

MIRAE KIM, PhD

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<http://MiraeKim.net>

ACADEMIC EMPLOYMENT

Associate Professor (with Tenure)
Schar School of Policy and Government,
George Mason University, Fairfax, VA Fall 2020 -

Assistant Professor (Tenure granted, April 2020)
Dept. of Public Management and Policy, Andrew Young School of Policy Studies,
Georgia State University, Atlanta, GA Fall 2017 – Summer 2020

(Tenure Track) Assistant Professor, Harry S. Truman School of Public Affairs,
University of Missouri, Columbia, MO Fall 2014 – Summer 2017

Lecturer, School of Public Affairs and Administration,
Rutgers, the State University of New Jersey, Newark, NJ Winter 2014 – Spring 2014

EDUCATION

Rutgers, the State University of New Jersey, Newark, NJ (2010 – 2014)
Doctor of Philosophy in Public Administration, School of Public Affairs and Administration
Dissertation: Balancing Civic and Market Functions: A Study of Nonprofit Arts Organizations
Committee Chair: Gregg G. Van Ryzin
Committee Members: Marc Holzer, Cleopatra Charles (Grizzle), and Hindy L. Schachter
Managing Editor of *Civic Engagement Magazine*
Research Assistant: Public Service Research Panel, Virtual Museum of Public Service, Cases & Simulations Portal

Carnegie Mellon University, Pittsburgh, PA (2007 – 2009)
Master of Arts Management, H. John Heinz III College
Capstone Projects: FINCA International: Assessing Value of New CRM Systems for Customer Retention, The Andy Warhol Museum: Online Advertising Initiative Plan

Seoul National University, Seoul, South Korea (2003 – 2007)
Bachelor of Arts in English Language & Literature

University of Auckland, Auckland, New Zealand (2005 – 2006)
One Year Study Abroad Program

FUNDED RESEARCH GRANTS

- **Kim, Mirae.** (Principal) "Nonprofit Advocacy Participation Research Project," Independent Sector, \$102,741, 12/15/2021 - 12/14/2022
- **Kim, Mirae.** "Independent Sector Visiting Scholar Fellowship," Independent Sector, \$44,633, 06/01/2021 - 08/31/2022 08/31/2022
- **Kim, Mirae.** (Principal), Abramson, Alan. (Co-Principal). "HNDS-I: Collaborative Research: Developing

a Data Platform for Analysis of Nonprofit Organizations," National Science Foundation: \$271,513, 9/1/2020-8/31/2023

- **Kim, Mirae.** (Principal). "Research Study: Impacts of Recent Giving Trends on Nonprofits and Communities, "Generosity Commission of the Giving USA Foundation (subgrant from the Urban Institute)": \$50,354, 7/1/2020-9/30/2021
- **Kim, Mirae.** (Principal), and Liu, Cathy Yang (Co-Principal). "Welcoming America Network: Local Government – Nonprofit Nexus in Serving the Immigrant Population," Charles Koch Foundation: \$ 55,700, 4/1/2020-9/30/2021
- **Kim, Mirae.** (Principal), and Liu, Cathy Yang (Co-Principal). "Local Government- Nonprofit Nexus in Serving Immigrant Populations in Welcoming Cities," Urban Studies Institute Seed Grant: \$6,000, FY 2019
- **Kim, Mirae.** (Principal), National Endowment for the Arts Research: Art Works: \$10,000, FY 2015
- **Kim, Mirae.** (Principal), University of Missouri Research Council grant, for the Nonprofit Organization Research Panel (NORPanel.org) project: \$9,356, FY 2015

PEER-REVIEWED PUBLICATIONS (*student co-author)

1. **Mirae Kim,** and Dyana Mason (2021) "Research note: Bridging the gaps between the theory and practice of nonprofit operating reserves" *Nonprofit Management and Leadership. Online Advance.*
2. **Mirae Kim,** Kelly LeRoux, and Dyana Mason (2021). Exploring nonprofit dilemmas through a new lens: Introduction to the symposium on experimental and behavioral approaches in nonprofit and voluntary sector research. *Journal of Behavioral Public Administration.4* (2).
3. Qiaozhen Liu*, and **Mirae Kim.** (2021) "Benefit-based revenue streams and financial health: The case of arts and cultural nonprofits." *Nonprofit and Voluntary Sector Quarterly. Online Advance.*
4. **Mirae Kim,** Stephanie R. Potochnick, and Kate Olson. (2021) "The Prevalence of Ethnic, Cultural, and Folk Nonprofit Organizations in Increasingly Diverse Communities: A Case of Demand Heterogeneity." *Nonprofit and Voluntary Sector Quarterly. Online Advance.*
5. Chengxin Xu, and **Mirae Kim.** (2021) "Unpacking Nonprofit Autonomy-Interdependence Paradox in Collaborative Relationships." *American Review of Public Administration, 51*(4), 308-324.
6. **Mirae Kim,** and Dyana P. Mason, and Kelly LeRoux. (2021 accepted for publication) Exploring nonprofit dilemmas through a new lens: Introduction to the symposium on experimental and behavioral approaches in nonprofit and voluntary sector research, *Journal of Behavioral Public Administration* [In production]
7. **Mirae Kim,** and Dyana P. Mason. (2020) "Are You Ready: Financial Management, Operating Reserves and the Immediate Impact of COVID-19 on Nonprofits." *Nonprofit and Voluntary Sector Quarterly, 49* (6). 1191-1209.
8. Dyana P. Mason, and **Mirae Kim.** (2020) "Nonprofit Governance Board Coaching Framework for Effective Performance: Staff Support, Board Knowledge, and Board Effectiveness." *Human Service Organizations: Management, Leadership, & Governance, 44*(5), 452-468.
9. **Mirae Kim,** and Dyana P. Mason. (2020) "Government funding and fundraising: an online experiment of nonprofit leader preferences and personality." *Journal of Public Budgeting, Accounting & Financial Management, 32*(4) 605-622.
10. **Mirae Kim,** and Étienne Charbonneau. (2020). "Caught Between Volunteerism and Professionalism:

Support by Nonprofit Leaders for the Donative Labor Hypothesis.” *Review of Public Personnel Administration*, 40(2), 327–349. *Honorable mention for the best article

11. Jamie Levine Daniel, and **Mirae Kim**. (2020). “Creative Placemaking: Building Partnerships to Create Change.” *Journal of Public and Nonprofit Affairs*, 6(1).
12. **Mirae Kim**, and Jamie Levine Daniel. (2019) “Common Source Bias, Key Informants, and Survey-Administrative Linked Data for Nonprofit Management.” *Public Performance & Management Review*, 43(1), 232-256.
13. Shuyang Peng, **Mirae Kim**, and Felix Deat. (2019) “The Effects of Nonprofit Reputation on Charitable Giving: A Survey Experiment.” *VOLUNTAS*, 30, 811–827.
14. Marc Holzer, Andrew Ballard, **Mirae Kim**, Shuyang Peng, and Felix Deat. (2019) “Obstacles and Opportunities for Sustaining Performance Management Systems” *International Journal of Public Administration*, 42(2), 132-143.
15. **Mirae Kim**, Cleopatra Charles, and Sarah L. Pettijohn. (2018). “Challenges in the Use of Performance Data in Management: Results of a National Survey of Human Service Nonprofit Organizations.” *Public Performance & Management Review*. 42(5), 1085-1111.
16. **Mirae Kim**, and Shuyang Peng. (2018). “The Dilemma for Small Human Service Nonprofits: Engaging in Collaborations with Limited Human Resource Capacity.” *Nonprofit Management & Leadership*, 29(1), 83-103. (Top downloaded paper 2018-2019)
17. **Mirae Kim**, and Dyana P. Mason. (2018). “Representation and Diversity, Advocacy, and Nonprofit Arts Organizations” *Nonprofit and Voluntary Sector Quarterly*, 47(1), 49–71.
18. **Mirae Kim**, Sheela Pandey, and Sanjay K. Pandey. (2018). “Why do Nonprofit Performing Art Organizations Offer Free Public Access?” *Public Administration Review*, 78(1), 139–150.
19. Jamie Levine Daniel, and **Mirae Kim**. (2018). “The Scale of Mission-Embeddedness as a Nonprofit Revenue Classification Tool: Different Earned Revenue Types, Different Performance Effects?” *Administration & Society*, 50(7), 947–972.
20. Sheela Pandey, **Mirae Kim**, and Sanjay K. Pandey. (2017). “Do Mission Statements Matter for Nonprofit Performance? Insights from a Study of US Performing Arts Organizations.” *Nonprofit Management & Leadership*, 27(3), 389-410. (Selected as one of the 15 most popular articles from 2010 to 2019)
21. **Mirae Kim**. (2017). “The Relationship of Nonprofits’ Financial Health to Program Outcomes: Empirical Evidence from Nonprofit Arts Organizations.” *Nonprofit and Voluntary Sector Quarterly*, 46(3), 525-548. ***Received the Outstanding Article in the Nonprofit and Voluntary Sector Quarterly Award**
22. **Mirae Kim**. (2017). “Characteristics of Civically Engaged Nonprofit Arts Organizations: The Results of a National Survey.” *Nonprofit and Voluntary Sector Quarterly*, 46(1), 175–198. ***Received the Createquity Arts Research Prize Award**
23. **Mirae Kim**, and Jamie Levine Daniel. (2017). “Perceived and actual financial standing of nonprofit organizations.” *Academy of Management Proceedings*.
24. **Mirae Kim**, and Cleopatra Charles. (2016). “Assessing the Strength and Weakness of the DataArts

Cultural Data Profile (CDP) in Comparison with the NCCS 990 Data.” *Journal of Public Budgeting, Accounting, and Financial Management*, 28(3), 337-361.

25. Cleopatra Charles, and **Mirae Kim**. (2016). “Do Donors Care About Results? An Analysis of Nonprofit Arts and Cultural Organizations.” *Public Performance & Management Review*, 39(4), 864-887.
26. Margaret Sloan, Cleopatra Charles, and **Mirae Kim**. (2016). “Nonprofit Leader Perceptions of Operating Reserves and their Substitutes.” *Nonprofit Management & Leadership*, 24(4), 417–433.
27. Cleopatra Grizzle, Margaret Sloan, and **Mirae Kim**. (2015). “Factors that Influence the Size of Nonprofit Operating Reserves.” *Journal of Public Budgeting, Accounting, and Financial Management*, 27(1), 67-98.
28. Margaret Sloan, Cleopatra Grizzle, and **Mirae Kim**. (2015). “What Happens on a Rainy Day? How Nonprofit Human Service Leaders Create, Utilize, and Maintain Operating Reserves.” *Journal of Nonprofit Education and Leadership*, 5(3), 190-202.
29. **Mirae Kim**. (2015). “Socioeconomic Diversity, Political Engagement, and the Density of Nonprofit Organizations in U.S. Counties.” *American Review of Public Administration*, 45(4), 402-416.
30. **Mirae Kim**, Sheela Pandey, and Sanjay K. Pandey. (2015). “Tension between Social Mission and Market Orientation: Free Admissions at Arts Organizations.” *Academy of Management Proceedings*.
31. **Mirae Kim**, and Gregg G. Van Ryzin. (2014). “Impact of Government Funding on Donations to Arts Organizations: A Survey Experiment.” *Nonprofit and Voluntary Sector Quarterly*, 43(5), 910-925.

BOOK CHAPTER & BOOK REVIEW

1. **Mirae Kim** and Qiaozhen Liu. (2020). Earned Income Strategies. In the *Global Encyclopedia of Public Administration, Public Policy, and Governance*, edited by Ali Farazmand. [BOOK CHAPTER]
2. **Mirae Kim** and Qiaozhen Liu. (2020). Financing Nonprofit Organizations. In the *Global Encyclopedia of Public Administration, Public Policy, and Governance*, edited by Ali Farazmand. [BOOK CHAPTER]
3. **Mirae Kim**, Dyana P. Mason, and Huafang Li. (2017). “Experimental Research for Nonprofit Management: Charitable Giving and Fundraising” in *Experiments in Public Management Research*, edited by Oliver James, Sebastian Jilke, and Gregg G. Van Ryzin [BOOK CHAPTER]
4. **Mirae Kim** (2014). Review of the book “Citizenship and Governance in a Changing City: Somerville, MA” by Susan Ostrander, *Nonprofit and Voluntary Sector Quarterly*, 43(6), 1134-1136. [BOOK REVIEW]

OTHER PUBLICATIONS

1. Understanding the Challenges, Opportunities, and Impact of the Nonprofit Sector, Voices forGood, Independent Sector. (<https://independentsector.org/news-post/understanding-the-challenges-opportunities-and-impact-of-the-nonprofit-sector/>)
2. “The Nonprofit Culture Subsector: Data on Scope, Finances, and Funding (with) A whitepaper prepared for the Alliance of California Traditional Arts (with Carole Rosenstein, and Neville Vakharia
3. “Nonprofit Trends and Impact 2021: National Findings on Nonprofits and Donations Trends, 2015-2020,

Urban Institute Research Report, prepared for the Generosity Commission (with Lewis Faulk, Teresa Derrick-Mills, Elizabeth Boris, Laura Tomasko, Nora Hakizimana, Tianyu Chen, Minjung Kim, and Layla Nath)

4. Federal support has shored up nonprofits during the coronavirus pandemic, but many groups are still struggling.” written for *The Conversation* (with Dyana P. Mason)
5. National survey shows that social service nonprofits are trying to help more people on smaller budgets as the coronavirus pandemic and economic downturn unfold.” written for *The Conversation* (with Dyana P. Mason)
6. “Being in Academia; Doing Public Service” appeared in *Civic Engagement* Spring 2014.
7. “Virtual Museum of Public Service-VMPS deepens the understanding and commitment to civic engagement” appeared in *Civic Engagement* Spring 2013.
8. “Healing Spaces: Volunteers create “dream rooms” for seriously ill children” appeared in *Civic Engagement* Nov/Dec 2010.
9. “River Watch: Students join effort to protect Toms River, NJ” appeared in *Civic Engagement* Nov/Dec 2010.

HONORS & AWARDS

- 2018 Outstanding Article in the Nonprofit and Voluntary Sector Quarterly (NVSQ)
- 2017 Createquity Arts Research Prize Award
- Peter Frumkin’s Penn Social Impact Doctoral Fellows Program, University of Pennsylvania, 2014
- Nominated for Dean's Dissertation Award, Rutgers University—Newark, 2014
- Pi Alpha Alpha, Rutgers University—Newark, 2014
- Graduate Student Excellence Award, Rutgers University—Newark, 2013
- Asian Junior Scholar Paper Competition Award, at the American Society for Public Administration (ASPA) Annual Conference, 2012, 2014
- Best Conference Paper Award-the Honorable Mention (PhD Student), at the Northeast Conference on Public Administration (NECoPA), 2012
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference scholarship, 2011, 2012, and 2013
- The Graduate Student Government Association’s Travel Award, Rutgers University—Newark, 2011-2014
- Rutgers SPAA Conference Travel Support, Rutgers University—Newark, 2010 - 2014
- Posner Center Exhibition Research Fund, Carnegie Mellon University, 2009
- Heinz MAM Merit-Based Scholarship, Carnegie Mellon University, 2007 - 2009
- Public Service Career Opportunity Fund, Carnegie Mellon University, 2008 – 2009

ACADEMIC SERVICES & MEMBERSHIP

- Guest Editor, *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations* Special Issue “Researching the Third Sector: Approaches, Methods, and Applications” with Paloma Raggo
- Guest Editor, *Journal of Behavioral Public Administration* Symposium Issue “Experimental and Behavioral Approaches in Nonprofit and Voluntary Sector Research” with Kelly LeRoux and Dyana P. Mason
- Associate Editor, *Journal of Public and Nonprofit Affairs* (2018-2020)
- Associate Editor, *International Review of Public Administration* (Jan. 2018- Dec. 2019)
- Editorial Board, *Journal of Health and Human Services Administration* (2019-)
- Editorial Board, *Nonprofit Management & Leadership* (2020-)
- Section Editorial Advisory Board, *Global Encyclopedia of Public Administration and Public Policy--*

Section on Korean Public Administration

- 2019 Public Management Research Conference (PMRC) Review Committee
- The National Endowment for the Arts (NEA) FY 2016 Research Grants Panelists
- Manuscript Referee:
 - *Journal of Public Administration Research and Theory (JPART)*
 - *Public Administration Review (PAR)*
 - *The American Review of Public Administration (ARPA)*
 - *Public Personnel Management (PPM)*
 - *Review of Public Personnel Administration (ROPPA)*
 - *Nonprofit and Voluntary Sector Quarterly (NVSQ)*
 - *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*
 - *Nonprofit Management & Leadership (NML)*
 - *The Journal of Arts Management, Law, and Society*
 - *International Journal of Arts Management*
 - *Journal of Public and Nonprofit Affairs (JPNA)*
 - *Perspectives on Public Management and Governance (PPMG)*
 - *Policy & Society*
 - *Journal of Public Budgeting Accounting and Financial Management (JPBAFM)*
 - *International Review of Public Administration (IRPA)*
 - *Chinese Public Administration Review (CPAR)*
 - *Academy of Management (AOM)*
 - *Journal of Cultural Economics (JCE)*
 - *Journal of Strategy and Management (JSM)*
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA):
 - ARNOVA Board Member (2019-2022), elected.
 - Research Committee Co-Chair (2018 - 2021)
 - Finance Committee Member (2019-2022)
 - Dugan Research Award on Philanthropic Impact Committee Member (2016 - 2018)
 - Early Scholars Section Board at Large (2017 - 2019), elected.
 - Scholarship and Travel Grants Committee Chair (2017 - 2018)
 - Scholarship and Travel Grants Committee Member (2015 - 2017)
- Georgia State University:
 - Nonprofit Faculty Search Committee (2018 Spring, 2018, Fall)
 - Core Ph.D. Comprehensive Exam reviewer (2017 & 2018)
 - AYS Statistics/Methods Review Committee
 - International Cooperation Agreement liaison between Sungkyunkwan University's Graduate School of Governance and GSU Andrew Young School of Policy Studies
 - GSU Nonprofit Leadership Alliance 2019 Mini-conference Speaker
- University of Missouri:
 - Truman School MPA Program Committee (2016 - 2017)
 - University of Missouri Student Financial Aid Committee (2015 - 2017)
 - Truman School Career & Alumni Services Advisory Board (2015 - 2017)
 - Truman School Nonprofit Management Certificate Program Coordinator (2014 - 2017)
 - Truman School Carnahan Fellowship Selection Committee (2014 - 2017)
- Membership: American Society for Public Administration, Association for Research on Nonprofit Organizations and Voluntary Action, Association for Public Policy Analysis and Management, Public

COURSES ASSIGNMENT

- Nonprofit Financial Management (George Mason University)
- Introduction to Management of Nonprofits (George Mason University)
- Financing and Resource Development for Nonprofit Organizations (Georgia State University)
- Introduction to the Nonprofit Sector, Graduate Level (Georgia State University)
- Intro to Nonprofits, Undergraduate Level (Georgia State University)
- Human Resources Management and Development in Public and Nonprofit Sector, Graduate Level (University of Missouri)
- The Nonprofit and Voluntary Sector, Graduate Level (University of Missouri)
- Research Methods and Inquiry in Public Affairs II, Graduate Level (University of Missouri)
- Budgeting and Financial Management in Nonprofit Sector, Graduate Level (University of Missouri)
- Nonprofit Budgeting, Graduate Level (Rutgers University)
- Reporting Performance, Public Performance Measurement Online Certificate Program (Rutgers University)

DISSERTATION COMMITTEE SERVICE

- Candidate: Qiaozhen Liu (Doctoral student), Andrew Young School of Policy Studies, Georgia State University, committee as a chair
- Candidate: Bo Li (Doctoral student), Andrew Young School of Policy Studies, Georgia State University, committee as a chair
- Candidate: Shicun Cui (Doctoral student), Andrew Young School of Policy Studies, Georgia State University, committee as an inside member
- Candidate: Darima Butitova (Doctoral student), Truman School of Public Affairs, University of Missouri, committee as an inside member
- Candidate: Andrew Wesemann (Doctoral student), Truman School of Public Affairs, University of Missouri, committee as an inside member
- Candidate: Catherine Comley Adams (Doctoral student), Educational Leadership and Policy Analysis, University of Missouri, committee as an outside member
- Candidate: Dana Schuermann (Master student), Missouri School of Journalism, University of Missouri, committee as an outside member

INVITED PRESENTATIONS

- *Professionalism, Civic Activism, and Challenges Facing Nonprofit Organizations*, University of Southern California Sol Price School of Public Policy, Center on Philanthropy and Public Policy - Nonprofit Research Seminar Series in Los Angeles, CA, November, 2017.
- *What Makes Nonprofit Service Organizations More Active in their Civic Roles? The National Survey of Nonprofit Arts Organizations*, Indiana University SPEA Nonprofit Management Conference in Bloomington, IN, April, 2015.
- *Civically Engaged Arts Organizations*, Americans for the Arts 2015 Annual Convention in Chicago, IL, June, 2015.

CONFERENCE PRESENTATIONS (*student co-author)

- *"A New Panel Study of US Nonprofits and their Donations"* SCIENCE OF PHILANTHROPY INITIATIVE SEMINAR SERIES. Indiana University. November 4, 2021. with Elizabeth Boris and Lewis Faulk.
- *Symbolic Representation, Nonprofit Leaders of Color, and Organizational Attractiveness: A Survey Experiment*, 2021 Public Management Research Conference (PMRC) Virtual Space, NC, June, 2021. Co-authored with Bo Li*
- *Nonprofit Mission Adaptation or Mission Drift: Results of A National Survey*, 2021 Public Management Research Conference (PMRC) Virtual Space, June, 2021. Co-authored with Joannie Tremblay-Boire
- *Gendered Research Methods? Representation, Publishing Patterns, and Supporting a Diverse Research Fields*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Virtual Space, November, 2020. Co-authored with Paloma Raggo.
- *A Systematic Review of Nonprofit research in Korean Literature: Lessons for Other Countries*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Virtual Space, November, 2020. Co-authored with Seongho An, Sung-Ju Kim, Bok Gyo Jeong, and Jiwon Suh.
- *The Impact of COVID-19 on nonprofits and operating reserves: National survey results*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Virtual Space, November, 2020. Co-authored with Dyana P. Mason.
- *The Density of K-12 Education Nonprofits and Racial and Ethnic Minority Students*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Esther Han*.
- *Financial Challenges of Nonprofits Serving Mostly Racial/Ethnic Minorities: Results of a National Survey*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Bo Li*.
- *Is Crowding Out Due to Donor Reactions, Fundraising, or Administrative Capacity?* Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Esther Han* and Bo Li*.
- *Online Experiment Study for Nonprofit Revenue Diversification: Government Funding, Fundraising for Donations, and Earned Revenues*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Dyana Mason.
- *Does Nonprofit Administrative Capacity Obscure the Benefit of Revenue Diversification? A Study of Racial/Ethnic Serving Nonprofits*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Bo Li*.
- *Who Cares About Nonprofit Reputation: The Moderating Role of Individual Characteristics in the Nonprofit Reputation-Charitable Giving Relationship*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Shuyang Peng.
- *Financial Scandals: Are There Any Positive Externalities?* Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in San Diego, CA, November, 2019. Co-authored with Qiaozhen Liu*.

- *Ethnic Minority Disadvantage in the Nonprofit Sector: Variations in the Financial Health of Racial/Ethnic Serving Nonprofits*, Public Management Research Conference (PMRC) in Chapel Hill, NC, June, 2019. Co-authored with Bo Li*.
- *The Role of K-12 Education Nonprofits in the Education Opportunities Available for Minority Students*, Public Management Research Conference (PMRC) in Chapel Hill, NC, June, 2019. Co-authored with Esther Han*.
- *Welcoming America Network: Testing Competing Theories of Nonprofit-Government Relationships*, American Society for Public Administration (ASPA) Conference in Washington, DC, March, 2019. Co-authored with Cathy Yang Liu.
- *Beethoven, Baumol and Bloat*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Austin, TX, November, 2018. Co-authored with Nicolas Duquette.
- *Nonprofit Financial Sustainability and Benefits-based Revenue Diversification Strategy: The Case of Nonprofit Arts Organizations*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Austin, TX, November, 2018. Co-authored with Qiaozhen Liu*.
- *The Nature of Inter-Organizational Collaboration and Nonprofit Autonomy*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Austin, TX, November, 2018. Co-authored with Chengxin Xu*.
- *Benefits-Based Revenue Diversification Strategy for Nonprofit Arts Financial Sustainability*, Association for Public Policy Analysis and Management (APPAM) Conference in Washington, DC, November, 2018. Co-authored with Qiaozhen Liu*.
- *Online Experiment Study for Nonprofit Revenue Diversification: Government Funding, Fundraising for Donations, and Earned Revenues*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017. Co-authored with Dyana Mason.
- *The Relationship between Organizational Capacity, Board Competencies and Board-Staff Relationships: A Mixed-Methods Study*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017. Co-authored with Dyana Mason.
- *A Survey Experiment on the Effects of Nonprofit Reputation on Charitable Giving*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017. Co-authored with Shuyang Peng and Felix Deat.
- *Conceptualizing Arts Nonprofits as Civic Actors: Findings from the National Survey of Nonprofit Arts and Culture Organizations*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017. Co-authored with Jodi Benenson.
- *Unpacking Resource Dependence Theory in Nonprofit Sector: A Focus on Nonprofit Organizational Autonomy*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017. Co-authored with Chengxin Xu*.
- *Perceived and Actual Financial Standing of Nonprofit Organizations*, Academy of Management (AOM) Conference in Atlanta, GA, August, 2017. Co-authored with Jamie Levine Daniel.
- *Professionalization, Voluntarism and Collaboration: The Limited Capacity in Small-Sized Human Service Nonprofits*, Public Management Research Conference (PMRC) in Washington, DC, June, 2017. Co-authored with Shuyang Peng.
- *Current Practices of Performance Management Systems and Challenges in Human Service Nonprofits*, Public Management Research Conference (PMRC) in Washington, DC, June, 2017. Co-authored with Cleopatra Charles and Sarah L. Pettijohn.

- *The Dilemma for Small Human Service Nonprofits: Engagement in Networks and Working with A Limited Number of Salaried Staff*, 2017 Nonprofit Governance Conference for Practitioners and Researchers in Kansas City, MO, April, 2017. Co-authored with Shuyang Peng.
- *Current Practices of Performance Management Systems and Challenges in Human Service Nonprofits*, American Society for Public Administration (ASPA) Conference in Atlanta, GA, March, 2017. Co-authored with Cleopatra Charles.
- *Perceived and Actual Financial Standing of Nonprofit Organizations: The Influence of Discrepancy on Organizational Stability*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Washington, D.C., November, 2016. Co-authored with Jamie Levine Daniel.
- *The Reciprocal Relationship between Organizational Capacity and Board Competencies*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Washington, D.C., November, 2016. Co-authored with Dyana Mason.
- *Immigrant Dispersion and the Growth of Nonprofits Serving Ethnic and Immigrant Populations*, American Society for Public Administration (ASPA) Conference in Seattle, WA, March, 2016. Co-authored with Stephanie R. Potochnick.
- *Debunking One Myth about Nonprofit Performance Measurement: Nonprofit Arts Donors Do Not Care About Performance Results*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Chicago, IL, November, 2015. Co-authored with Cleopatra Charles.
- *Examining the Level of Advocacy in the Nonprofit Arts and Cultural Sector*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Chicago, IL, November, 2015. Co-authored with Dyana Mason.
- *A Study of Leaders' Characteristics at Entrepreneurial Nonprofit Arts and Cultural Organizations*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Chicago, IL, November, 2015. Co-authored with Sheela Pandey.
- *Dual Identity Dilemma for Nonprofits: Free Admission Tickets to Arts Organizations*, Public Management Research Conference (PMRC) in Minneapolis, MN, June, 2015. Co-authored with Sheela Pandey and Sanjay Pandey.
- *Does Mission Matter for Social Enterprise? A Study of US Arts and Culture Organizations*, 2015 Nonprofit Governance Conference for Practitioners and Researchers in Kansas City, MO, April, 2015. Co-authored with Sheela Pandey and Sanjay Pandey.
- *Charitable Giving to Nonprofits: Problem or Solution to Income Inequality?* American Society for Public Administration (ASPA) Conference in Chicago, IL, March, 2015.
- *What Kind of Revenue Diversification? Balancing Mission-Based Objectives, Market-Based Revenue, and Organizational Stability*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014. Co-authored with Jamie Levine Daniel.
- *Examining the Accuracy of Financial Measures in The Cultural Data Project*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014. Co-authored with Cleopatra Grizzle.
- *The Performance of Arts and Cultural Non-Profit Organizations: Does Mission Matter?* Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014. Co-authored with Sheela Pandey and Sanjay Pandey.
- *The Disconnect Between Academic Understanding of Nonprofit Operating Reserves and Nonprofit Leader Perceptions*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014. Co-authored with Cleopatra Grizzle and Margaret Sloan.
- *Balancing Civic and Market Functions: A Study of Nonprofit Arts Organizations*, Association for Public Policy Analysis and Management (APPAM) Conference in Albuquerque, NM, November, 2014.
- *The Balance between Dual Roles of Nonprofits: Training Grounds for Civic Engagement and Social Service Providers*, American Society for Public Administration (ASPA) Conference in Washington, DC, March, 2014.

- *Revenue Diversification and Program Stability in Nonprofit Arts Organizations*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Hartford, CT, November, 2013.
- *Building the Capacity of Nonprofit Arts Organizations as an Important Partner of Civil Society*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Hartford, CT, November, 2013.
- *Understanding the Role of Nonprofit Arts Organizations as an Essential Part of Civil Society*, Northeast Conference on Public Administration (NECoPA) in Newark, DE, November, 2013.
- *Citizens, Performance Reporting, and Knowledge of Local Government*, Public Performance Measurement and Reporting (PPMR) Conference in Trenton, NJ, September, 2013. Co-authored with Gregg Van Ryzin.
- *Learning about Local Government: What Information Sources Do Citizens Use and Trust?* American Society for Public Administration (ASPA) Conference in New Orleans, LA, March, 2013. Co-authored with Gregg Van Ryzin.
- *Government Funding and the Willingness to Donate to Arts Organizations: Results of a Survey Experiment*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Indianapolis, IN, November, 2012.
- *Voluntary Organization Membership and Citizens' Political Participation*, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Indianapolis, IN, November 2012.
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