

Michelle Allgood

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ACADEMIC APPOINTMENTS

Assistant Professor

University of New Mexico School of Public Administration

August 2023 – present

(Albuquerque, NM)

EDUCATION

Ph.D. in Public Policy and Administration

Arizona State University

- Dissertation: “Coping Resources for Public Employees: An Examination of Instrumental Leadership”

May 2023

(Phoenix, AZ)

Masters in Public Administration

Brigham Young University

April 2016

(Provo, UT)

Bachelor of Arts in Political Science

Utah State University

May 2012

(Logan, UT)

RESEARCH INTERESTS

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

RESEARCH

Peer-reviewed Publications

- **Allgood M.** and Musgrave, P. (2024) Leveraging ChatGPT in Public Sector Human Resource Management Education. *Journal of Public Affairs Education*.
- **Allgood, M.**, and Frandell, A. (2023). State Health Departments and Organizational Learning: An Exploratory Analysis of Website Accessibility during COVID-19. *Information Polity*.
- Stritch, J., Jensen, U., Swindell, D., **Allgood, M.**, and Fullerton, A. (2023). The Effect of Veteran Status And Job Candidate Assessments In U.S. Local Governments. *Review of Public Personnel Administration*.
- 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*.
- **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*.
- 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.

- **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

- **Allgood, M.** Exploring the Relationship Between Coping Resources and Local Public Employee Burnout. *(under review at Administration & Society)*
- **Allgood, M.** Exploring the Relationship Between Instrumental Leadership and Employee Work Engagement. *(under review at Leadership and Organizational Development Journal)*

Working Papers/Projects

- Frandell, A., and **Allgood, M.** *ICTs and Accessibility Individuals with Disabilities: An Evaluation of Local Government Web Content.* *(in preparation for submission)*
- Frandell, A., and **Allgood, M.** *Leadership Under Fire: Analyzing Political Leaders' Tactics in COVID-19 Briefings.* *(in preparation for submission)*
- **Allgood, M.** Coping Resources, Coping Mechanisms, and Public Employee Well-Being.
- Jensen, U., and **Allgood, M.** Governor Charisma and COVID-19 briefings. *(in preparation for submission)*
- **Allgood, M.** *Accessible Materials Use by Public Servants.* *(in preparation for submission)*
- Suazo-Miller, E. (MPA student) and **Allgood, M.** *Las Conchas Fire Recovery: San Juan Pubelo Leadership and Cross-Governance Efforts.* *(conceptual framework and data collection)*
- Widrick-Martinez, I. (MPA student) and **Allgood, M.** *Charting a Course for Success: Strategic Management in Nonprofit Organizations.* *(conceptual framework and data collection)*
- **Allgood, M.** and Frandell, A. *Exploring Local Government ICTs and Accessibility Individuals with Disabilities using LLM.* *(data collection)*
- **Allgood, M.,** & Frandell, A. *AI in Public Education.* *(conceptual framework and data collection)*
- **Allgood, M.,** & Frandell, A. *Contracting and Local Government ICT Accessibility.* *(conceptual framework and data collection)*
- **Allgood, M.** *Public Leadership and Coping: A Case Study of Search and Rescue Organizations.* *(conceptual framework)*

PRESENTATIONS

Conference Presentations

*(*presenter)*

- **Allgood, M.** (2024). *Increasing Equitable Access in Public Service: Examining MPA Alumni Knowledge Around Accessible Material Creation.* Paper accepted as poster presentation at 2024 Public Management Research Conference, Seattle, WA.

- Frandell, A., and **Allgood, M.** (2024). *Leadership Under Fire: Analyzing Political Leaders' Tactics in COVID-19 Briefings*. Paper accepted for roundtable discussion at 2024 Public Management Research Conference, Seattle, WA.
- Frandell, A., and **Allgood, M.** (2024). *Generating Accessible Local Government ICTS for Individuals with Disabilities*. Paper accepted for presentation at 2024 International Research Society for Public Management Conference, Tampere, Finland.
- **Allgood, M.**, and Frandell, A. (2024). *Generating Accessible Local Government ICTS for Individuals with Disabilities*. Paper accepted for presentation at 2024 American Society for Public Administration Annual Conference, Minneapolis, MN.
- 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.
- **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.
- **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.
- **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, Phoenix, AZ.
- **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.
- 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.
- **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, Virtual.
- **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.
- **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.
- **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)

Invited Presentations

- **Allgood M.** (2024). *Burnout and Public Service*. Guest lecturer for Eastern Oregon University's PADM 554/POLS 354, Ask the Expert, Virtual.
- **Allgood M.** (2024). *Pedagogical Approaches to Public Service to Cultivate Future Leaders*. Presidential panel member at 2024 American Society for Public Administration Annual Conference, Minneapolis, MN.

TEACHING EXPERIENCE

University of New Mexico

Courses Taught

Master of Public Administration

- PADM 525: Human Resource Management (hybrid)
- PADM 590: AI and Public Service (hybrid)

Fall 2023, Spring 2024

Fall 2024

Undergraduate Public Service Minor

- PADM 2110: Public Leadership for Social Change (in-person)

Fall 2023, Spring 2024

Supervision and Advisement

Master's Thesis and Directed Projects

- Ernesto Padilla, *The Use of Technology In Policing: How Police Body Cameras Affect The Use Of Force And Officer Accountability*, UNM SPA Professional Paper (MPA Capstone)

Fall 2023, committee member

Dissertations

- Gene Henley, *University Staff Well-Being and Satisfaction*, Department of Organization, Information and Learning Sciences, UNM, Dissertation

Spring 2025 (anticipated), committee member

Curriculum Development

Online Learning

- PADM 526: Diversity in the Public Sector
- PADM 525: Human Resource Management
- PADM 590: AI in Public Service

Spring 2024

Spring 2024

Summer 2024

In-person Learning

- PADM 2110: Public Leadership for Social Change
- PADM 525: Human Resource Management
- PADM 590: AI in Public Service

Summer 2023

Summer 2023

Summer 2024

Arizona State University

Courses Taught

Undergraduate Program

- PAF 311: Leadership and Change (online)
- PAF 311: Leadership and Change (in-person)

Summer 2022, Spring 2023
Fall 2022, Spring 2023

Earlham College

Courses Taught

Bonner Scholars Program (Undergraduate)

- CIL 224: First-Year Seminar
- CIL 225: Program Seminar

Fall 2017, Fall 2018
Fall 2017, Spring 2018,
Fall 2018

Curriculum Development

In-person Learning

- CIL 224: First-Year Seminar
- CIL 225: Program Seminar

Summer 2017 (redesign)
Summer 2017 (redesign)

PROFESSIONAL AFFILIATIONS AND SERVICE

Academy of Management (AOM)	Member (2022- present)
American Society for Public Administration (ASPA)	Member (2022-present)
ASPA Section: Women in Public Administration (SWPA)	Board Member (2024-present)
Academic Women in Public Administration (AWPA)	Member (2024-present)
Public Management Research Association (PMRA)	Member (2024-present)
Indigenous Peoples +Public Administration Research Community	Co-Convener (2024-present)
ASU Public Administration Ph.D. Graduate Writing Group	Convener (2020-2023)
Utah State University Honors Program	Mentor (2019-present)
Journal for Public Affairs Education	Reviewer (2024-present)
Public Personnel Management	Reviewer (2024-present)
Public Administration Review	Reviewer (2023-present)
Journal of Behavioral Public Administration	Reviewer (2023-present)
Journal of Public and Nonprofit Affairs	Reviewer (2023-present)
AOM Teaching and Learning Conference (Annual Meeting)	Reviewer (2023-present)
Journal of Public Administration Research and Theory	Reviewer (2022-present)
Review of Public Personnel Administration	Reviewer (2021-present)
AOM Public and Nonprofit Division (Annual Meeting)	Reviewer (2020-present)

UNIVERSITY SERVICE

University of New Mexico

University Community of Practice: ChatGPT	2024
Minor in Public Service Faculty Advisor	2024-2025
NextGen Service Fellows Faculty Advisor	2024-2025
MPA Standing Committee Member	2023-present
Public Service Undergraduate Minor Committee	2023-2024

ADVISING AND MENTORING

Graduate Research, Mentoring, and Teaching

Elaine Suazo-Miller (<i>UNM</i>)	<i>Spring 2026 (anticipated)</i>
Ian Widrick Martinez (<i>UNM</i>)	<i>Spring 2025 (anticipated)</i>

Undergraduate Mentoring

<i>Julia Suess (USU)</i>	<i>Spring 2024</i>
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OTHER EXPERIENCE

Project Manager <i>Arizona State University</i>	2019-2021 <i>(Phoenix, AZ)</i>
Continuous Learning and Improvement Coordinator <i>Education Pioneers Impact Fellowship: ImpactTulsa</i>	2018-2019 <i>(Tulsa, OK)</i>
Bonner Scholars Program Coordinator <i>Earlham College</i>	2017-2018 <i>(Richmond, IN)</i>
Editor <i>HOPE4Utah</i>	2015-2017 <i>(Provo, UT)</i>
Graduate Intern <i>Brigham Young University Center for Service and Learning</i>	2015 <i>(Provo, UT)</i>
AmeriCorps VISTA <i>Utah State University Val R. Christensen Service Center</i>	2013-2014 <i>(Logan, UT)</i>
Documentation Coordinator <i>Instructure, Inc.</i>	2012 <i>(Sandy, UT)</i>

AWARDS

UNM Student Experience Project Faculty Fellow	<i>2024-2025</i>
ASPA Founder's Fellow	<i>2024-2025</i>
UNM NextGen Faculty Fellow	<i>2023-2024</i>
AOM PNP Division Top Reviewer (Annual Meeting)	<i>2022, 2023</i>
ASU Graduate and Professional Students Association Outstanding Research Award	<i>Spring 2023</i>
ASU Graduate and Professional Students Association Teaching Excellence Award	<i>Fall 2022</i>
Utah State University Val R. Christensen Robins Award	<i>May 2012</i>

LICENSES / CERTIFICATION

CITI (Human Subjects Research)	<i>Expires August 2026</i>
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