Reflections on 30 Years of Leadership

You can be forgiven if it’s difficult to imagine a School of Government without Mike Smith at the helm. Smith has been a member of the School’s faculty since 1978 and has led the unit for 30 years. But change is our only constant, and in early 2022, Smith announced his intention to step down as dean of the School at the end of the calendar year.

Smith will leave a long and powerful legacy at the School as he steps down from the deanship. A significant slice of it will be dedicated to UNC MPA, the program Smith helped bring to the School (with the support of many, including a group of intrepid alumni).

In 1997, Smith was only five years into his tenure as then-director of the Institute of Government when the unit accepted a new opportunity: take over administration of the MPA program from the Department of Political Science. What now seems to be a natural fit wasn’t a seamless transition. Smith recognized there would be inherent tensions and questions in the process that would need to be resolved for the move to be successful.

“We had never been responsible for a traditional academic program,” Smith said. “One of the biggest challenges was deciding how to structure the work so we could honor the mission of teaching MPA students, honor the School’s mission of working with public officials, and somehow meld that together in a way that made sense. We wanted to find a way for two missions to reinforce one another while retaining what makes the work of the School distinctive and meaningful.”

Smith and other stakeholders quickly realized they needed look no further than to UNC MPA alumni for a model of how the work of the program and the School were complementary. Many prominent local government leaders throughout North Carolina were MPA alumni and active clients of the School.
I was recently attending a retirement celebration (it seems to be happening more and more) of a prominent public administration scholar. This is a person who has won almost every major public administration award that is given and has many professional accolades. What struck me, however, in the stories that were shared was her heart, her humility, and her commitment to others. One speaker spoke of the "seeds she had planted and nurtured in others." I have thought a lot about that comment and what it means in terms of the impact one individual can have—sometimes in ways they might not even know—that leaves a lasting effect.

A week later, I found myself looking out at our 2022 UNC MPA graduates. These wonderful, committed, and talented individuals were there for a well-deserved celebration. It was a time to think of what they accomplished, and when I looked at them, I also thought of all the things I have faith they will still accomplish over their careers. A graduate program can feel like a lifetime while you are in it, but the adage "the days are long, but the years are short" comes to mind. It is a short time in the span of one’s life and career and yet, as I look at our alumni, I see the lifelong friendships and connections that were planted and nurtured in the MPA program. It is amazing to see the seeds of change our alumni have planted in the organizations and communities they serve. From leadership of governments, non-profits, universities, and more, to the mentorship and example they offer to those around them, our alumni continue to change organizations, communities, and lives.

In the coming months there will be more career celebrations, including one for our own Dean Mike Smith. It is because of Mike’s leadership that the MPA program became part of the School of Government in 1997. The MPA program—its students, faculty, and alumni—have and continue to benefit greatly from being at the School. Mike has supported, nurtured, and cared for the MPA program and allowed it to grow in ways that otherwise would not have been possible. The MPA program is one of many seeds that Mike has helped to flourish, and he is another great example of someone that has done his work with heart, humility, and commitment to others.

As we look to the transition within the School in the coming year, our roots are strong. We will continue to focus on how we grow and work to achieve our vision of being "a nationally recognized leader in engaged scholarship whose faculty, students, and alumni transform thought, organizations, communities, and lives." The most recent U.S. News and World Report rankings came out and the UNC MPA program ranked 20th overall and second in local government. These numbers mark the recognition of the program by an important external evaluation, but I do not want to miss the internal insights we gain by looking at the faces of our graduates, reading the thesis substitutes that show the talent and skills our students possess, and hearing from graduates who continue to use and apply their MPA skills to pressing problems to help communities flourish.

Sincerely,

Willow S. Jacobson
Director, UNC MPA
Robert W. Bradshaw Jr. Distinguished Professor of Public Administration and Government

To support the MPA program, visit GiveToMPA.unc.edu.
“Our alumni were instrumental in making that move happen, supporting it, and communicating it to the UNC administration,” Smith recalled. “They were working with us in so many other ways already and they saw the move as a perfect fit. Their enthusiastic support was important throughout that process.”

After the program relocated to the School, the core work began and continues to present day. From day one, Smith said the School wasn’t interested in merely taking over the program—it had to maintain a commitment to making it better. Honoring and weaving together the mission of the program with that of the School requires care and effort from Smith and the MPA program directors he has appointed. One of the most unique features of the program is that faculty teaching graduate students also work alongside and educate North Carolina public officials.

This instruction model is no accident—the School and the program specifically recruit faculty who are prepared to educate both groups. It is a powerful example of the program’s connection with engaged scholarship. This model creates practical, usable knowledge and fosters exceptional connections between faculty, students, and practitioners. It is work that Smith believes sets the program apart.

“No one else in the country does the work we do in the way we do it,” Smith said. “Our work is based on in-depth relationships, partnerships, and knowledge about government and about North Carolina. In turn, our MPA faculty are experts in their disciplines, and they know what’s going on in the real world. They connect those two perspectives in the classroom, in their research, and in their interactions with students.”

School faculty member and UNC MPA Director Willow Jacobson agrees that the School and the program have reinforced each other’s missions.

“Mike’s commitment to the mission and vision of the School in serving to advance good government has, in turn, facilitated our ability to build and strengthen the bridge of theory to practice. It has reinforced time and again what it means when that synergy works at its very best.”

That synergy doesn’t only happen in the classroom. The education and relationships that begin in the MPA classroom at UNC are carried out across the state and the nation. In many cases, public officials who started as MPA students become clients of the School, generating endless real-world application for faculty scholarship. This is also put into action by online students, many of whom hold full-time jobs and apply knowledge gained in MPA courses in real time.

“I love the fact that we can support students as they’re preparing for their public service leadership careers all the way to when they embark upon them.”

—Mike Smith

“I love the fact that we can support students as they’re preparing for their public service leadership careers and throughout their leadership journeys,” Smith said. “To see that continuity and support and that connection is fantastic.”

The School is a one-of-a-kind institution and the MPA program is part of what sets it apart—on the UNC campus, in the state, and nationwide. As the School begins its first search for new leadership in 30 years, understanding this unique and meaningful relationship will be an important duty for the next dean. It’s part of Smith’s legacy and one of which he remains most proud.

“During my time here, I haven’t done anything by myself. It’s a total school effort,” Smith said. “But one of the things I’m happy about and proud of is that I had some involvement in bringing the MPA program here. I believe it’s stronger and better than it’s ever been because it’s part of the School of Government.”

Smith’s legacy is part of the School’s larger commitment to the state that has existed for more than 90 years. To honor and uphold it is to recognize the long history of trust and partnership that has existed between the institution and the officials it serves.

“When I joined the School’s faculty, I felt that I appreciated what it meant to be in a position to serve public administrators as well as students,” Jacobson recalls. “What I didn’t conceptualize was the tremendous trust and respect that local officials have for School faculty and our ability to have immediate credibility and impact. That feeling is pretty unique. I knew what a gift I’d been given and what a serious endeavor we had.”
Entrepreneurial Initiatives and MPA Pair Up for Statewide Impact

When it was time for Maggie Bailey ’21 to look for her first post-MPA job, she didn’t have to look far. She found the right fit within the walls of the School of Government, joining the School’s Criminal Justice Innovation Lab as its second project manager. The role was a natural transition for Bailey after serving as a research assistant in the Lab as a student.

“The Lab has afforded me the opportunity to leverage skills I gained in the MPA program,” Bailey said. “The program does a great job bridging theory and practice. The practitioner’s lens is evident in all the work the School of Government does. It’s exciting to work on projects that directly support stakeholders and inspiring to see how those stakeholders make measurable changes.”

The Lab is one of 10 entrepreneurial initiatives at the School. These specialized, public-service oriented units focus on a variety of critical issues, including public service leadership, criminal justice, economic development and community revitalization, and environmental finance. They generate local government fellowships, produce public policy analysis, and educate public defenders. As this work expands and grows, these initiatives are forging deep connections with UNC MPA alumni and students to support their efforts.

Jess Dorrance (’04) returned to the School in 2021, joining the ncIMPACT Initiative as research director after working at the UNC Center for Community Capital. Returning to the School to work on research and evaluation was “such an easy decision” for Dorrance. With ncIMPACT and UNC’s Carolina Across 100 initiative, Dorrance has the chance to continue deploying skills she first learned as an MPA student.

“The curriculum, the things I learned, and the relationships that began with MPA have carried through the years,” Dorrance said. “At its essence, our work at the ncIMPACT Initiative is about collaboration. That was such a big part of MPA: working collaboratively with groups, with cohort members, and directly with organizations or communities to help them solve problems or address issues.”

MPA students engage in the work of entrepreneurial initiatives by serving as research assistants, graduate assistants, or conduct their Professional Work Experiences (PWEs) with initiatives, generating practical scholarship that leads to real-world impacts in North Carolina communities.

It’s a mutually beneficial relationship that expands the work of initiatives, provides unique, hands-on learning experiences for students, and allows public officials to gain the resources they need.

“Our students move foundational research forward and take on projects that help us be responsive to stakeholder needs,” Bailey said. “Students learn about criminal justice in North Carolina and work on projects directly affecting people’s lives. We’re lucky to have programs like UNC MPA as partners.”

Bailey and Dorrance join other MPA alumni providing leadership to innovative entrepreneurial initiatives at the School. That list includes Dylan Russell ’17, executive director of Lead for North Carolina; Emily Williamson Gangi ’01, policy engagement director for the ncIMPACT Initiative; and Lydian Altman ’84, teaching assistant professor for the Center for Public Leadership and Governance. Each program benefits not only from the expertise of these alumni, but also from the practical skillset of the MPA students supporting them.

“Our team is fairly small, which allows us to be adaptable and responsive,” Dorrance said. “But we are tasked with completing a significant amount of work with limited staff capacity. The MPA students help boost that capacity and bring their enthusiasm, skills, and diverse perspectives to enhance our work.”
On the Move

Lori Nicholson ’91
Operations Coordinator, Sandy Spring Friends School, Sandy Spring, MD

Catherine Pierce ’02
Chief of Staff, Office of the Vice Provost and Vice President of Student Affairs, Duke University

Mary Vigue ’04
Deputy Manager, City of Wilmington, NC

Jess Aylor ’05
Director of Development and Interim Executive Director of Library Development, University Libraries, UNC-Chapel Hill

Johanna Foster ’05
Senior Director, Office of Vice Chancellor for Finance and Operations, UNC-Chapel Hill

Julie Hochsztein ’09
Policy Fellow, Campaign Legal Center, Washington, DC

Angel Banks-Adams ’12
Executive Officer for Special Operations, Iowa Office of the State Public Defender, Des Moines, IA

Molly Boyle ’12
Planning Project Manager, Town of Pittsboro, NC

Ebony Perkins ’13
Director of Impact Investments and Community Initiatives, UnitedHealthcare

Tim Reavis ’13
Planning Director, City of Cave Springs, AR

Katie Costanza ’14
Associate Director for Strategy and Impact, Office of the Vice Provost for Global Affairs, UNC-Chapel Hill

Lena Geraghty ’15
Director, Sustainability and Innovation, National League of Cities, Portland, ME

Cole Justad ’15
Budget Analyst, North Carolina Office of State Budget and Management, Raleigh

Kat Thompson Gardner ’15
Mental Health Therapist, Waters Edge Counseling, Savannah, GA

Grant Whitley ’15
Director of Data Science, Trillium Health Resources, Greenville, NC

Evan Davis ’16
Farmland Preservation Director, North Carolina Department of Agriculture, Raleigh

Olivia Hammill ’16
College Recruiter, Kimley-Horn, Reston, VA

Justin Kret ’16
Senior Product Manager, Hybrid Cloud Experience, Red Hat, Raleigh

Pat Madej ’16
Research Program Manager, North Carolina League of Municipalities, Raleigh

Audrey Shore ’16
Associate Director of Annual Giving, Direct Marketing for Schools and Units, UNC-Chapel Hill

Francine Stefan Stinziano ’16
Chief Operating Officer, Southwest Environmental Finance Center, University of New Mexico, Albuquerque, NM

Alex Gottschalk ’17
Deputy Administrator, Mecklenburg County, VA

Brian Haney ’17
Assistant County Manager for General Government and Stewardship, Cumberland County, NC

Ryan Rotundo ’17
Manager of Employment Programming, National Down Syndrome Society, Asheville, NC

Kelly Bush ’18
Education Consultant for Family and Community Engagement, RTI International

Travis Crayton ’18
Planner and Project Coordinator, Research Triangle Park, NC

Ellis Johnson ’18
Finance and Operations Manager, Office of Community and Economic Development, Washtenaw County, MI

Michelle Mills ’18
Public Information Officer, Dorchester County, SC

Julia Spruill McNear ’18
Chief Operating Officer, Long Capture, Cincinnati, OH

Rosemary Stump ’18
Operations Manager, JustFund, Charleston, SC

Eli Valsing ’18
Human Resources Analyst, Town of Hillsborough, NC

Josh Fernandez ’19
Budget and Management Analyst, Town of Hillsborough, NC

Michael Welker ’19
Associate Director, Managed Organizations, Arabella Advisors, Durham, NC

Brian Farmer ’20
Budget Execution Analyst, North Carolina State Office of Budget and Management, Raleigh

Matthew Hutton ’20
Lead for Research and Analysis, Philadelphia Works, Philadelphia, PA

Alice Mahood ’20
Fiscal Strategy Analyst, Town of Cary, NC

Maddie Powers Spencer ’20
Consultant, BerryDunn—Assurance, Tax and Consulting, Phoenix, AZ

New Additions

Emily Williamson Gangi ’01
and Greg Gangi welcomed Oliver Matteo Gangi, August 31, 2020

Ariel Gold Novick ’03
and Steven Novick welcomed Joey Seth Novick, March 20, 2022

Ryan Regan ’14
and Emily Regan welcomed Josie Marie Regan, March 23, 2022

Amanda Stratton ’14
and Michael Stratton welcomed David Algie Stratton, January 17, 2021

Alexandra Hulten-Stroop ’19
and Bryan Hulten-Stroop welcomed Fiona Artemis Hulten-Stroop, June 6, 2021

Emily Williamson Gangi ’01
and Greg Gangi welcomed Oliver Matteo Gangi, August 31, 2020

Ariel Gold Novick ’03
and Steven Novick welcomed Joey Seth Novick, March 20, 2022

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and Bryan Hulten-Stroop welcomed Fiona Artemis Hulten-Stroop, June 6, 2021
Faculty Spotlight

**Kim Nelson**

**PROFESSIONAL LEADERSHIP**
ICMA Academic Advisory committee member; American Society for Public Administration Section on Intergovernmental Administration and Management council member; National Civic League Model City Charter Revision steering committee member (outgoing)

**EDITORIAL BOARD MEMBERSHIPS**
American Review of Public Administration; State and Local Government Review co-editor

**Bill Rivenbark**

**EDITORIAL BOARD MEMBERSHIP**
Public Administration Review

**PUBLICATIONS**

**David Ammons**

**EDITORIAL BOARD MEMBERSHIP**
Public Performance and Management Review

**PUBLICATIONS**

**Leisha DeHart Davis**

**PROFESSIONAL LEADERSHIP**
Public Management Research Association president (outgoing)

**EDITORIAL BOARD MEMBERSHIP**
American Review of Public Administration; State and Local Government Review

**PUBLICATIONS**
Whitney Afonso

EDITORIAL BOARD MEMBERSHIP  
Journal of Public Administration Research and Theory

PUBLICATIONS  

John Stephens

PROFESSIONAL LEADERSHIP  
University Network for Collaborative Governance steering committee chair

PUBLICATIONS  
“Enhancing Sense of Belonging and Satisfaction Among Online Students in Multi-track Public Affairs Programs: A Case Analysis of Immersion Courses,” with Rick Morse (forthcoming, Teaching Public Administration)

Teshanee Williams

PUBLICATIONS  

Chuck Szypszak

PUBLICATIONS  
On March 3, 2022, nationally recognized scholar Mary E. Guy delivered the 2022 Deil S. Wright Lecture at the UNC School of Government. Her talk, “Fired Up, Burned Out, or Both? Making Sense of the Public Service Workforce,” explored how the COVID-19 pandemic and increasing political tensions have led to an upheaval in the public sector workplace.

Guy emphasized that, much like in the private sector, public service is undergoing a work revolution. Remote and hybrid work have raised a range of questions around issues including compensation, performance appraisals, onboarding, motivation, culture, and more. Many of these difficulties may also overlap with issues of equity, such as workers’ access to high-speed internet at home.

“All of this means that human resources is the most dynamic function in public administration today and is going to continue to be dynamic for years to come,” Guy said.

As Guy pointed out, public sector workplaces are in a time of profound uncertainty, and it is difficult to predict how workplaces may evolve. Nonetheless, many experts believe the future may include more flexible workplaces, changes to the standard five-day workweek, changes to onboarding and evaluation, and new best practices as they relate to recruiting, career development, and compensation.
Guy is a University of Colorado Distinguished Professor at the University of Colorado-Denver School of Public Affairs, a fellow of the National Academy of Public Administration, past president of the American Society for Public Administration, and co-editor-in-chief of the Journal of Social Equity and Public Administration.

The MPA program thanks all students, alumni, faculty, staff, and friends who attended the lecture in-person or online, as well as those who attended the in-person reception after the talk. We look forward to seeing you at the next Wright Lecture in the fall!
Faculty, staff, family, and friends gathered at the William and Ida Friday Center on May 7, 2022, to celebrate the graduation of Summer 2021, Fall 2021, and Spring 2022 UNC MPA students. The event marked the first time graduation celebrations have been held in person since 2019. In total, 25 students were pinned and hooded at the in-person ceremony and 63 were honored as UNC MPA graduates in the program.

At the event, faculty member Carl Stenberg presented the Wright Research Paper Award to Maurice “Bear” Tose for his paper, “Examining Social Equity Performance Measures within North Carolina Municipal Police Departments.” Graduation also plays host to an annual tradition in which the Alumni Association Board welcomes the graduates with their MPA program lapel pin as they process across the stage. Jennifer Fox ‘19, board president, led this year’s pinning ceremony after graduates’ names were read.

MPA Program Director Willow Jacobson congratulated the graduates for persevering through an unconventional educational experience and urged them to remind themselves of this feat when confronting the inevitable challenges ahead in public service.

“I want to ask you to reflect for a moment on all that you’ve learned and gained over your time in the program,” she posited. “I know you will face hard things. I know you will feel fear at times, and I know you will step up and do it anyway. That is what public service leaders do. They step up and do it anyway.”

In the ceremony’s keynote address, former faculty member David N. Ammons commended the students for their successful completion of the degree, particularly in the face of recent unprecedented challenges in the fields of higher education and public service.

“We admire this class for your intelligence, resilience, positive attitude, and your grit. The hand you were dealt included a pandemic. That wasn’t the hand you wished for, but you played your hand very well,” he remarked. “I trust that you’ve established lasting bonds and that the graduate education you’ve received will provide a foundation for a wonderful career.”

In his last spring commencement as dean of the School, Mike Smith took to the podium to address the graduates. He expressed his optimism that the field of public administration would be in good hands with the battle-tested next generation of leaders seated in front of him.

“I want to thank you for choosing public service at a difficult time when we need really talented people,” he remarked. “It is important and hard, and it will be challenging, but you’re prepared for it.”

The School of Government and UNC MPA program extend their congratulations to all its recent graduates and look forward to bearing witness to their accomplishments as public servants.
### 2021
#### Summer
- Christopher Scott Black
- Hunter L. Brendel
- Cecily Cook
- Laura G. Doe
- Julia Maria Farinas
- Kylene Renea Johnson
- Shelton Rebecca Latham
- Tyler D. Kelley
- Shannon Rochelle McAllister
- Ruth Wofford Pritchard
- Kathleen Shealy
- Kayla Beth Shepperson
- Anne Marie Spencer
- Jeana Maree Taylor
- Tiffany Marie Y. Trucks Shreve

#### Fall
- Jacob Lewis Adams
- Corinne Faith Burda
- Denelle Eads
- Aigboje Enahoro
- Kenan Ender
- Ian Frady
- Sa’Metria Desiree Jones
- John J. Sauve
- Justin Carter Stapleton
- John Andreu Sutterby Murillo

### 2022
#### Spring
- Lori Armstrong
- Mike Barclift
- Jennifer Barnhill
- Katie Bedard
- Ansley Birchmore
- Breanna Branch
- Sam Cathcart
- Baylee Childress
- Justin Cullmer
- Drepannon Davis
- Alex Della-Penna
- Shayla Carrington Douglas
- Margaret Fitzgerald
- Abby Gostling
- Rory Haley
- Christina Hayden
- Sarah Henshaw
- Samuel Ingalls
- Keondra Jenkins
- Noah Johnson
- Claire Kern
- Carly Lappas
- Elizabeth Chase Loudermelt
- Sara Agner Maloney
- Rachel Snyder Miller
- Jacob Newton
- Alexander Norwood
- Veronica Rodriguez
- Macie Rouse
- Conor Ryan
- Michael Simms
- Mira C. Singhal
- Marybeth Spoehr
- Melissa Ellis Swarbrick
- Traci Thompson
- Cornelis Verkerk
- Emily Wilson
Upcoming EVENTS

Alumni Picnic
August 20, 2022
UNC School of Government
Mark your calendar for the return of the UNC MPA alumni picnic! Join us to welcome another cohort of students entering the program, celebrate those currently studying, visit with old friends, and make new ones. Details forthcoming.

ICMA Happy Hour Hub
September 19, 2022
Columbus, Ohio
Alumni, students, faculty, staff, and friends will descend on Columbus, Ohio, for the 2022 ICMA Annual Conference. Gather with us to catch up and network with UNC MPA. Details forthcoming.

Virtual, hybrid, and in-person events to come ...
We are hard at work planning more events and opportunities to connect with alumni and friends of the program in Fall 2022 and beyond.