolandi, Aaron Smith-Walter, Michele Tantardini, and Lisa Vaughn Jordan
- **Stephen Holt, Ed Stazyk, and Marc Holzer** who provided guidance, advice, and materials based on experiences with delivering the last two years of virtual NECoPAs
- The **School of Public Service, Old Dominion University** for their generous sponsorship of the conference

It was my pleasure to support organizing the conference this year and I continue to admire the high level of support that NECoPA receives from the entire Northeast public and nonprofit administration community. I look forward to seeing where NECoPA heads over the next 13 years!

Sincerely,
Joseph Hafer
NECoPA, Inc. Chair
Assistant Professor, Department of Public and Nonprofit Administration
The University of Memphis

NECoPA Officers & Board of Trustees

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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).

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.



Schedule At-A-Glance

Friday, November 4, 2022			
9:00-9:15	Welcome to NECoPA 2022! Remarks from NECoPA, Inc. Officers – Joseph Hafer, Gina Scutelnicu, and Huiting Qi		
9:15-9:30	Break		
Concurrent Sessions I 9:30-10:45	Panel Presentations: <i>Diversity, Equity, & Inclusion in Public Service 1: Gender Equity</i>	Panel Presentations: <i>Innovation & Technology in Public Service 1: Open Government and Cybersecurity</i>	
10:45-11:00	Break		
Concurrent Sessions II 11:00-12:15	Workshop: <i>Developing Management Skills for New Public Managers and Professionals</i>	Panel Presentations: <i>Organizational Management, Behavior, and Theory 1: Focus on Nonprofits</i>	Panel Presentations: <i>Politics and Administration</i>
12:15-1:15	Lunch / Networking in Gather		
Concurrent Sessions III 1:15-2:30	Full Panel: <i>Navigating Crisis: Emerging Trends in Public and Nonprofit Health and Human Services Administration</i>	Panel Presentations: <i>Other Pressing Topics in Public Administration: Religion and Public Administration</i>	Panel Presentations: <i>Dynamics of Collaboration and Contracting 1: Emergency Management</i>
2:30-3:00	Break		
Concurrent Sessions IV 3:00-4:15	Full Panel: <i>Technology as a Forced and Chosen Tool to Advance Social Equity in Public Service</i>	Panel Presentations: <i>Social Justice through Public Service 1: Environmental Justice</i>	Panel Presentations: <i>Performance Measurement & Program Evaluation</i>
4:15-5:30	Networking in Gather		

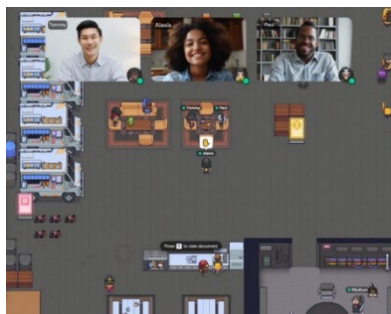
Saturday, November 5, 2022

8:00-9:00	<div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p><i>Join us for a virtual coffee & conversation!</i></p> <p><i>Connect with your peers, find a mentor, chat about your latest project! See what Academic Women in Public Administration is doing this year! #AWPARocks</i></p> <p>Contact: hknepper@pace.edu; Dr. Hillary Knepper, Co-President of AWPA</p> </div> </div>		
Concurrent Sessions V 9:00-10:15	Full Panel: <i>Understanding the Pandemic, LGBTQ+ People, and Public Policy: Supporting the book "COVID-19, the LGBTQIA+ Community, & Public Policy"</i>	Panel Presentations: <i>Other Pressing Topics in Public Administration: Public Health</i>	Panel Presentations: <i>Innovation and Technology in Public Service 2: Digital Equity</i>
10:15-10:30	Break		
Concurrent Sessions VI 10:30-11:45	Workshop: <i>Beyond Impact: "Cultural Awareness Tool" on Equity, Inclusion, and Diversity</i>	Panel Presentations: <i>Dynamics of Collaboration and Contracting 2: Local Partnerships</i>	Panel Presentations: <i>Organizational Management, Behavior, and Theory 2: Focus on Workforce</i>
11:45-1:00	Lunch / Networking in Gather		
Concurrent Sessions VII 1:00-2:15	Full Panel: <i>Environmental Justice and Resiliency in an Age of Uncertainty</i>	Panel Presentations: <i>Other Pressing Topics in Public Administration: COVID-19 & Collaboration</i>	Panel Presentations: <i>Social Justice through Public Service 2: Human Rights</i>
2:15-2:30	Break		
Concurrent Sessions VIII 2:30-3:45	Panel Presentations: <i>Other Pressing Topics in Public Administration: Budget and Finance</i>	Panel Presentations: <i>Organizational Management, Behavior, and Theory 3: Focus on Theory</i>	Panel Presentations: <i>Diversity, Equity, and Inclusion in Public Service 2: Social Equity</i>
3:45-4:00	Concluding Remarks Remarks from NECoPA, Inc. Officers – Joseph Hafer, Gina Scutelnicu, and Huiting Qi		

Networking in Gather


All NECoPA registrants have access to the **NECoPA 2022 Gather networking room** throughout the duration of the conference. You can drop in to network with other attendees throughout the day and during designated networking sessions.

Gather is a virtual platform to network – walk around a virtual world and have chance encounters with new people, engage in small group conversations, and meet with existing friends for a catch-up all in the same virtual space.



Guest Guide to Gather

Welcome to Gather, a spatial-proximity video chat app in a 2D virtual world! This guide will help you get started.




Create Your Character

Create a custom character to represent you in Gather.


Choose Your A/V

Give permission for Gather to use your mic and camera in your browser, then select your camera, mic, and speaker input/output.





Explore the Space

- Use the **arrow** or **WASD** keys to walk around and explore.
- Your audio and video connects to others as you approach them and fades out when you walk away.
- Press **"x"** to interact with glowing objects.
- Press **"z"** to dance!
- Press **"g"** to walk through people.



Interact with Others

- Turn audio/video on/off by clicking the mic or camera icons or by pressing **"Ctrl/⌘+Shift+A"** or **"Ctrl/⌘+Shift+V"**
- Select someone's name in the Participants list or right click on them to:
 - **Locate on map:** Follow the dynamic line to find them.
 - **Follow:** Automatically locate someone and let them guide you.
 - **Request to lead:** Ask permission to guide someone else.
- Send emotes using the **#1-6** keys!



Need help?

- Visit the help center: <https://support.gather.town/help>
- Watch tutorials: <https://youtu.be/89at5EvCFvk>
- Reach out to your event host!



OLD DOMINION UNIVERSITY

Strome College of Business

School of Public Service

Citizenship, leadership, service

Graduate Programs

- ❖ PhD in Public Administration and Policy
 - 37 credits of course work
 - 12 credit dissertation
- ❖ Master of Public Administration
 - Concentration in Multi-Sector Public Service
 - Concentration in Nonprofit Management and Governance
- ❖ Graduate Certificates
 - Public Administration and Policy
 - Public Procurement and Contract Management



Highlights

- ✓ Flexible and convenient
 - Live and online classes offered
 - Full-time or part-time
- ✓ Affordable tuition
 - Assistantships available
- ✓ Classes are taught by faculty with expertise in
 - Non-Profit Management
 - Citizen Participation
 - Multi-Sector Collaboration
 - Public-Private Partnerships
 - Public Finance
 - Economic Development



odu.edu/sps

Old Dominion University
Norfolk, Virginia

Strome College of Business
School of Public Service

PhD Program Director:
John Lombard, PhD

MPA Graduate Program
Director: Vickie Carnegie, JD, PhD

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NECoPA 2022 Conference Schedule

FRIDAY, NOVEMBER 4

Welcome to NECoPA 2022 (9:00am-9:15am EST)

Zoom Room 1
<i>Join us for a brief “Welcome!” before you head to sessions to hear from NECoPA, Inc. Officers Joseph Hafer, Gina Scutelnicu, and Huiting Qi</i>

Concurrent Sessions I (9:30am-10:45am EST)

Zoom Room 2	
<i>Diversity, Equity, and Inclusion in Public Service 1: Gender Equity</i>	
Presentation 1	The History of Gender Equity in the Workplace Meghan Scarlott, Student (Masters), Initiative for Gender Equity in the Public Sector; Dr. Nicole Elias, Founding Co-director of IGEPs; Dr. Maria D'Agostino, Founding Co-director of IGEPs
Presentation 2	Gender Equity Policy in New York City Nicole DiMaria, Student (Masters), John Jay College of Criminal Justice (CUNY); Dr. Nicole Elias; Maria D'Agostino
Presentation 3	Women's Job and Men's Job in Local Governments: A Case of Municipalities in New Jersey Jung Ah (Claire) Yun, Assistant Professor, Kean University
Moderator	Jung Ah (Claire) Yun, Assistant Professor, Kean University

Zoom Room 3	
<i>Innovation and Technology in Public Service 1: Open Government and Cybersecurity</i>	
Presentation 1	Challenges of Managing Cybersecurity in Local Governments: A Systematic Review Craig Waltz, Student (Doctoral), SUNY-Albany Dr. Mila Gasco-Hernandez, Research Director and Associate Professor, Center for Technology in Government
Presentation 2	Open government and its competing concepts: A Systematic Literature Review Shehab Alnasser, Student (Doctoral), Penn State Harrisburg Dr. Bing Ran, Associate Professor, Penn State Harrisburg
Presentation 3	Intellectual Roots of Open Government Shehab Alnasser, Student (Doctoral), Penn State Harrisburg Dr. Bing Ran, Associate Professor, Penn State Harrisburg
Moderator	Aaron-Smith Walter, Assistant Professor, University of Massachusetts Lowell

Concurrent Sessions II (11:00am-12:15pm EST)

Zoom Room 1	
<i>Developing Management Skills for New Public Managers and Professionals</i>	
Full Panel Presenters	Stephen Rolandi, Adjunct Professor, City University of New York & Pace University

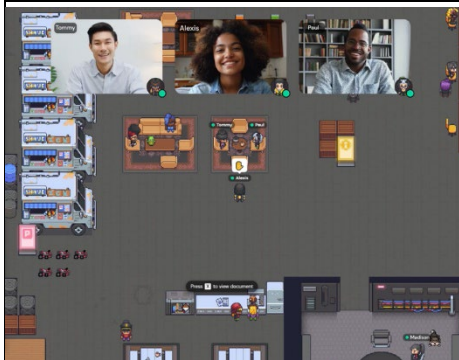
Zoom Room 2	
<i>Organizational Management, Behavior, and Theory 1: Focus on Nonprofits</i>	
Presentation 1	A Further Examination of Entry and Exit in the nonprofit Sector Jonathan Oxley, Assistant Professor, Trinity University; Teresa Harrison, Academic Director of the Center for Nonprofit Governance, Professor of Economics, Drexel University
Presentation 2	What Do We Know about Citizens' Ownership-related Preference? Jae Bok Lee, Assistant Professor, Gyeongsang National University

Presentation 3	Examining the Resilience of Nonprofit Organizations Huiting Qi, Assistant Professor, Valdosta State University
Presentation 4	Planning New Jersey Human Service Nonprofit DEI Panel Bok Jeong, Associate Professor, Kean University; Jung Ah (Claire) Yun, Assistant Professor, Kean University; Sung-ju Kim, Assistant Professor, North Carolina State University; Deborah Mohammed-Spigner, Founder & Chair, Institute of Social Equity and Sustainability.
Moderator	Jonathan Oxley, Assistant Professor, Trinity University

Zoom Room 3	
<i>Politics and Administration</i>	
Presentation 1	Virginia's Redistricting Commission: Goals, Failures and Lessons Learned Brittany Keegan, Faculty, VCU Wilder School of Government and Public Affairs
Presentation 2	The So What Factor: Purposeful, Efficient Operations with Quantifiable Outcomes Kate McGovern, Other Faculty, College Unbound
Presentation 3	Zelensky's Speeches: An Exercise in Policy Narratives Leah Marie Silverman, PhD, Other Faculty, Suffolk County Community College
Presentation 4	Violence and Votes: A Study of Media Response to Election Violence in Nigeria Adekunle Adeleye, Student (Doctoral), University of Baltimore
Moderator	Brittany Keegan, Faculty, VCU Wilder School of Government and Public Affairs

Lunch / Networking in Gather (12:15pm-1:15pm EST)

Grab Lunch and Network with Other NECoPA Attendees in Gather



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Congratulations & Best wishes to NECoPA in 2022 and 2023!

Stephen R. Rolandi, M.P.A.

Adjunct Professor

John Jay College of Criminal Justice

City University of New York (CUNY)

&

Pace University, Dyson College of arts and Science

Trustee Member, N.E.C.O.P.A.

Immediate Past Senior National Council Representative for District 1, American Society
for Public Administration (ASPA)

Member, Executive Board, ASPA Section on Non-Profit Administration (NFP)

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

Zoom Room 1	
<i>Navigating Crisis: Emerging Trends in Public and Nonprofit Health and Human Services Administration</i>	
Authors	<p>Hillary Knepper, Professor, Pace University</p> <p>Lisa Blomgren Amsler, J.D., Distinguished Professor and Keller-Runden Professor of Public Service, Indiana University</p> <p>Kendyll Owens, Student, Indiana University</p> <p>Ming Xie Assistant Professor, West Texas A&M University</p> <p>Mariglynn Edlins, Associate Professor, University of Baltimore</p> <p>Amber Overholser, Associate Professor, Southern Arkansas University</p> <p>Charlene M. L. Roach, Head of Department- Political Science, The University of the West Indies</p> <p>Acolla Lewis-Cameron, Dean - The Faculty of Social Sciences, The University of the West Indies</p> <p>Tenisha Brown, The University of the West Indies, St Augustine Campus Trinidad and Tobago</p> <p>Pamela S. Medina, Assistant Professor, California State University San Bernardino</p> <p>Lauren Azevedo, Assistant Professor, Penn State Harrisburg</p> <p>Wanzhu Shi, Assistant Professor, Texas A&M International University</p> <p>Matt T. Bagwell, Assistant Professor, Tarleton State University</p>
Moderator	Atta Ceesay, Associate Professor, Chair, SUNY Buffalo State
Discussant	Maria J. D'Agostino, Ph.D., Professor

Zoom Room 2	
<i>Other Pressing Topics in Public Administration: Religion and Public Administration</i>	
Presentation 1	Religion and public administration: A proposed framework for theory and empirical research. Michele Tantardini, Assistant Professor, Penn State Harrisburg; Edoardo Ongaro, Professor of Public Management, The Open University (UK)
Presentation 2	Exploring Long-Run Cultural and Economic Impacts of Religious Development Organizations within Affiliated Populous Jonathan Oxley, Assistant Professor, Trinity University
Presentation 3	Administering the Afterlife: Examining For-profit and Public Administration of the Afterlife by examining television shows "The Good Place" and "Uploading" Del Bharath, Assistant Professor, Savannah State University
Moderator	Michele Tantardini, Assistant Professor, Penn State Harrisburg

Zoom Room 3	
<i>Dynamics of Collaboration and Contracting 1: Emergency Management</i>	
Presentation 1	Status and Practice of the 1st Responder: Identifying the Emergency Manager and the 1st Responder Status Kesley Richardson, Student (Doctoral), West Chester University
Presentation 2	Collaborative Leadership Skills and Competencies in Emergency Management and Resilience: Lessons and Implications from the response to the COVID-19 Pandemic Norah Alshayhan, Student (Doctoral), Old Dominion University
Presentation 3	Evaluating the Role of Public-Private Partnerships in Emergency Management: A Survey of Emergency Managers and Operators in the State of Florida Sara Iman, Student (Doctoral), University of Central Florida; Yue Ge, Assistant Professor, School of Public Administration, University of Central Florida

Presentation 4	Volunteerism in the Midst of Uncertainty: Examining Individual Propensity to Volunteer for Emergency Medical Services Agencies in the COVID Era Alexander Henderson, Associate Professor, Marist College
Moderator	Alexander Henderson, Associate Professor, Marist College

Concurrent Sessions IV (3:00pm-4:15pm EST)

Zoom Room 1	
<i>Technology as a Forced and Chosen Tool to Advance Social Equity in Public Service</i>	
Full Panel Presenters	Ebonnie Vazquez, Assistant Professor, West Chester University of Pennsylvania Justin Sprague, Assistant Professor, West Chester University of Pennsylvania Tangela Harden, Assistant Director of Field Education, Widener University Mia Ocean, Associate Professor, West Chester University of Pennsylvania

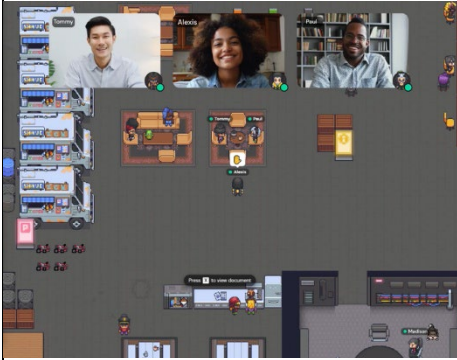
Zoom Room 2	
<i>Social Justice through Public Service 1: Environmental Justice</i>	
Presentation 1	The State(s) of Red-Tide Response: Harmful Algal Blooms and Natural Resource Legislation Aaron Smith-Walter, Assistant Professor, University of Massachusetts Lowell Zachary Rodgers, University of Massachusetts Lowell, MPA Student
Presentation 2	Effects Of Climate Change Through Social Justice for Public Matters Bruce Carter, Researcher, ASPA

Presentation 3	Do State Governments Respond to Hurricanes? a Textual Analysis of Budgetary Documents Aichiro Prabowo, Student (Doctoral), University of Maryland-College Park
Presentation 4	Perceived Interorganizational Networks in Fine Dust Management in South Korea Seunghyun Lee, Student (Doctoral), University of Pittsburgh
Moderator	Bruce Carter, Researcher, ASPA

Zoom Room 3	
<i>Performance Measurement & Program Evaluation</i>	
Presentation 1	Effectiveness of the revised WIC food package on birth outcomes Mingean Park, Student (Doctoral), Penn State Harrisburg
Presentation 2	Organizational Memory and Snap Back Performance in Public Agencies John Stavick, Student (Doctoral), Indiana University
Presentation 3	Regulating Performance: The SBA's Effort Harold Moeller, Practitioner, Rutgers University Correctional Health Care
Moderator	Bok Jeong, Associate Professor, Kean University

Networking in Gather (4:15pm-5:30pm EST)

Network with Other NECoPA Attendees in Gather



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SATURDAY, NOVEMBER 5

AWPA Virtual Coffee & Conversation (8:00am-9:00am)



Academic Women in Public Administration



Join us for a virtual coffee & conversation!
Connect with your peers, find a mentor, chat about your latest project! See what Academic Women in Public Administration is Doing this year!
#AWPArocks

Contact: hknepper@pace.edu
Dr. Hillary Knepper, Co-President of AWPA

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

Zoom Room 1	
<i>Understanding the Pandemic, LGBTQ+ People, and Public Policy: Supporting the book "COVID-19, the LGBTQIA+ Community, and Public Policy"</i>	
Full Panel Presenters	Chris Surfus, Ph. D, (Moderator/Presenter), Other Faculty, University of New Hampshire Wallace Swan, DPA (Discussant/Presenter) Kaylin Gray, Ph.D. (Presenter) Dallas Drake (Presenter)

Zoom Room 2	
<i>Other Pressing Topics in Public Administration: Public Health</i>	
Presentation 1	Using Technology to Create Communities of Practice: Launching an ECHO Autism Project to Benefit Public Organizations Tracy Schober, Student (Doctoral), Capella University, Senior Admissions Administrator/ECHO Autism Lead- Anderson Center for Autism Ashley Velez, Treatment Coordinator, ECHO Clinic Coordinator
Presentation 2	Challenging Protective Regulations -The Opioid Cases Harold Moeller, Practitioner, Rutgers University Correctional Health Care
Presentation 3	The Health Justice Barrier: Public Health, Advocacy, Politics Colette Knuth, Assistant Professor, Long Island University Brooklyn
Presentation 4	Achieving Reproductive Justice in New Jersey Using Cross-Sector Collaboration and Community-Based Research Ruthann Russo, Assistant Professor, Kean University Beatriz Bueno, MD, Student (MPA)
Moderator	Ruthann Russo, Assistant Professor, Kean University

Zoom Room 3	
<i>Innovation and Technology in Public Service 2: Digital Equity</i>	
Presentation 1	Strategic IT alignment and organizational agility in nonprofits during crisis Lauren Azevedo, Assistant Professor, Penn State Harrisburg Roderick Lee, Ph.D., Associate Professor Penn State Harrisburg Wanzhu Shi, Ph.D., Assistant Professor, University of North Florida

Presentation 2	E-Quality: Co-Producing Digital Equity in the Era of COVID-19 Kelsey Edmond, Student (Doctoral), University of Massachusetts Boston
Presentation 3	Analyzing the use of green business practices for small firms Gilbert Michaud, Assistant Professor, Loyola University Chicago; Junia Purwandani, Ohio University
Presentation 4	Urban Living Labs, Big Tech and Entrepreneurship: A Critical Analysis Erick Elysio, Student (Doctoral), CESU Teresina Monique Menezes, Associate Professor Brian Lee, Undergraduate Student
Moderator	Huiting Qi, Assistant Professor, Valdosta State University

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

Zoom Room 1	
<i>Beyond Impact: "Cultural Awareness Tool" on Equity, Inclusion, and Diversity</i>	
Workshop	Camica Credle, Other Faculty, Credle Consulting J. Lamont Harris, Credle Consulting

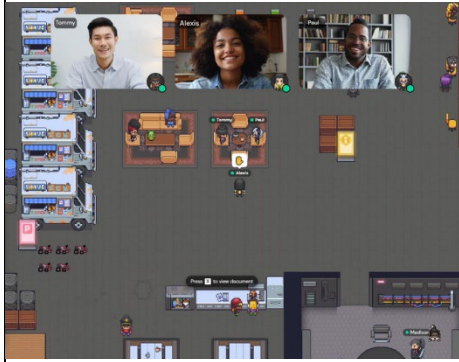
Zoom Room 2	
<i>Dynamics of Collaboration and Contracting 2: Local Partnerships</i>	
Presentation 1	Is it possible to achieve a win-win situation by utilizing Public-Private Partnership in underperforming rural areas Yanrong Jiang, Other Researcher, RMI
Presentation 2	How do Nonprofit Organizations Collaborate to Deliver Public Services? Examining Local Development Corporations in New York State

	Gina Scutelnicu Todoran, Associate Professor, Pace University
Presentation 3	From one neighbor to another: Narrative Policy Framework analysis of local community board testimonies on new land use development Joseph Shiovitz, Student (Masters), John Jay College of Criminal Justice (CUNY)
Presentation 4	Dynamics of Collaboration and Contracting in Public-Private Partnerships for building Railway Infrastructure Ravij Seth, Student (Doctoral), Penn State University Harrisburg Triparna B. Vasavada, Associate Professor, Penn State University Harrisburg
Moderator	Gina Scutelnicu Todoran, Associate Professor, Pace University

Zoom Room 3	
<i>Organizational Management, Behavior, and Theory 2: Focus on Workforce</i>	
Presentation 1	The Future of Work: Improving Mental Health Outcomes in the Workplace Andrew Moreira, Student (Masters), Rutgers-Newark School of Public Affairs and Administration
Presentation 2	Professional Development Opportunities in Local Government Rebecca Miller, University of Pittsburgh
Presentation 3	A Cross-Country Analysis of Work-From-Home Policies and Job Satisfaction Among Public Servants Alexandra Willauer, Student (Masters), Shippensburg University Dr. Michael Moltz, Shippensburg University
Presentation 4	First-Gens in Nonprofits: The Impact of New Professionals in Management Adam Kuczynski, Other Faculty, Villanova University
Moderator	Adam Kuczynski, Other Faculty, Villanova University

Lunch / Networking in Gather (11:45am-1:00pm EST)

Grab Lunch and Network with Other NECoPA Attendees in Gather



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Concurrent Sessions VII (1:00pm-2:15pm EST)

Zoom Room 1

Environmental Justice and Resiliency in an Age of Uncertainty

Full Panel Presenters

Celeste Murphy-Greene, Other Faculty, University of Virginia
Michael A. Brown, President, One World One Way
Chris Surfus, Ph.D., Lecturer, Western Michigan University
Jim Redick, MPA, Director of Emergency Management, City of Norfolk, VA
James Patteson, MPA, Former Director of Fairfax County, VA Public Works Dept.

Zoom Room 2

Other Pressing Topics in Public Administration: COVID-19 and Collaboration

Presentation 1

Nonprofits and COVID-19: How the nonprofits can improvise their role?

Aqsa Ali, Student (Doctoral), Penn State Harrisburg

Presentation 2	Determining Statistically Significant Relationships between COVID-19 Vaccination Rates, Access to Healthcare, Healthcare Facilities, and Other Socioeconomic Indicators Analyzing Variables by Brooklyn Zip Codes Khald Nixon, Student (Masters), Pace University
Presentation 3	Creating Public Value through Different Models of Public Procurement Nathan Myers, Associate Professor, Indiana State University Dr. Stephen Gordon, Continuity of Supply Initiative
Moderator	Del Bharath, Assistant Professor, Savannah State University

Zoom Room 3	
<i>Social Justice through Public Service 2: Human Rights</i>	
Presentation 1	Democracy-Human Rights Relationship & Street-Level Bureaucrats Suparna Soni, Associate Professor, State University of New York (SUNY) Buffalo State
Presentation 2	The Usage of Racial Cues in Police Killings Yong-Chan Rhee, Student (Doctoral), Rutgers Newark Charles E. Menifield, Professor and Dean Emeritus, Rutgers Newark
Presentation 3	Explaining the State of Youth homelessness in NYC Nino Mazanashvili, Student (Masters)
Presentation 4	Alleviating Distress in Children of Incarcerated Parents Zoe Feygin, Student (Masters), City University of New York, John Jay
Moderator	Brenda Morrissey, Communications Specialist Centralized Transfer Center, Northwell Health

Concurrent Sessions VIII (2:30pm-3:45pm EST)

Zoom Room 1	
<i>Other Pressing Topics in Public Administration: Budget and Finance</i>	
Presentation 1	The Impact of Hurricane Ida on Residential Mortgage Performance: A Case Study in the Northeastern US Jingyu Guo, Student (Doctoral), Penn State Harrisburg
Presentation 2	Do You Love Me? The Effects of Budget Cuts on Intrinsic Motivation in the Public Sector João V. Guedes-Neto, Assistant Professor, Kean University
Presentation 3	Massachusetts Public Pension Plans: Funding, Equity, and the Road Ahead John Egan, Student (Masters), University of Massachusetts Boston
Presentation 4	The Innovation and Proliferation of Participatory Budgeting (PB): Advancement Towards What Ends? Matthew Leight, Student (Doctoral), North Carolina State University
Moderator	João V. Guedes-Neto, Assistant Professor, Kean University

Zoom Room 2	
<i>Organizational Management, Behavior, and Theory 3: Focus on Theory</i>	
Presentation 1	Re-examining Leadership and Diversity: the Effectiveness of Racial Representation in Police Killings Yong-Chan Rhee, Student (Doctoral), Rutgers – Newark
Presentation 2	Organizational Threshold, Framework, and Action Kesley Richardson, Student (Doctoral), West Chester University

Presentation 3	When the Whole Outweighs the Sum: Investigating the Influence of Structural Factors on Public Workforce Engagement Charity Boyette, Student (Doctoral), Virginia Polytechnic Institute and State University (Virginia Tech)
Presentation 4	Organizational Goal Potential: A Framework for Sustainability and Other Public Value Goals Brian Ohl, Student (Doctoral), Syracuse University
Moderator	Suparna Soni, Associate Professor, State University of New York (SUNY) Buffalo State

Zoom Room 3	
<i>Diversity, Equity, and Inclusion in Public Service 2: Social Equity</i>	
Presentation 1	Digital Access among K-12 Students in a Post-Pandemic World: Perceptions of Parents in a New York County Sydney Moraitis, Student (Masters), Pace University Gina Scutelnicu-Todoran, Associate Professor, Pace University
Presentation 2	A Proposition for Social Equity Vulnerability Theory Using Ex Post Facto Research Design Michael Brown, Other Researcher, O.W.O.W., Inc. Foundation
Presentation 3	Calling in Public Administrators: Rethinking Imbedded Inequity and Reimagining Expansive Public Service Tekia Huger-Burton, Student (Masters), West Chester University of Pennsylvania (WCUPA) Kenneth Williams, Research Consultant Mia Ocean, Associate Professor, WCUPA Trichia Prince, Research Consultant Lashirah Warren Glenn, Research Assistant, WCUPA John Plummer, Research Assistant, WCUPA Rodney Babb, Research Assistant, WCUPA

Presentation 4	A Framework for Discriminatory Omissions: Implications for the Public Sector Tony Carrizales, Associate Professor, Marist College Addrain Conyers, Associate Professor, Marist College
Moderator	Tony Carrizales, Associate Professor, Marist College

Concluding Remarks (3:45pm-4:00pm EST)

Zoom Room 1
<i>Join us for a brief “Goodbye!” before you leave the conference to hear from NECoPA, Inc. Officers Joseph Hafer, Gina Scutelnicu, and Huiting Qi</i>