

OCTOBER 2025

ISSUE 01

COMPA

QUARTERLY NEWSLETTER

EXCLUSIVE

MAKING OUR
MARK ACROSS
THE NATION!

BUILDING FUTURES BY BRIDGING DIVIDES

PUBLIC SERVANTS CHARTING THE COURSE FOR TOMORROW'S
GOVERNANCE

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THE PRESIDENT'S MESSAGE

OF STRENGTH AND PURPOSE TO THE COMPA COMMUNITY

Dear COMPA Members,

In times when the very foundations of diversity, equity, and inclusion are under scrutiny and attack, our work has never been more vital or meaningful. Today, I write to remind you of the profound impact we have and the unshakeable importance of our mission. For decades, our legacy of leadership has stood as a beacon of excellence in public administration, proving time and again that diverse leadership strengthens our communities, enhances decision-making, and creates more effective government. WE represent generations of trailblazers who broke barriers, opened doors, and created pathways for others to follow.



During these challenging times, let us support one another through professional networks, mentorship, and shared resources; advocate with the facts of inclusive workspaces and leadership; and persist with the knowledge that meaningful change has always required courage and determination.

We rise above challenges because history has taught us that progress has never been linear. Every generation of public servants has faced defining challenges. What sets us apart is not the absence of obstacles, but our unwavering commitment to serve with excellence.

Remember that we are not just weathering a storm—we are planting seeds for future generations to harvest. We are building a future where every young person can see themselves reflected in public leadership, every community receives more responsive government services, and every policy considers all voices—this is the legacy we continue to create together.

Stay strong. Stay focused. Stay committed to the work that matters because the future of public service—and our democracy—depends on leaders like you.

With deep respect and unwavering support,

S. Nicole Diggs, PhD, MPA

Your COMPA 2026 President

"Excellence is the best response to adversity. Let our work speak louder than our critics."



MEMBERSHIP CORNER

Welcome New Board Members



Vice President
Dr. ClarLynda Williams-
Devane



Parliamentarian
Dr. Ralph "RJ" Johnson



At-Large Representative
Dr. Lena Mae Johnson



Student Representative
Si-Arah Jones

Student Representative
Robert Easley
(Not Pictured)

Promotions & Retirement Announcements

- ***Patricia Shields*** retired as a Regents' Professor and University Distinguished Professor Emeritus of Political Science from Texas State University in June of 2025 after 47 years. She has also stepped down from the editorship of *Armed Forces & Society*. She began her tenure as editor in 2001.
- ***Aaron Rollins*** promoted to Full Professor at The University of Louisville
- ***S. Nicole Diggs*** promoted to Associate Professor with Tenure at North Carolina Central University
- ***Karen D. Sweeting*** promoted to Associate Professor with Tenure at The University of Rhode Island
- ***Jessica Santiago*** is the new Executive Director of Family Support Organization of Union County

2025 Award Receipients



VALERIA LEMMIE

received the ICMA Distinguished Service Award



DR. S. NICOLE DIGGS

received the Teaching Excellence Award



DR. KAREN D. SWEETING

received the Research Excellence Award & the NASPAA Social Justice Curriculum Award

DR. JAMES AGBODZAKEY, FORMER COMPA PRESIDENT

received the Outstanding Contribution to SAPA Mission Award



MARLON BROWN

was recently named a member of the 2025 Class of NAPA Fellows

NEW MEMBER SPOTLIGHT

WELCOME TO OUR NEW MEMBERS

- *Finley Blair*
- *David Blanding*
- *Anne Brown*
- *Wendy Caudle*
- *Konstance Causey*
- *Dana Davis*
- *Robert Easley*
- *Esther Gonzalez*
- *Christine Haas*
- *Cassandra Hawkins*
- *Avery Jack*
- *Patrick Jenkins*
- *Lionel Johnson*
- *Reginald Johnson*
- *Si-Arah Jones*
- *Shannon Matthews*
- *Opal Mauldin-Jones*
- *Carlos Pagan*
- *Deiona Stanley*
- *Bryan Tanner*
- *Heather Tanner*
- *Franyelys West*
- *Cherika White-Campbell*
- *LaDonna Williams*

Deiona Stanley, MPA

North Carolina Central University
Masters of Public Administration
Class of 2025



What is your professional position?

- I currently serve as an Outreach Worker with Durham County's Project Build Gang Intervention Program, where I focus on supporting youth and young adults through mentorship, advocacy, and resource connection.

How long have you been a member of COMPA?

- I became a member of COMPA in May 2025

Why did you join COMPA?

- I joined COMPA to connect with like-minded, passionate public administrators who are committed to equity, innovation, and advancing public service. I also wanted to expand my professional network and learn from others' experiences in the field.

What would you most like fellow COMPA members to know about you and your interests?

- I'm really passionate about community engagement, public policy, and creating opportunities for people who often don't have access to them. I enjoy collaborating, exchanging ideas, and finding new ways to make a positive impact. I enjoy graphic design and am working to establish a small business.

What would you most like to see COMPA do in the future?

- I'd love to see COMPA host regional meet-ups throughout the year, not just at the annual conference. I think that would give members more chances to connect, share ideas, and build community all year long.



UPCOMING EVENTS W/LINKS FALL 2025

MON. **15**
SEPT.

**CONFERENCE
REGISTRATION LAUNCHED**

THURS. **30** ***MID-YEAR BUSINESS MEETING***
OCT. [RSVP here](#)

SAT. **16**
NOV.

**CALL FOR PROPOSALS
DEADLINE**

WED. **31**
DEC.

SPONSORSHIP DEADLINE

SUN. **22-25**
FEB.

COMPA CONFERENCE

OTHER UPCOMING EVENTS

**NASPAA
Conference**

October 8-10, 2025
Flagstaff, AZ

**National Pan-Hellenic Council
College & Career Fair**

October 30-31, 2025
Houston, TX

**ASPA
Conference**

March 20-24, 2026
Hollywood, CA

MENTORSHIP PROGRAM

We launched our Mentorship Program, which offers a mentoring opportunity to student and young professional members of COMPA. Mentors are matched with mentees who will provide professional guidance to student and early-career COMPA members. Mentees should reach out to their assigned mentors and initiate a meeting to discuss goals and plans during the program.

MENTORS

- Dr. Agatha Caraballo
- Dr. De Lacy Davis
- Dr. Stephane Dolamore
- Dr. Marc Fudge
- Dr. Hillary Knepper
- Dr. Cullen C. Merritt
- Dr. Gedeon M. Mudacumura
- Dr. Malcolm Oliver
- Dr. ClarLynda R. Williams-Devane

MENTEES

- David Marshall
- Jala Morrow
- Deiona Stanley
- Isaac Yeboah



MENTOR-MENTEE PROGRAM COMPA INVITES YOU TO APPLY

The COMPA Mentorship Program match student and young professional members with experienced mentors who provide guidance on maximizing ASPA/COMPA membership, effective networking at conferences, and achieving academic and professional goals. Mentors support mentees in engaging with the public administration profession and advancing their careers throughout the program and beyond.



THE MENTORSHIP PROGRAM COMPRISES GUIDANCE ON:

- Academic Job Process ●
- Non-Academic Job Process ●
- Networking ●
- Manuscript Feedback ●
- Navigating New Job ●
- Peer Review ●
- General Guidance ●

Click a link below to apply.
Applications Due September 26th

[MENTOR APPLICATION](#)

[MENTEE APPLICATION](#)

www.compaspanet.org

MENTEES NEEDED!
APPLY NOW

CELEBRATING PUBLIC SERVICE
Challenges, Rewards, and Innovations

Monday, May 5 to Friday, May 9, 2025
12 - 1 pm Eastern via Zoom

FREE Registration Required:
<https://lu.ma/lrja19v2>

Event Sponsors

FEATURED SPEAKERS

MONDAY, MAY 5, 2025
Health Equity
Lwiza Escobar Garcia
Health Equity Program Coordinator, WakeMed

TUESDAY, MAY 6, 2025
Humans of Public Service
Brian Whittaker
Founder, Humans of Public Service

WEDNESDAY, MAY 7, 2025
Leadership Matters
Col. James L. Shelton
Retired Colonel, United States Marine Corps

THURSDAY, MAY 8, 2025
AI-Powered Innovation
Christopher Copeland
Founder & CEO, FuturePathsAI

FRIDAY, MAY 9, 2025
Global Leadership
Lorena Patterson
President, North Carolina Hispanic Chamber of Commerce

CONVENERS

RaJade M. Berry-James
President, ASPA Research Triangle Chapter
Senior Associate Dean & Professor,
VCU Wilder School of Government Public Affairs

José Luis Irizarry
Chair, ASPA Section on Democracy and Social Justice
Assistant Professor,
North Carolina Central University

We encourage faculty, staff, students, and community leaders to attend.

PAST EVENTS: WEBINARS

In honor of Public Service Recognition Week, COMPA was one of the cosponsors with the ASPA RTP chapter, hosted a virtual series, “Celebrating Public Service: Challenges, Rewards, and Innovations,” from May 5–9, 2025. Each day featured dynamic speakers addressing pressing issues in the field of Public Administration. The series brought together faculty, students, practitioners, and community leaders to reflect, learn, and engage in shaping the future of public service.

On September 18, 2025, COMPA hosted a thought-provoking webinar led by Dr. David E. Fraser of California State University, East Bay, titled “Promoted into Incompetence? The Leadership Trap We Don’t Talk About Enough.”

The session explored the “confidence-competence gap,” highlighting how high-performing staff are often elevated into leadership roles without the necessary preparation. Dr. Fraser unpacked systemic factors—from rigid merit systems and promotion-from-within practices to weak leadership pipelines and limited management education—that contribute to misaligned promotions. Attendees gained practical strategies for both organizations and individuals, including intentional succession planning, mentorship, professional development, and personal responsibility in leadership growth.

Live Webinar
COMPA PRESENTS

Promoted into Incompetence? The Leadership Trap We Don't Talk About Enough

Click the link below to register today!
REGISTER NOW

Takeaways include:

- Why technical excellence ≠ leadership competence
- The hidden costs of poor promotion practices
- How to build internal leadership pipelines with intention
- Practical tools for preparing emerging leaders

Septembr 18th, 2025
6:00 - 7:00 PM EST.

Zoom
FREE Registration Required

Webinar Cosponsors:

ASPA Research Triangle
ICMA NCCU Student Chapter
NC Central University Graduate Association of Public Administration

Special Speaker:
Dr. David E. Fraser
Department of Public Affairs and Administration at California State University East Bay

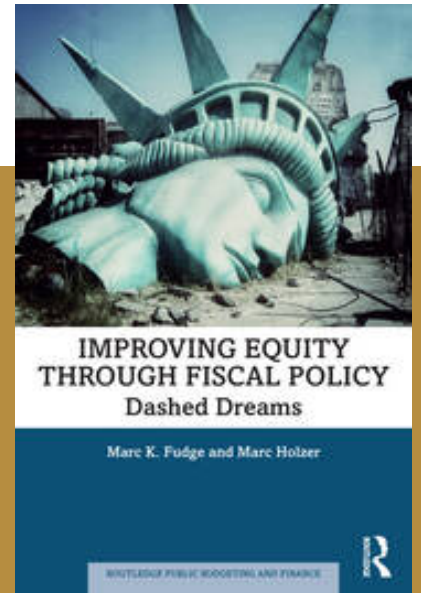
[Link to Recording](#)

RECENT PUBLICATIONS OF MEMBERS

NEW BOOK ALERT

Marc K. Fudge co-authored with Marc Holzer. The book, *Improving Equity through Fiscal Policy - Dashed Dreams*, examines the key topics in a typical public budgeting, finance or policy course including taxation, public choice and political economics from an equity-based lens. It is available for pre-order now at Routledge.

<https://www.routledge.com/Improving-Equity-through-Fiscal-Policy-Dashed-Dreams/Fudge-Holzer/p/book/9781032670829>



RECENT PUBLICATIONS

Chernick, K., & **Sweeting, K. D.** (2025). Beyond Ingrained Stigma: a Critical Intersectional Analysis of Sex Work, Social Equity, and Canada's PCEPA Legislation. *Sexuality Research and Social Policy*, 1-21.

Diggs, S. N., & Heckler, N. (2025). Patterns in the Mosaic: Toward a Taxonomy of Common Types of Intersectionality. In *Making Sense of Identity and Equity in Public Sector Workplaces* (pp. 9-26). Routledge.

Downey, D. C., & Myers, W. M. (2025). Diffusion in Times of Political Polarization: An Analysis of Face Mask Policy Adoption in the United States. In *The Routledge Handbook on Crisis, Polycrisis, and Public Administration* (pp. 281-291). Routledge.

Downey, D. C., & Myers, W. M. (2025). An Analysis of Face Mask Policy Adoption. *The Routledge Handbook on Crisis, Polycrisis, and Public Administration*, 281.

Estorcien, V., & Ganapati, S. (2025). Florida Police Youth Organizations: A Study of Administrative Structures. *Justice Evaluation Journal*, 1-22. <https://doi.org/10.1080/24751979.2025.2552476>

Estorcien, V., & Headley, A. M. (2025). Police-Youth Programs as Citizen-State Interactions: A Case Study of Police and Underrepresented Youth Perceptions. *Journal of Social Equity and Public Administration*, 3(2), 242-261.

Estorcien, V., Chen, C., Deb, A., & Neshkova, M. I. (2024). Are Women Commissioners More Compassionate Spenders? Evidence From Florida County Governments. *The American Review of Public Administration*, 54(7), 664-678.

Estorcien, V. (2024). A pattern of violence: How the law classifies crimes and what it means for justice: by David Alan Sklansky, Cambridge, MA, Belknap, 2021, 336 pp., \$29.95 (hardcover), ISBN 9780674248908.

RECENT PUBLICATIONS

Evans, M. D., & **Knepper, H. J.** (2025). Advancing JSEPA's Social Equity Charge. *Journal of Social Equity and Public Administration*, 3(2), 211-216.

Ewoh, A., Kieh, G., & Olonilua, P. (2025). Fulani Herdsmen-Farmers Conflicts and Governance in Nigeria. *African Social Science Review*, 13(1), 3.

Ewoh, A. (2025). Conflicts, Migration Crisis, Governance, and Supply Chain Coordination. *African Social Science Review*, 13(1), 2.

Guy, M. E., & **Williams, B. N.** (2025). Passing the Baton . *Journal of Social Equity and Public Administration*, 3(1), 1-3.

Johnson, L.M. (2024). Trends In Hospitalization, Treatment Costs, And Length of Stay For Sickle Cell Disease Patients In The United States: A Comprehensive Analysis. *Journal of Health, Medicine and Nursing*, 117

Johnson, L.M. (2024). The Influence of Demographic and Insurance Factors on Hospitalization Rates, Treatment Costs, and Length of Stay For Sickle Cell Disease Patients Among African Americans. *Journal of Public Policy and Administration Research*, 14(3).

Kang, S., Lemmie, V., & **Williams, B. N.** (2025). "What does public service means to us? Offering a new perspective – the pracamunal." *Journal of Public Affairs Education*, 1-9.

<https://doi.org/10.1080/15236803.2025.2546265>

Knepper, H. J., & Evans, M. D. (2025). Carrying the torch forward, meeting the future, and advancing the charge. *Journal of Social Equity and Public Administration*, 3(1), 4-8.

Knepper, H. J., & Evans, M. D. (2025). Carrying the torch forward, meeting the future, and advancing the charge. *Journal of Social Equity and Public Administration*, 3(1), 4-8.

Myers, W. M., & **Downey, D. C.** (2025). Municipalities at Court. *Publius: The Journal of Federalism*, pjaf002.

Shields, P. M., & Travis, D. S. (2024). Commemorating the 50th Anniversary of Armed Forces & Society: An Introduction. *Armed Forces & Society*, 51(2), 399-426.

<https://doi.org/10.1177/0095327X241305743> (Original work published 2025)

Shields, P. M., Casula, M., & Rangarajan, N. (2024). The Case for Gauging as a Research Purpose in Public Administration: Connecting Purpose, Frameworks, Design, and Norms in Applied Research. *Administration & Society*, 57(2), 281-309. <https://doi.org/10.1177/00953997241303932> (Original work published 2025)

RECENT PUBLICATIONS

Sweeting, K. D., Brown, C. S., Bharath, D. M., & Rivera, P. (2025). Caribbean bodies marked by sameness and differences: Navigating triple consciousness at the intersection of identities. In *Making Sense of Identity and Equity in Public Sector Workplaces* (pp. 27-46). Routledge.

Sweeting, K. D., Diaz-Kope, L. M., Henley, T. J., & Bharath, D. (2024). Give Credit Where It's Due: The Ethical Imperatives of Authorship Attribution in Collaborative Research. *Public Integrity*, 1–15. <https://doi.org/10.1080/10999922.2024.2416097>

Travis A Whetsell, Mark Prebble, Jos C N Raadschelders, Kirstine Zinck Pedersen, Christopher Ansell, Hahrie Han, **Patricia M Shields**, Jean Hartley, John Benington, Mark H Moore, Roundtable: Perspectives on The Public, Perspectives on Public Management and Governance, 2025;, gvaf006, <https://doi.org/10.1093/ppmgov/gvaf006>

Travis, D. S., & **Shields, P. M.** (2024). Editor's Note: Afghan Scholars' Response to Perspectives on the Afghanistan War: Arrogant Conquest; Disgraceful Withdrawal. *Armed Forces & Society*, 51(2), 567-568. <https://doi.org/10.1177/0095327X241239906> (Original work published 2025)

PRESENTATIONS

DOPE THINKERS ONLY CONFERENCE
Greatness starts with Dope Thinking
PRESENTED BY: MJ on Purpose
September 11–12, 2025
Grambling State University

DR. KAELA B. LEWIS
Executive Director,
Jefferson Parish Schools

WORKSHOP:
Who Speaks for You When You're Not
in the Room? Leadership, Mentorship
Sponsorship that Elevate Your Career

Tickets available @
DopeThinkers.org/conference

Dr. Kaela Barnett Lewis spoke at the Dope Thinkers Only Conference on September 11–12 at Grambling State University. She co-presented with colleague, Coretta LaGarde, in a workshop titled “Who Speaks for You When You’re Not in the Room? Leadership, Mentorship and Sponsorship that Elevate Your Career.” They focused on how to build influence, champion others and ensure your work has impact even in your absence.

Shields, Patricia (2025). Classical Pragmatism: Connecting Practice and Theory in Public Administration. Presented to the Pragmatism and Organizations working group (Paris).

S. Nicole Diggs moderated the Navigating Public Service: Finding My Path hosted by NCCU GAPA

COMPA Representing at NASPAA October 8-10, 2025 (only COMPA members listed)

OCTOBER 8THTH, 2025

10AM: "THE FUTURE OF DOCTORAL EDUCATION IN PUBLIC AFFAIRS AND POLICY"

Madinah Hamidullah and Sean McCandless

OCTOBER 9TH, 2025

10:30AM: "THE FUTURE OF PUBLIC ADMINISTRATION EDUCATION IN A WORLD OF POLITICAL DYSFUNCTION AND UNSTABLE BUDGETS"

Kenneth Meier

1:00PM: "OPEN DIALOGUE WITH EDITORS ON THE ROLE AND RESPONSIBILITY OF JOURNALS"

Hillary Knepper

2:15PM: "DEMOCRATIZING PUBLIC SERVICE EDUCATION ACROSS POLITICAL REGIMES"

Elizabeth Overman

2:15PM: "PANELIST VOICES AT THE CROSSROADS: FACULTY FROM HISTORICALLY UNDERREPRESENTED GROUPS IN PUBLIC ADMINISTRATION AND SOCIAL EQUITY IN A SHIFTING POLITICAL LANDSCAPE"

Susan Gooden, Anthony Starke, Karen Sweeting, and S. Nicole Diggs

2:15PM: "CULTIVATING PUBLIC SERVICE EXCELLENCE THROUGH AI TECHNOLOGY, EXPERIENTIAL LEARNING, AND SELF-DIRECTED LEARNING"

Lindsey Evans

3:30PM: "EFFECTIVE STRATEGIES TO IMPROVE STUDENT SERVICE CYCLES"

Malcolm Oliver

4:45PM: "EM AND HOMELAND SECURITY EDUCATION STANDARDS IN HIGHER EDUCATION"

Malcolm Oliver

4:45PM: "HISPANIC SERVING INSTITUTIONS' ROLES IN THE EDUCATION ECOSYSTEM WITHIN THE CONTEXT OF PUBLIC SERVICE AND SOCIETY"

James Agbodzakey

4:45PM: "MID-LEVEL MANAGERS: NAVIGATING THE COMPLEXITIES OF HIGHER EDUCATION"

Madinah Hamidullah

4:45PM: "MULTI-SECTOR GOVERNANCE IN AN EVOLVING GLOBAL CONTEXT: NEW APPROACHES TO INTERNATIONAL PARTNERSHIPS"

Robert Hartley

OCTOBER 10TH, 2025

9:15AM: "AFRICA'S AGENDA 2063 FOR TRANSFORMATION: IMPLICATIONS FOR PUBLIC SERVICE EDUCATION"

Aziza Zemrani and Andrew Ewoh

3:30PM: "SCHOOLS NETWORKING FOR STUDENT OPPORTUNITIES"

Aaron Rollins

3:30PM: "WHAT'S IN A NAME? DEANS AND THE NAMESAKES OF THEIR SCHOOLS"

Susan Gooden

4:45PM: "TEACHING THROUGH GRIEF, STRUGGLE, AND EXHAUSTION: INSTITUTIONAL BARRIERS TO HEALING"

Sean McCandless

ARE YOU GEN Z AND INTERESTED IN PARTICIPATING IN A RESEARCH STUDY?

READ THE INFORMATION BELOW

Jala Morrow, is a doctoral candidate pursuing a degree in Public Administration and Public Policy at The University of Texas at Arlington. She is conducting a research study as part of her dissertation (UTA IRB Protocol #2025-0517), which is aimed at understanding how Generation Z perceives and engages public service work, particularly in the federal government.

Jala is reaching out to ask if COMPA would be willing to participate in this study or share this opportunity with your networks, groups, and/or programs who may be eligible to participate. Eligible participants are:

- 18 years or older
- Identify as a member of Generation Z
- Currently enrolled or recently graduated (within 6 months) from an undergraduate or graduate program at a Texas college or university.
- Speak English

THE EVOLVING PUBLIC SERVANT DISSERTATION RESEARCH STUDY

The purpose of this research is to explore the elements influencing Gen Z's pursuit or avoidance of federal government careers. This study aims to enhance the understanding of the factors that impact generational work values, ultimately improving recruitment and retention.

CALL FOR PARTICIPANTS

Eligibility	Participation	Compensation
✓ 18 years old or older ✓ Enrolled in or recently graduated from an undergraduate or graduate degree program in Texas ✓ Identify as a member of Generation Z ✓ English-speaking	✓ Complete pre-screening/interest survey ✓ Interview and/or focus group ✓ Optional follow-up survey	✓ \$30 e-gift card

Click here to participate: [Link to survey](#)

Email Jala Morrow for more information: jala.morrow@mavs.uta.edu

Participation involves completing a pre-screening/eligibility survey and participating in either an individual interview, expected to last 45-60 minutes, and/or a focus group, expected to last 60-90 minutes, both conducted via Microsoft Teams. After completion of either the interview and/or the focus group, participants will receive a \$30 electronic gift card. Participation is voluntary and confidential.

To participate or learn more, visit [this link](https://utaedu.questionpro.com/TheEvolvingPublicServantSurvey) (<https://utaedu.questionpro.com/TheEvolvingPublicServantSurvey>).

Please don't hesitate to contact me at jala.morrow@mavs.uta.edu if you have any questions. Thank you in advance for considering this request and for your support of student research.



JOB ANNOUNCEMENTS, SCHOLARSHIPS, AND FELLOWSHIPS

Job Listings

- [Assistant Professor at the University of Memphis](#)
- [Appalachian State University is Hiring](#)
- [Assistant Professor of Public Administration Kennesaw State University](#)

Scholarships

- Marilyn J. Gittell Activist Scholar Award
 - Deadline: October 17, 2025
<https://lnkd.in/grYjddgF>
- Alma H. Young Emerging Scholar Award
 - Deadline: October 17, 2025
<https://urbanaffairsassociation.org/awards/alma-h-young-emerging-scholar-award/>

The *Dr. Harvey L. White Legacy Group* will support the participation of five (5) students in the Consortium for International Management Policy and Development (CIMPAD) 14th International Conference in Luanda, Angola, June 17-19, 2026. Three of the students receiving the Fellowship Awards will be from universities where Dr. White spent most of his career (North Carolina Central University, Southern University-Baton Rouge, and the University of Pittsburgh). Two of the Legacy Fellows may be from other institutions.

The Awards may cover up to **75%** of the students' expenses for the Conference. The students and or their universities must cover the remaining costs. Under extenuating circumstances, a student may petition the Awards Program for additional support. If you want more information, click below.

[Click for more information](#)



COMPA NEWSLETTER

**We'd love to include your
good News, Achievements,
Announcements and more
in our Spring newsletter!!**

Share Now

**A special thank you
to
Ms. Deiona Stanley
for collating and editing this newsletter**

COMPA

OCTOBER 2025

ISSUE 01