

# Michelle Allgood

<https://allgoodmk.wixsite.com/mysite>

## Research Interests

Public Management, Workplace Coping and Stress, Social Equity and Access, Disability Policy

## EDUCATION

### **Ph.D. in Public Policy and Administration**

**May 2023**

*Arizona State University*

*(Phoenix, AZ)*

- Dissertation: “Coping Resources for Public Employees: An Examination of Instrumental Leadership”
  - Committee: Dr. Ulrich Thy Jensen (Chair), Dr. Justin Stritch, Dr. Susan Miller, Dr. Amy Smith

### **Masters in Public Administration**

**April 2016**

*Brigham Young University*

*(Provo, UT)*

- Capstone: “Well done, Sister Suffragette” A Case Study of Equality and Women in Academic Leadership
  - Advisor: Dr. Lori Wadsworth

### **Bachelor of Arts in Political Science**

**May 2012**

*Utah State University*

*(Logan, UT)*

- Service-Learning Scholar and University Honors
  - Service-Learning Capstone: Administrative Restructuring of the Service-Learning Scholars Honors Program
  - Honors Thesis: Ping-Pong and Power Plays: How the Redefinition of U.S.-China Relations from 1971-1972 Affects U.S. Foreign Policy Today

## PUBLICATIONS

1. **Allgood, M.**, and Frandell, A. (forthcoming). State Health Departments and Organizational Learning: An Exploratory Analysis of Website Accessibility during COVID-19. *Information Polity*.
2. Stritch, J., Jensen, U., Swindell, D., **Allgood, M.**, and Fullerton, A. (accepted). The Effect of Veteran Status And Job Candidate Assessments In U.S. Local Governments. *Review of Public Personnel Administration*.
3. Choi, S., **Allgood, M.**, and Swindell, D. (2022). Policymaking During COVID-19: State Interventions and the Factors Influencing Policy Implementation Success. *Public Performance & Management Review*.
4. **Allgood, M.**, Jensen, U., and Stritch, J. (2022). Work-life Conflict and Burnout amid COVID-19: Exploring the Buffering Roles of Instrumental Leadership and Social Support. *Review of Public Personnel Administration*.
5. Stritch, J., Jensen, U., and **Allgood, M.** (2022). Self-Determination Theory and Public Employee Motivation Research. In Stazyk, E. & Davis, R. (Eds.), *Handbook of Motivation Research in Public Administration* (57-70). Elgar.
6. **Allgood, M.** (2021). Increasing Equitable Access: Individuals with Disabilities and Participation in Electronic Public Administration Research. *Journal of Public and Nonprofit Affairs*, 7(3), 1-9.

*Under Review*

1. **Allgood, M.** Exploring the Relationship Between Coping Resources and Public Employee Burnout.

#### *Working Papers and Current Projects*

1. Frandell, A., and **Allgood, M.** ICTs and Accessibility Individuals with Disabilities: An Evaluation of Local Government Web Content.
2. **Allgood, M.**, and Singla, A.. Diversity at Any Cost? How Changes in Financial Resources Alter Human Resource Leaders' Perceptions of Diversity, Equity, and Inclusion Efforts.
3. **Allgood, M.** What Aspects of Instrumental Leadership Encourage Work Engagement?
4. **Allgood, M.** Coping Resources, Coping Mechanisms, and Public Employee Well-Being.
5. Jensen, U., and **Allgood, M.** Governor Charisma and COVID-19 briefings.

#### **PRESENTATIONS** (\*presenter)

1. Stritch, J., Jensen, U., Swindell, D., **Allgood, M.**, and Fullerton, A. (2022). *The Effect of Veteran Status on Job Candidate Assessments in U.S. Local Governments*. Paper accepted for presentation at 2022 Academy of Management Conference, PNP section, Seattle, WA.
2. **Allgood, M.\*.** *An Examination of Instrumental Leadership as a Coping Resource for Public Employees*. Abstract accepted for presentation at 2022 Academy of Management Conference, doctoral consortium, Seattle, WA.
3. **Allgood, M.\***, Singla, A., and Stritch, J. (2022). *Diversity at Any Cost? How Changes in Financial Resources Alter Human Resource Leaders' Perceptions of Diversity, Equity, and Inclusion Efforts*. Paper accepted for presentation at 2022 Public Management Research Conference, Phoenix, AZ.
4. **Allgood, M.\***, and Frandell, A. (2022). *ICTs and Accessibility Individuals with Disabilities: An Evaluation of Local Government Web Content*. Paper accepted for presentation at 2022 Public Management Research Conference Conference, Phoenix, AZ.
5. **Allgood, M.\*** (2022). *Increasing Equitable Access: Individuals with Disabilities and Participation in Electronic Public Administration Research*. Presentation at 2022 National Partnership for Education Access, Virtual.
6. Choi, S., **Allgood, M.**, and Swindell, D. (2022). *Policymaking During COVID-19: State Interventions and the Factors Influencing Policy Implementation Success*. Paper accepted for presentation at Diel Wright Symposium. 2022 American Society for Public Administration Conference, Atlanta, GA.
7. **Allgood, M.\*** (2021). *Instrumental and Transformational Leadership: Effective Tools in Reducing Employee Psychological Strain During Times of Crisis?* Paper accepted for presentation at 2021 Public Management Research Conference Conference, Virtual.
8. **Allgood, M.\***, Fullerton, A., Jensen, U., Stritch, J., and Swindell, D. (2021). *Veteran Hiring Preferences in U.S. Local Governments*. Paper accepted for presentation at 2021 American Society for Public Administration Conference, Virtual.
9. **Allgood, M.\*** (2021). *Instrumental and Transformational Leadership: Effective Tools in Reducing Employee Psychological Strain During Times of Crisis?* Presentation at 2021 Arizona State University Watts College Doctoral Research Conference, Virtual.

10. **Allgood, M.,** Jensen, U., and Stritch, J. (2020). *Raising Expectations? The Effects of Transformational and Transactional Leadership Training on Followers' Perceptions of Leader Expectations*. Paper accepted for presentation at 2020 Public Management Research Conference, Honolulu, HI. (Canceled due to COVID-19)

## **RESEARCH EXPERIENCE**

### **Graduate Research Assistant**

2019-2023

*Arizona State University*

*(Phoenix, AZ)*

- Participated in a field experiment to measure charismatic leadership and the ability to transfer knowledge gained from leadership training to impact the workplace. Assisted in providing training materials and supporting trainers in multiple training sessions consisting of 15-20 people. Worked with trainers to adapt field experiments to an online training program after pandemic closed in-person training sessions.
- Performed general data collection, cleaning, and analysis on various projects looking at public management, police reform, gender equity issues, COVID-19 related education policy making, urban-rural divide, and public affairs education. Served as a co-researcher and co-author on various research projects. Edited and proofed research papers for submission. Assessed the representativeness of collected experimental data. Assisted in development of codebook for experimental data.

### **Project Manager**

2019-2021

*Arizona State University*

*(Phoenix, AZ)*

- Served as primary manager for an extensive seven-month data collection process spanning 2,000 HR directors across the United States. Engaged in weekly contacts with participants including phone calls, emails, and postcards. Managed six students to ensure that calls to participants (~200 per week) were completed. Created and maintained a database of participant contact information and responses. Addressed participant concerns and questions. Organized and maintained data collection tool. Developed project protocols for participant engagement. Assisted in survey development and experiment pre-registration.
- Helped create a database to track phone calls to over 1,000 city council members over a three week period. Served as manager for five students to ensure that weekly calls to participants (~500 per week) were completed.

### **Continuous Learning and Improvement Coordinator**

2018-2019

*Education Pioneers Impact Fellowship: ImpactTulsa*

*(Tulsa, OK)*

- Analyzed user growth in collective impact strategies as well as overall training effectiveness. Implemented changes based on feedback. Created and maintained various data dashboards and collection systems including surveys and stakeholder mapping. Wrote internal and external reports to analyze the success of current collaborative work and areas of growth. Researched and developed policy briefs and other forms of data presentations on areas including criminal justice reform, kindergarten readiness, WIC enrollment, and chronic absenteeism in elementary school.

### **Evaluator**

2014-2016

*Brigham Young University Romney Institute of Public Management*

*(Provo, UT)*

- Led research projects, collaborated with team members, and recommended strategic actions to clients. Utilized high-level Excel and R skills, such as pivot tables, macros, etc., to assess and present the information. Designed program evaluations to assess the impact, implementation, effectiveness, and efficacy of conferences, non-profit programs, and a state office support system.

Conducted policy research to determine the efficacy of federal poverty reduction efforts and alternative teaching licensure. Recommended alternatives to current program practices, encouraged strategic implementation and planning based on data, and created avenues for organizations to secure additional funding.

## **TEACHING EXPERIENCE**

### **Instructor**

*Arizona State University*

2022-2023  
(Phoenix, AZ)

- PAF 311: Leadership and Change (online and in-person)
  - The leader's role in bringing about significant organizational and societal change with special attention to group and organizational behavior dynamics, establishing a vision, mobilizing and empowering individuals and groups, and assessing outcomes of the change and process in a variety of settings.

### **Graduate Teaching Assistant**

*Arizona State University*

2021 - 2022  
(Phoenix, AZ)

- Answered questions about course work. Graded student work, including papers and exams, in the following courses:
  - PAF 311: Leadership and Change
  - PAF 520: Public Management

### **Bonner Scholars Program Instructor**

*Earlham College*

2017-2018  
(Richmond, IN)

- Developed a new curriculum focused on social justice and community engagement philosophy for all four years in the program focusing on continuity and engaged learning. Utilized data collected from students to inform curriculum development. Wrote syllabi and weekly learning activities for year-based cohorts as well as large-group activities. Developed training for community partners to assist in the learning process. Created new learning modules within Moodle and Dropbox and provided program-based learning goals for overall experience and within each year of development. Focused on project-based learning through multi-year projects and leadership training.
- Taught the weekly scholar seminar for 60 students, managing four smaller subgroups and training student leaders to teach:
  - CIL 225: Bonner Scholars Program Seminar
- Proposed and implemented a new freshman year-long seminar focused on providing material based in educational access and equity best practices for first-generation students and marginalized students using Bonner Scholar program scaffolding:
  - CIL 224: Bonner Scholars Program First-Year Seminar

### **Graduate Teaching Assistant**

*Brigham Young University*

2015-2016  
(Provo, UT)

- Served as a student mentor for first-year master students in developing communication skills. Provided support to students seeking help in coursework. Graded student work, including papers and exams, in the following courses:
  - PMGT 623: Nonprofit Structure and Tax
  - PMGT 624: Nonprofit Finance
  - PMGT 652: Executive Nonprofit Management
  - BUSM 390: Ethics for Management
  - PMGT 642R: Negotiations
  - PMGT 662: Communications in Public Administration

## **PROFESSIONAL AFFILIATIONS**

### *Member*

- Academy of Management (AOM)
- American Society for Public Administration (ASPA)
  - Women in Public Administration
- Association for Public Policy Analysis and Management (APPAM)
- Academic Women in Public Administration (AWPA)

## **PROFESSIONAL SERVICE**

### *Reviewer*

- Academy of Management Public and Nonprofit (PNP) Division (Annual Meeting) (2020-present)
- Academy of Management Teaching and Learning (TLC) (Annual Meeting) (2023-present)
- Journal of Public and Nonprofit Affairs (2023-present)
- Journal of Public Administration Research and Theory (2022-present)
- Review of Public Personnel Administration (2021-present)
- ASU Graduate Program and Student Association (Award Reviewer) 2019-2021

### *Other*

- Convener, ASU Public Administration and Policy Ph.D. Cohort Writing Group 2020-2023
- Volunteer, Public Management Research Conference 2022
- Mentor, Utah State University Honors Program 2019-present

## **OTHER EXPERIENCE**

### **Bonner Scholars Program Coordinator**

*Earlham College*

2017-2018  
(Richmond, IN)

### **Editor**

*HOPE4Utah*

2015-2017  
(Provo, UT)

### **Graduate Intern**

*Brigham Young University Center for Service and Learning*

2015  
(Provo, UT)

### **AmeriCorps VISTA**

*Utah State University Val R. Christensen Service Center*

2013-2014  
(Logan, UT)

### **Documentation Coordinator**

*Instructure, Inc.*

2012  
(Sandy, UT)

## **AWARDS**

ASU Graduate and Professional Students Association Outstanding Research Award

*Spring 2023*

ASU Graduate and Professional Students Association Teaching Excellence Award

*Fall 2022*

AOM PNP Division Top Reviewer

*2022*

Utah State University Val R. Christensen Robins Award

*May 2012*