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From the Editor-in-Chief

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From the Editor-in-Chief

No one could expect the COVID-19 pandemic to last for such a long period. However, the difficult time could also be an opportunity to inspire some talented souls. Our students in the School of Community Leadership and Development at Grand Valley State University come up with innovative solutions that could solve difficult problems during the pandemic. This issue of SPNHA Review presents our talented students' great ideas.

Azra Causevic conducted a literature review to understand employability, career readiness, and soft skills in the U.S. higher education context. Preparing the future working force is critical to higher education. Azra discussed "what is employability, its importance, drawbacks, and efficacy" and provided implications for the U.S. higher education institutes.

Organizations need employees to work hard to produce goods and services. How to retain employees thus is crucial for organizations. In particular, employee retention is never more important for the health industry during the pandemic. Rebecca Green and Ryan Martin studied the factors that influenced employees. Rebecca emphasized the roles of organizational culture and values in direct care employee retention, while Ryan's literature review focused on how workplace wellness plans influence healthcare costs.

It is always about the economy. The pandemic hit the national and local economies heavily. Small towns in less developed areas struggled to survive. Katherine White analyzed four small town communities in the United States (i.e. Ord, NE; Mitchell, SD; Davidson, NC; and Clinton, NJ) and found common, successful economic development strategies. These strategies include regional and cross-sector collaboration, promotion of local-first economies and encouragement of the local entrepreneurial spirit, and strategic planning and long-term development vision.

On the other hand, Natalie Davenport focused on the economic development strategies for small towns in Michigan. In particular, how zoning and peacemaking can improve Michigan's small towns' economy and how public libraries can contribute to the economic development by serving as assets for training the workforce and local businesses.

I hope the readers enjoy reading the articles. I would also like to take the opportunity to thank my colleagues Salvatore Alaimo, Danny Balfour, Neal Buckwalter, Raymond Higbea, Lara Jaskiewicz, Priscilla Kimboko, and Donijo Robbins. SPNHA Review's success is impossible without their countless and endless support.

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