ARNOVA's Catalog of Current Research

53rd ANNUAL ARNOVA CONFERENCE

Dreaming for a Bright Nonprofit Future: Policy Making, Technology, and Collaboration in a Dynamic Environment

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The 2025 Catalog of Research includes authors and abstract summaries from ARNOVA's 53rd Annual Conference; Dreaming for a Bright Nonprofit Future: Policy Making, Technology, and Collaboration in a Dynamic Environment

Each year ARNOVA gathers more than 800 of the best scholars, researchers and teachers interested in nonprofits, voluntary action, philanthropy, and civil society at its Conference. The panoply of presentations, from these scholars and students examining the realm of voluntary / nonprofit / nongovernmental /civil society organizations and action offers a wide-ranging vista – with some significant detail – of the most pressing subjects, topical emphases, and methodologies of the latest research in this field. This catalogue is presented for those interested in questions about and developments in philanthropy, fundraising, nonprofit management, voluntary action, social enterprise, and civil society, from the local to the international scale.

This catalog can be searched by key words, including author's names or paper titles, as well as by field or subject of interest. If you want to search this document, just hit 'Ctrl f', and a box in which you can enter search terms should appear in the upper right-hand corner of your screen.

The work referenced here belongs to and is best understood by the authors, so we leave it to you to contact the authors to request copies of their papers and seek conversations, as you wish. Authors' email addresses are found in parentheses next to each author's name and affiliation.

What we know is that dialogue among scholars and practice leaders around these presentations of research is critical to building knowledge and improving practice. So, we hope publishing this will encourage those conversations and further collaboration; and we hope you find this a useful tool for your own work.

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#GivingTuesday Puerto Rico and its impact on participating organizations

*Luz Mairym Lopez-Rodriguez, University of Puerto Rico

This research aims to fill an information gap regarding the impact of the #GivingTuesday Puerto Rico movement on Nonprofit Organizations (NPOs) on the island. Specifically, it focuses on the observed changes in fundraising, in-kind donations, and volunteering, which are the three strategic areas promoted by the movement. A profile of the NPOs participating in the movement will be developed and data from NPOs that have participated in at least three of the seven events held since 2017 will be analyzed.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Emergent Research Presentation

"What's in a Name?" A Critique of Bayesian Racial Inference Algorithm for the Nonprofit Sector

*Thema Monroe-White, George Mason University, Cathleen Clerkin, Candid, Nathan Grasse, Carleton University, Jesse Lecy, Arizona State / Urban Institute

Nonprofit scholars are increasingly adopting name-based race-inference models to estimate the race of nonprofit leaders (i.e., Executive Directors, Board Members etc.) in the attempt to better understand the effects of racial disparities on the distribution of nonprofit resources across the U.S. geographic landscape. The goal of this research is to provide empirical grounding for the Bayesian Improved Surname Geocoding (BISG) approach and offer performance benchmarks, cautionary tales, and recommendations for approaches that minimizes bias against subpopulations.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

A civil society created by pain: intergenerational pain as a driver in diaspora philanthropic motives.

*Malika Ouacha, Erasmus University, Lucas Meijs, Rotterdam School of Management, Erasmus University

Research shows diaspora groups holding strong ties with their country of origin. One option is by philanthropy and volunteering. This study analyses the emotional experience of diaspora philanthropists in the Netherlands (N=30) who volunteer and perform philanthropy in their country of origin. This study indicates that intergenerational pain may serve as a key-driver in diaspora volunteering and philanthropy. While referring to pain as inherited from previous generations (in the country of origin), this study exposes how diaspora volunteers

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and philanthropists are active actors in the civil society in their homeland because of that pain.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

A Conceptual Framework for Centering the Creative Ingenuity of the Unhoused in Responses to Homelessness

Ryan Savino, The Graduate Center at the City University of New York, James Mandiberg, CUNY Graduate Center/ Silberman School of Social Work at Hunter College

Substantial increases in affordable housing are the cornerstone of proposals to address homelessness, but myriad barriers (i.e., ideological, economic, land availability, etc.) hamper these efforts, allowing homelessness to remain a reminder of economic inequality and failed policy. In this conceptual paper, we use two lenses - entrepreneurship and bricolage - to explore the creative solutions that people employ to navigate homelessness. This conceptual paper builds on previous work conducted by the authors and informs in-process participatory action research that acknowledges the lived-experience expertise of those who are unhoused to determine how they would design responses to homelessness.

Track: Governance, Leadership and Management

Methodology Keywords: Theoretical/conceptual

A Conjoint Experiment on Public Support for Environmental NGOs in Southeast Asia

Christianna Parr, University of Washington

The decision to donate to an NGO is based on a multitude of factors. In regions, like SE Asia, several countries rank highly on global charity indexes. Furthermore, the region is vulnerable to climate change. However, researchers have not yet investigated the motivations of donors in this region and their preferences towards environmental NGOs. Utilizing a conjoint experiment on a cross-nationally representative sample of Malaysians, Indonesians, and Singaporeans, I explore how specific attributes influence respondents' willingness to donate. I find that donors favor NGOs with women in decision-making positions, focused on regionally specific environmental issues, and regionally located and partnered.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

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A Cross-Sector Collaboration to Integrate Produce Prescription and Commercial Weight Management: Outcomes and Lessons Learned

Kathleen Krzyzanowski Guerra, Ohio State University, Khawlah Al-Muhanna, MS, RDN, Ohio State University, Kate Garrity, MS, RD, University of Michigan, Hadley Pritchard, MPH, Mid-Ohio Food Collective, Jennifer Parsons, MSPH, Mid-Ohio Food Collective, Alexandra Lee, PhD, WW International, Inc., Michelle Cardel, PhD, MS, RD, WW International, Inc., Amy Headings, PhD, RD, LD, Mid-Ohio Food Collective, Jennifer Garner, PhD, RD, University of Michigan

Nonprofit-business collaborations are an increasingly common approach for marrying the purpose-driven reach of nonprofits with corporate capital toward achievement of shared goals. This presentation reports on the findings and lessons learned from a mixed method feasibility trial of a comprehensive program for addressing food insecurity and overweight and obesity among resource-constrained adults. This program was made possible thanks to the combined reputation and resources of a community-based nonprofit, the Mid-Ohio Food Collective, and an international corporation, WW International Inc.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

A Panel Analysis of the Financial Impact of Nonprofit Marketing Spending

Prince Oricha, Auburn University

The aim of this paper is to evaluate—from a financial and efficiency standpoint—how well marketing expenses translate or impact nonprofits' program and total revenues. By quantitatively exploring the association between marketing and advertising expenses, and nonprofit revenue over time, this paper contributes to existing literature in the growing subfield of nonprofit marketing by providing financially driven insights into the effectiveness of marketing spending on nonprofit fundraising.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

A Pilot Study on Community-Centered Service Learning in Nonprofit Management Education

Dyana Mason, University of Oregon

Can we bring a critical and community-centered lens to service learning in nonprofit management education (NME)? Ever since the birth of nonprofit management education as its own field of teaching and learning, experiential learning (broadly) and service learning

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(specifically) with community organizations has been a central feature of the NME curriculum (Carpenter, 2014). This study seeks to pilot a small number of community-centered service learning projects within a nonprofit management program.

Track: Open Track

Methodology Keywords: Mixed methods

A Relational Perspective on Nonprofit Financial Sustainability: Analyzing NPO-Funder Relationships in China

*Shiqi Peng, The University of Hong Kong

Nonprofit organizations face ongoing challenges in securing sustainable funding. While existing studies focus on NPO-funder relationships in Western contexts, little attention has been given to multiple funders within a single organization and their impact on financial sustainability in non-democratic settings. Utilizing Relationship Management Theory, this research conducts a comparative case analysis of ten Chinese social service nonprofits. Findings first illustrate relationships in terms of form, fitness, trust, and power balance; then summarize three strategies adopted by SSNs, funder-centered, organization-centered, and beneficiaries-centered for financial sustainability. This study contributes to a theoretical and practical understanding of nonprofit funder management and sustainable development.

Track: Nonprofit Finance

Methodology Keywords: Qualitative

A Structural Empowerment Approach to Mitigating Burnout Among Middle Managers in the Human Services

Lauren Willner, San Diego State University, Emily Allison, San Diego State University

This paper explores how managerialism and other organizational factors contribute to burnout among middle managers working in nonprofit human service agencies. Using Kanter's Theory of Structural Empowerment (TSE) as a framework, secondary data analysis of interviews with middle managers at two large human service agencies in Los Angeles was conducted to better understand how managerialist practices and policies affect burnout among middle managers. Findings suggest that managerialism contributes to burnout among those working in middle management. Additionally, a relationship between low structural empowerment and managerialism was revealed. Suggestions for using TSE to mitigate burnout among middle managers specifically are provided.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

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ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS AND VOLUNTARY ACTION

A systematic literature review on consumers' perceptions of social innovation

*Pin-Hsuan Lin, National Central University, Meng-Han Ho, National Central University

Nonprofit organizations pursue innovative practices, like businesses, to achieve social needs and efficiency. However, nonprofit scholars argue that innovation frameworks in businesses might not apply to the nonprofit setting. For example, engaging beneficiaries in organizations is one innovative way to achieve organizational missions in nonprofits. Therefore, understanding the roles of consumers in social innovation settings is important for nonprofit studies. This study conducts a systematic literature review on social innovation research to examine how clients perceive social innovation and social enterprises. The preliminary findings showed the roles of consumers in social innovation organizations and how they perceive innovation and practices.

Track: Innovation and Entrepreneurship

Methodology Keywords: Other

Activism and Resistance in Peer Service Delivery

*Honey Minkowitz, University of Nebraska Omaha, Saman Afshan, North Carolina State University, Kara Lawrence, University of North Carolina Wilmington, Paige L Moore, Meredith College

Peer service delivery is a relatively new practice gaining traction in behavioral health and substance use fields. Several challenges for peer service providers have been identified, such as work overload, poor working conditions, and conflict with clinical service providers. Yet, it is unknown how peer workers respond to these challenges. Grounding our research in procedural entrepreneurship, we conducted interviews with 20 peer service providers. Findings indicate that peer service providers primarily engage in informal agreements to sidestep policies and procedures that are barriers to providing services. This research will contribute to understanding how peer service providers navigate organizational barriers.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

Addressing the Promise and Peril of AI for Nonprofit Management Through a Data Feminist Pedagogy

*Billie Sandberg, Portland State University, Rafeel Wasif, Portland State University, Laura Hand, University of North Dakota

This paper will present a pedagogy based in data feminism, an intersectional feminist framework which critically interrogates data-driven technologies, to assist instructors with engaging in debates around use of AI in nonprofits and issues of power. The paper will

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incorporate a case study applying this framework in an MPA ethics course and discuss applications to nonprofit management areas such as fundraising, finance, advocacy, and program operations. We will focus on the study of the pedagogy approach as well as students' response to the pedagogy approach

Track: Conference Theme

Methodology Keywords: Qualitative

Adopting Flexibility: Understanding Organizational Drivers of Flexible Labor Adoption in Nonprofits

Qiaozhen Liu, Florida Atlantic University, Hala Altamimi, University of Kansas

The utilization of flexible labor—including seasonal workers, agency staff, and independent contractors—has become a prevalent strategy in human resource management across all sectors. However, empirical evidence on factors that drive this trend is remarkably absent from the nonprofit management literature. This study explores how financial health, staffing costs, organizational size, age, and service complexity influence flexible labor use in nonprofits. Using longitudinal data from U.S. nonprofits from 2008 to 2018, it reveals that financial considerations and task complexity significantly impact flexible labor adoption. The findings assist nonprofit managers in making informed strategic human resource decisions.

Track: Innovation and Entrepreneurship

Methodology Keywords: Quantitative

Advocacy Coalitions and US Sanctuary Policy Debate: What's the Place of Nonprofit Organizations Here?

*Omowonuola Fayemiro, University of Illinois Chicago

Local jurisdictions across the country disassociate themselves from federal immigration enforcement efforts by becoming sanctuary jurisdictions or adopting a sanctuary policy. In this study, I examine the discourse on sanctuary policies by comparing two similar US cities, one of which is a sanctuary city, and the other is not. While examining the activities of the advocacy coalitions in this policy space, I seek to understand the centrality of nonprofits' involvement in this policy. I adopt a network analytical approach called "Discourse Network Analysis (DNA)" to map out the activities of the relevant advocacy coalitions—policymakers, citizens, nonprofits, etc.—on this policy issue.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Qualitative

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African civil society identities: Embeddedness, mimicry, hybridity, and alterity

Jacob Mati, Centre on African Philanthropy and Social Investments (CAPSI), Wits Business School the University of the Witwatersrand

Utilising social origins theory (Salomon and Anheier, 1998), this enquiry of often ignored aspects of African civil society (evolutionary history, culture, politics and economics of its production) attempts to answer the question, "from an evolutionary perspective, what are the salient 'categories and roots' of existing forms and practices of African civil society?" Three distinct layers of African civil society, with differing roles are surfaced: a historically rooted layer present since pre-colonial times; a second one is a product of responses to colonial penetration; and a hybridity one exported into the continent as part of the neoliberal governance apparatus.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Qualitative

Agenda-Setting Priorities of Environmental Nonprofits in the United States: Implications for Revenues

Joycelyn Ovalle, RGK Center | The University of Texas Austin

This study examines the agenda-setting priorities of 11,523 Environmental Nonprofit Organizations (ENPOs) and their impact on revenues. Using the Exempt Organizations Business Master File (BMF) and Nonprofit Classifier (NPO Classifier), it employs descriptive statistics and regression analysis to explore the relationship between revenues and factors such as organizational mission and program priorities (focusing on climate justice agendas), nonprofit structure (environmental intersectionality indicated by multiple NTEE codes), and geographical location (county political leanings). Preliminary findings indicate that 14% of ENPOs prioritize climate change/environmental justice, with climate justice agendas negatively impacting revenues, while environmental intersectionality and Democratic-leaning locations positively affect revenues.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Alumni perspectives on nonprofit studies programs: Curricula, careers, and cohorts

Erin Nelson, The University of Memphis

This paper utilizes the Nonprofit Academic Centers Council (NACC) curricular guidelines as a benchmark to address four questions: (a) What knowledge is perceived as necessary for success within the nonprofit workforce, and does it change over time? (b) Did the nonprofit curriculum within the department's graduate programs provide alumni with

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career-appropriate knowledge? (c) What impact did the graduate experience have on their career trajectory? and (d) How important are alumni networks in our graduates' career trajectories? Results highlight the appropriateness of current curricular offerings, as well as the influence of program elements on alumni career trajectories and perceived success.

Track: Conference Theme

Methodology Keywords: Quantitative

An African Perspective on Managerial Strategies for Nonprofit Resource Acquisition

*Bunmi Lawoyin, University of Nebraska Omaha

Given the scarcity of resources for addressing social problems, nonprofit managers continually explore ways to secure and sustain resources for their organizations. While the strategic management practices of Western nonprofit managers are widely studied, this paper introduces African perspectives into nonprofit strategic management research by examining how nonprofit managers in Nigeria proactively position their organizations to acquire necessary resources from their environment. Using resource dependency theory and the concept of legitimacy as tools for resource acquisition, this paper seeks to understand the indigenous legitimacy strategies employed by Nigerian nonprofit managers to secure and sustain resources for their organizations.

Track: Governance, Leadership and Management

Methodology Keywords: Emergent Research Presentation

An Organization-As-A-Movement: An Innovative Model to Solve Social Problems at Scale?

*Jason Spicer, City University of New York, Tamara Kay, Keough School, Notre Dame

Can a permanent, mission-driven organization be structured like a social movement? If so, how, and to what consequence? Deploying quantitative and qualitative data and methods, we present a case study of Project ECHO, a global entity with an innovative hybrid networked organizational model, and which claims to be structured as a social movement. We identify the organizational and movement-based mechanisms it deploys, and which appear to enable it to advance three competing goals: maintaining mission, balancing competing interests, and enabling stakeholder/participant control.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Mixed methods

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Analysis of granting patterns and economic contribution of foundations across the southwest

William Brown, Texas A&M University

This paper provides a profile of foundation giving and an analysis of the economic impact of giving in across a 7-state region of the southwestern United States. The paper utilizes grants data from Candid (includes the organization providing the grant and the dollar value of the grant) and recipient organization expenditures from Form 990, to explore patterns of giving and the direct and indirect economic impact of philanthropy in the southwestern region. Furthermore, the paper explores variation in how that impact differs between states, foundation type, and giving priorities.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Analysis of U.S. and Canadian Philanthropic Foundations' Educational Grants Abroad

Soojung Lee, Harvard University

This research explores U.S. and Canadian philanthropic foundations' education grants to low- and lower-middle-income African countries (2014-2022) and how the amount varies across eleven different grant categories regarding the economic and political contexts of recipient countries. Using the crossed random effects model, the study reveals that countries experiencing economic deprivation (low economic index) and active political participation (high political index) tend to receive larger grants. While this pattern holds true across most grant categories, the "general" category appeared as an outlier, indicating that unspecified grants may have the potential to challenge the prevalent grantmaking practice.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

Are Diverse Nonprofit Organizations More Favored by Donors? A Survey Experiment

Jung Ho Choi, University of Pennsylvania, ChiaKo Hung, University of Pennsylvania, Femida Handy, University of Pennsylvania

This study explores how Diversity, Equity, and Inclusion (DEI) initiatives in nonprofit organizations influence donations and volunteering across different age groups. For this purpose, an online survey experiment with two age groups, 18-30 and 55+, will be conducted. Participants will be randomly assigned to different experimental groups and presented with a hypothetical nonprofit organization's mission statements and information about the ethnic diversity of its board members. This research will help shed light on the role of DEI initiatives in shaping charitable behavior across generations, potentially informing strategies for

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nonprofit organizations to enhance their fundraising efforts and better serve diverse communities.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Quantitative

Are Donor-Advised Funds Facilitating Opaque Givingto Politically Engaged Charities?

Brian Mittendorf, Ohio State University, Helen Flannery, Institute for Policy Studies

We find that donor-advised fund sponsors distribute grants to politically engaged charities — those engaged in lobbying or affiliated with organizations engaged in electioneering — at a higher rate than other giving methods. To highlight the role of disclosure of donor identities, we also examine private foundation grants to donor-advised funds. We find that the use of donor-advised funds in giving to politically engaged charities is even greater when more of a donor-advised fund sponsor's revenue comes from private foundations.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Are Nonprofit Labs the Future? Unpacking their Role in Alleviating Administrative Burdens in Nonprofit Organizations

Mac-Jane Crayton, Appalachian State University

This study investigates the significant role of student-led projects in easing administrative burdens in nonprofit organizations, thus boosting their capacity and efficiency. It poses the question: How do student-driven initiatives aid in reducing administrative loads and enhancing organizational capacity in local nonprofits? The hypothesis suggests that student involvement in short-term projects benefits both students and organizations, leading to improved efficiency and capacity. The research employs a multi-method approach, including lab observation, student focus groups, and engagement with nonprofits. By exploring this intersection, the study sheds light on how experiential learning can address real-world challenges, benefiting students and nonprofits alike.

Track: Open Track

Methodology Keywords: Mixed methods

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Are nonprofits located in the communities that need them?

Robert Ressler, Institute for Child, Youth and Family Policy, Yang Lu, Brandeis University

Using national census tract data on the density of nonprofit organizations and population characteristics, this analysis updates the literature regarding whether or not the nonprofit social safety net continues to be "out of reach." We combine new Child Opportunity Index data on nonprofit density with Census data on population characteristics to determine if nonprofits are located, or not, where there are children and families in need of educational, health, and social capital services. We will predict the proportion of in need individuals in the community with the density of nonprofit services to quantify their alignment.

Track: Performance Measurement and Evaluation

Methodology Keywords: Quantitative

Artificial Intelligence policies and the nonprofit sector

Wendy Chen, Texas Tech University

With the growing capabilities and use of artificial intelligence (AI) technologies, governments worldwide have begun implementing AI policies in many regards. While much focus has been on the for-profit sector, less is understood about how AI policies address nonprofits and civic organizations. This paper takes the systematic literature review approach searching both academic and academic literature to examine how AI impacts the nonprofit sector and what AI policies exist to guide nonprofit organizations. It ends with directions of future research and provides policy implications for the nonprofit sector in the AI era.

Track: Conference Theme

Methodology Keywords: Mixed methods

Assessing Equity Policy Reform Implementation: NYC Cultural Development Fund Policy Changes and Impacts on Nonprofits

Brenda Bushouse, University of Massachusetts, Eric Griffith, Duke University

The challenge for designing grant programs that seek to achieve equity is how to do it effectively. NYC altered the application process for its FY23 Cultural Development Fund with the intention to prioritize equity in fund distribution, provide stability for grantees, reduce barriers to participation, and invite a broader cross-section of nonprofit arts and culture organizations' participation. We assess the policy changes through analysis of application process changes, pre- and post-policy funding changes via award notifications, and NYC City Council transcripts. Our research identifies the intended versus actual policy outcomes and impacts on the nonprofit arts and culture sector.

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Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Assessing the Impact of the Housing Development Program by the Greater Cleveland Habitat for Humanity

Valencia Prentice, Cleveland State University

To date, the Greater Cleveland Habitat for Humanity (GCHFH) has assisted over 300 families in Cuyahoga County, Ohio achieve their goal of homeownership. Although the GCHF's affordable home program is generally intended to help housing occupants, we hypothesize that the program produces spillover effects that positively impact the surrounding neighborhood. This study aims to analyze the effects of investments by GCHFF on the property values of nearby single-family homes.

Track: Open Track

Methodology Keywords: Quantitative

Assessing the Toll on Health and Human Service Staff: Does Meaningfulness at Work Foster Well-Being?

*Kandyce Fernandez Sawyer, Johns Hopkins University, Dr. Robbie Robichau, Texas A&M University, Joannie Tremblay-Boire, University of Maryland, Jennifer Alexander, University of Texas San Antonio

Nonprofit workers, despite finding their work meaningful, have suffered compassion fatigue and burnout due to underfunding, staff shortages, and excessive workloads. This may be especially true for professionals working with victims of trauma. Using a survey of human service organizations combating human trafficking in Texas during COVID, we explore how employees perceive their job satisfaction, health, and wellbeing. This research contributes to our understanding of well-being among human service providers and how different aspects of work-life balance can influence individuals' sense of inclusion, ability to influence their community for good, and perceptions of impact on the lives of clients.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

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Authoritarianism in US State Politics and the Impact on Nonprofit Civil Liberties

*Jennifer Alexander, University of Texas San Antonio, Beth Gazley, Indiana University Bloomington

Across the globe, there has been a selective closure of civic space and concomitant increase in scholarly research on authoritarianism's impact on civil society organizations. We take a framework for describing authoritarian strategies used against nonprofits and apply it to the current context of U.S. conservative state policies. We compile an inventory of U.S. state laws and executive actions, and include a case study based in Texas, to explain how new state policies restrict nonprofit service and advocacy space. Conclusion: US nonprofit scholars should examine the downstream effects of American authoritarianism, given the impacts on nonprofit civil liberties and behavior.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Qualitative

Back to Basics: Evaluating the Curriculum of Nonprofit Budgeting and Financial Management

*Michael Lee, University of Nebraska Omaha, Monica Lea, University of Nebraska Omaha

This study examines how current nonprofit management programs' curricula are addressing the financial competencies required for students to succeed in the nonprofit workforce. We argue that there is a gap in nonprofit education and the financial competencies needed to thrive in the nonprofit sector. By evaluating NASPAA-accredited MPA programs, this study determines the prevalence and requirements of nonprofit budgeting and finance courses. We assess whether these programs prepare students with essential financial skills including budgeting, fundraising, and grant management. Through this analysis, we highlight the need for improved integration of financial management education in nonprofit curriculums.

Track: Conference Theme

Methodology Keywords: Emergent Research Presentation

Balancing the person-centered approach with outcome evaluation in multilateral collaborative settings

Takayuki Yoshioka, Okayama University

Many human services nonprofits currently must balance evidence-based practices and outcome evaluation with the traditional nonprofit value of personal connections with service users, families, and communities. Thus, we explored the ways service providers, service users, families, and case managers together define and evaluate outcomes in the person-centered approach. Our study shows that, based on what a service user identifies is important to himself/herself, these actors together assess his/her needs, define his/her

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outcomes, choose services, and evaluate the outcomes. When a conflict occurs among these actors, they try to balance the service user's preferences with service providers' capacity to provide services.

Track: Performance Measurement and Evaluation

Methodology Keywords: Qualitative

Becoming Boss: The Experiences of New Executive Directors of Community-Based Nonprofit Organizations

*Melissa Mathews, California State University Long Beach

This emergent research presentation of an instrumental qualitative case study is situated within an interpretive paradigm to understand the experiences of new executive directors of small community-based nonprofit organizations. Specifically, this research examines how executive directors describe their leadership roles and whether, and to what extent, there are divergent and share interview themes, and according to contextualized case study data. Data collection methods also include document review, study participant memo-writing, and focus groups with executive directors. It is anticipated that the findings will reveal organizational contingencies and interpersonal role conflicts, and inform future leadership development initiatives to strengthen professional practice.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Beyond Payroll: The Impact of PPP Loans on Nonprofit Financial Strategies During A Crisis

*Minji Hong, Georgia State University

In response to the COVID-19 recession, the U.S. federal government implemented the Paycheck Protection Program (PPP) to support payroll and maintain employment, including in nonprofits. Despite significant impacts on nonprofits and their notable share of PPP loans, research on the program's effects is limited. This study examines how PPP loans influenced nonprofit spending, using federal restricted grant frameworks. Traditional scholarship suggests restricted funds remain in designated areas, but this study explores strategic responses of nonprofits during downturns. Using a difference-in-difference methodology, the results indicate that nonprofits used PPP loans for salaries, management, and fundraising, suggesting flexible redirection of funds.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

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Brokers & Fixers: Power Dynamics and Positionality in Civil Society Research in the Global South

Kelly Ann Krawczyk, Auburn University, Peter Weber, Auburn University, Bridgett King, University of Kentucky

We examine the role of research brokers and researcher positionality in third sector research implemented by Global North researchers in the Global South. We utilize Liberian case studies that allow us to reflect on issues arising during the research process, and be mindful of realities that require flexibility and adaptation.

Track: Open Track

Methodology Keywords: Emergent Research Presentation

Cardinal Directions: A Meta Analysis of the Prosocial Business Landscape

Eva Witesman, Brigham Young University, Kirsi Jarvis, Brigham Young University, Anna McKean, University of Utah

Since the early development of the concept of "social enterprise" and other hybrid forms of organization, the terminology and practice associated with formally organized prosocial private activity has continued to evolve. Several authors have developed typologies, taxonomies, or other descriptions of the prosocial business space (see, e.g., Kerlin 2009). The aim of this meta-analysis is to identify the underlying dimensions of the prosocial organizational space by examining the terms, concepts, and practices of this space and the underlying logic by which related concepts are distinguished from one another and mapped to a larger whole.

Track: Governance, Leadership and Management

Methodology Keywords: Other

Charitable Giving to K-12 Education in the U.S.: Results from a National Poll

Fredrik O Andersson, IU Indianapolis, Ebba Henrekson, Marie Cederschiöld University, Jurgen Willems, WU Vienna University of Economics and Business

In the United States, a significant proportion of philanthropic giving goes to various educational causes. In this paper we focus on monetary charitable donations by individuals to K-12 schooling, drawing on survey data from a national representative sample from the educational nonprofit EdChoice, and explore the profile of these donors with a view to better understand who supports K-12 education in the U.S.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

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Charitable Objectives or Donor Interests? What Sponsor Language Reveals about Donor-Advised Fund Priorities

Helen Flannery, Institute for Policy Studies, Brian Mittendorf, Ohio State University

Donor-advised funds, or DAFs, are public charities, but DAF sponsors often defer to donors' wishes. We know little, however, about which DAF sponsors are more focused on donors' interests or on charitable outcomes. To investigate this, we develop a measure of sponsor emphasis by examining sponsor website language. We demonstrate that this measure not only presents a new method of classifying sponsors, but also varies across sponsor types. We further show how this measure is predictive of resource flows. Most notably, national sponsors with greater donor emphasis attract more noncash donations, accumulate more assets, and have lower payout rates.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Charity checkouts: (Potential) downsides for customers, nonprofits and businesses involved

Tine Faseur, KU Leuven, Tine De Bock, KU Leuven

Charity checkouts (CCs) are a burgeoning fundraising trend where companies ask their customers for small donations at the point of sale. Although CCs seem very promising, more and more concerns are being raised. This study systematically reviews both academic and grey literature to develop a comprehensive overview of (potential) downsides of CCs for business, charities and customers/donors involved. This research aids nonprofits and businesses engaged in CC in making informed decisions for a sustainable growth of their fundraising and CSR strategy. Beyond its practical implications, this study contributes to the limited academic literature on CCs as a promising fundraising tool.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

Charity-based financing in the era of technology: A systematic literature review

Nihat Gümüş, Ibn Haldun University, Inzimam Ur Rehman, Ibn Haldun University

This study aims a systemic review of the existing literature on the relationship between technology and charity-based financing. For this purpose, data is collected from two major academic databases: Scopus and Web of Science using related Methodology Keywords. The study analyzes the data set of academic papers via the Bibloshiny library in R software to put forward the trends in academic research on the theme together with descriptive visualization

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of the concept clouds in the area. The main contribution of the study is to describe the evolution of the area starting with one paper in 2010 to 28 articles in 2023.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

City-Nonprofit Organization Collaboration to Provide Affordable Housing for City's Residents

*Ahmed Rafi, University of Texas Dallas

It has become extremely difficult for low-income families to own a house in the most urban and rural areas of major cities and enjoy a decent living. The factors affecting the difficulties in affordability include high interest rates on mortgage loans and also due to inflation or other economic conditions. Some cities and counties provide incentives for businesses to move in and establish for strategic gain, but not so for the working families to become homeowners. This research looks into how the city of Lakewood, California, helps its low income residents become homeowners via collaboration with nonprofit organizations.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

Civic Integration of Displaced Youth: Nonprofits as Indicators of Community Wellbeing

*Vernise Estorcien, Indiana University Indianapolis, Afshan Paarlberg, IU Indianapolis, Patricia Snell Herzog, Indiana University Lilly Family School of Philanthropy

This paper investigates the question: Do nonprofits foster community wellbeing through civic integration of migrant and displaced youth? Utilizing big data from publicly available sources, we investigate two place-based examples. The first focuses on legal aid for asylum seekers in the 7th circuit geographies of Illinois, Indiana, and Wisconsin. The second focuses on police youth mentoring in Florida. Both examples merge 990 data from the NCCS with topic-specific data sources for organizational directories of immigrant legal services and police athletic leagues, as predictors of lower arrest and deportation rates. We expect that greater nonprofit presence predicts improved community wellbeing.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

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Civil Society Organizations and Heat Governance: A Comparative Analysis of Hong Kong and Singapore

Hui Li, The University of Hong Kong, Long Ching Lo, The University of Hong Kong

Extreme heat events are becoming more frequent and deadly due to climate change. However, the governance structures for managing heat are often fragmented. This paper examines the role of civil society organizations (CSOs) in heat governance in Singapore and Hong Kong. Interviews with stakeholders and archival data show that Hong Kong takes a bottom-up approach, with CSOs playing a crucial role in agenda-setting, inclusivity, and filling policy gaps. Singapore adopts a state-led approach, but its policy effectiveness is questioned by CSOs. The comparative study highlights the importance of civil society engagement in effective heat governance, even in a state-led system.

Track: Open Track

Methodology Keywords: Qualitative

Clarifying Correlation and Causation: A Guide to Modern Quantitative Causal Inference in Nonprofit Studies

Andrew Heiss, Georgia State University, Meng Ye, Georgia State University

As a newer interdisciplinary field, nonprofit studies has lagged behind other disciplines in its use of observational causal inference. We present a hands-on introduction and guide to design-based observational causal inference methods. We introduce a framework for modeling and identifying causal processes using directed acyclic graphs (DAGs) and provide a walkthrough of the assumptions and procedures for making inferences with a range of different methods: matching, inverse probability weighting, difference-in-differences, regression discontinuity, and instrumental variables. We conclude by encouraging nonprofit scholars and practitioners to make more careful and explicit causal claims in their observational empirical research.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

Climate Change Advocacy? Climate Change Issue Communication of Environmental Nonprofits through Programs versus Missions

Ani Ter-Mkrtchyan, New Mexico State University

As the threat of climate change becomes ominous policy makers urge for immediate actions to reduce global warming and to avoid its impacts. The increasing undeniability of climate change impacts has resulted in shifting priorities not only in energy production but also in nonprofits social media advocacy efforts. However, extant research has yet to address

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the extent environmental protection and conservation nonprofits have repurposed themselves as climate change organizations and whether these changes are reflected in their program portfolios or have resulted in their mission's evolution.

Track: Conference Theme

Methodology Keywords: Mixed methods

Closing the Digital Health Gap: Telehealth Experiences of African American and Latino Populations

*Albert Ferreira, Case Western Reserve University

This qualitative study aims to investigate the experiences and perceptions of African American and Latino populations regarding in-person and telehealth services. It will delve into their awareness and comfort with telehealth and its capacity to mitigate healthcare disparities. The research will analyze how socioeconomic status, cultural backgrounds, and health literacy affect these communities' healthcare engagement and outcomes. By exploring the challenges and preferences specific to minority populations, the study will provide insights to enhance telehealth adoption. The goal is to provide meaningful insight to guide stakeholders in creating digital health solutions that are inclusive, equitable, and valued.

Track: Conference Theme

Methodology Keywords: Qualitative

Co-creation or advocacy? The role of volunteers in refugee integration services

*Caitlin McMullin, Roskilde University

Refugee integration services require the participation of multiple stakeholders to create public value. However, what 'public value' is sought is often contested – meaning that co-creation is called into question. Through an analysis of NPOs in Vienna, Austria, the paper explores the role of volunteers in both co-creating public value for refugees (in the domains of employment, education, health, language and social connections), while their contribution to the domain and rights is more around advocacy rather than co-creation. Co-creation of public value in a politicized realm such as refugee integration is more contested than in other social service arenas.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

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Co-determination in Action: Navigating Challenges of Developing Performance Measurement Instruments in Collaboration with Social Workers

Elien Mathys, University of Antwerp, Peter Raeymaeckers, University of Antwerp

Recent literature indicates that Social Work Organizations (SWOs) are increasingly pressured to demonstrate performance through Performance Measurement Instruments (PMIs), shifting from a 'trust me' to a 'prove me' culture. Research shows that SWOs struggle in defining intervention outcomes, using PMIs, and establishing supportive performance measurement systems. Through participatory observations, this research explores SWOs' challenges in developing PMIs in collaboration with social workers, aiming to integrate co-determination work. By doing so, we contribute new insights and refine existing challenges outlined by previous studies.

Track: Performance Measurement and Evaluation

Methodology Keywords: Qualitative

Collaborative governance tested being robust in the time of adversity

Hee Soun Jang, University of North Texas, Sara Ford, University of North Texas, Jihoon Jeong, Texas A&M International University

This research examines how the Continuum of Care homeless serving networks have responded to disruptions and turbulences by building the processes that allow them to have robust governance. Applying Ansell and his associates (2018/2021/2022)' robust governance theory, we conduct interview and survey based study and answer research question- How did homeless serving nonprofits adapt to uncertain and disruptive environment and continue services and what are the key factors affecting those nonprofits use robust governance strategies. The initial findings from the data analysis inform us some CoCs built tight and close connections with government agencies and other service providers.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Community-Driven Care Systems: Case Management Technology as a Tool for Capacity and Relationship Building

Joshua-Paul Miles, Marquette University

To mitigate disparities in social services, community-driven care systems are using technology to facilitate the provision of social services. These interorganizational networks use referral technologies to enable information exchange across service areas such as food and income support. These technologies provide benefits to users, but have not been explored in hyper-local contexts. Through interviews with a care system in Chicago and a

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grounded approach, a novel affordance exists: capacity and relationship-building tool. Propositions are presented, and affordance theory is extended through asset-based framing and affordance at the community level. Findings guide emerging the use of these technologies.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

Comparing and Contrasting the Scholarly and Social Media Influence of Nonprofit Experts

*Prince Oricha, Auburn University, Jude Ugwuoke, Auburn University, Astin Cole, Auburn University

This paper explores the transformative influence of social media in building engagement and support for nonprofit research and participation. Well-established is the impact today of influencers in nonprofit fundraising (Peterson et al., 2018), geographical variations in the nonprofit sector (Schmid et al., 2008; Wu, 2021), and the increasing importance of social media to nonprofit scholars and organizations at large. Thus, the goal of this article is to identify top social media influencers (X, Facebook) in the nonprofit sector, characterize them by academic credentials, demographics, and research productivity, and then examine any link between their social media activity and scholarly influence.

Track: Open Track

Methodology Keywords: Mixed methods

Competing logics and commercialization: A framework for theorizing and assessing nonprofits

*Ji Ma, The University of Texas Austin, ChiaKo Hung, University of Pennsylvania

Do nonprofits' managerialism practices crowd out their value-oriented objectives? We studied such crowd-out effect between competing logics by analyzing 6,826 US nonprofits from 1996 to 2019. We employed advanced machine learning to categorize institutional logics as instrumental, expressive, or neutral based on nonprofits' website texts, and drew financial and governance data from their annual tax filings. Two-way fixed effects regressions reveal varying degrees of crowd-out between instrumental and expressive logics, which is most significant in religious and philanthropic organizations and least intense in arts and culture organizations.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

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Conceptualising Dignified and Fulfilling Work in the Nonprofit Sector in Africa: Youth Perspective

Dennis Boahene Osei, University of Witwatersrand, Bhekinkosi Moyo, University of Witwatersrand, Wycliffe Nduga Ouma, University of Witwatersrand, Eleanor Meda Chipeta, University of Witwatersrand

This paper explored conceptual boundaries underpinning dignified and fulfilling work from youth in seventeen African countries. Findings from focus group discussions confirmed that dignified and fulfilling work in the non-profit sector is a multifaceted concept with different perspectives. Specifically, it emerged that work is dignified and fulfilling when it has the following characteristics: (i) reliable income, (ii) respect at the workplace and in society, (iii) a sense of purpose, (iv) self-autonomy, (v) personal growth or development, and (vi) tangible contribution to society. These findings have refined understanding of dignified and fulfilling work and this has crucial implications for future research.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Qualitative

Contentious Civil Society: Trust Determinants in NGOs

Christianna Parr, University of Washington

High profile scandals have put non-governmental organizations (NGOs) in the spotlight with regards to their legitimacy and efficacy. Do the public trust NGOs when compared to other governance institutions? What determines public trust in NGOs? Using the Asian Barometer, the paper analyzes what enhances trust in NGOs. The findings show that trust remains high in governance institutions and NGOs. Respondents who have positive associations with regionalism and democracy are more likely to trust NGOs, while those on social media are less likely to trust NGOs. The study demonstrates that despite repressive environments, trust in state and civic institutions remains high.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

Context matters: the effects of environmental factors on the financial health of Chinese foundations

Chenxin Zhang, The University of Texas Austin, Ji Ma, The University of Texas Austin

Originating from the four operational criteria illustrating the financial vulnerability of NPOs, subsequent studies have built upon this model and other established financial predictors to assess NPOs' financial health. However, these methodologies predominantly concentrate on internal financial metrics. This paper examines Chinese foundations to

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analyze the relationships between intra-organizational financial metrics and contextual factors. It suggests that foundations with political connections, adherence to institutional norms, establishment in developed cities, and provision of national services generally demonstrate better financial health. The paper then presents the results derived from regression analysis. Finally, it concludes findings and acknowledges limitations.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Convening Spaces: Mapping the Sites of Collective Civic Engagement

Matthew Baggetta, Indiana University, Brad Fulton, Indiana University, Julie Beasley, Indiana University, Jordan Hunter, Indiana University

Where does collective civic engagement happen? Much research focuses on who civically engages; substantially less addresses where civic activity occurs. We use data scraped from websites to map the locations of meetings, events, and activities held by 913 civil society organizations (CSOs) in Bloomington, IN. We also use systematic social observation data from a sample of 30 of Bloomington's CSOs to identify how many people participate at various locations and what activities they undertake. Our analyses contribute to scholarship on CSOs, civic infrastructure, and geospatial analysis and imply how localities can design spaces to foster civic engagement.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

Corporate foundations: business or charity? A CDA of individual responses to competing logics in hybrid entities

Puck van Ipenburg-Hendriks, Erasmus University

Corporate foundations are hybrid entities in which competing institutional logics co-exist. This paper unveils how the balance between the business and community logics is expressed and shaped through the discourse of corporate foundation executives. A critical analysis unveils a struggle between the logics in i) the corporate foundation's ideological framework, ii) its relationship with business and community stakeholders, iii) the social identity of the corporate foundation, and iv) the subject position of business and community stakeholders. Based on the balance of these factors a continuum is introduced, illustrating the degree in which corporate foundations serve the business or community logics.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

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COVID-19 experience and charitable giving: A quasi-experimental exploration using the Philanthropy Panel Study

*Timothy W. Krause, Claremont Graduate University, William D. Crano, Claremont Graduate University

Personal interest and experience are known to predict charitable behavior (Litofcenko et al., 2023). The present study explored the effect of a family's experience with COVID-19 on charitable giving. In the first study, family units (N=9,207) were classified into distinct groups based on their experience with COVID-19 using latent profile analysis. In the second stage, each group's charitable giving was compared to the other groups using a double pretest quasi-experimental design. Coherent pattern matching and time-series panel data allowed this study to examine causal reasons for the observed differences.

Track: Advances in Data and Methodology

Methodology Keywords: Other

Creating a theory of global generosity

*Pamala Wiepking, IU Lilly Family School of Philanthropy

In this project I aim to develop an overarching, globally valid, theory that can explain why people conduct behavior with the intention to benefit others – a theory of global generosity. I am requesting input and feedback from the ARNOVA community to make this theory globally inclusive, and would like to ask questions about the best approach to take and resources to include.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Theoretical/conceptual

Creating Public Value with Philanthropic Funding? the case of police foundations

*Jeongyoon Yang, Georgia Institute of Technology, Jung Won Choi, Georgia Institute of Technology, Jason Coupet, Georgia State University

This study will analyze how philanthropic funding shapes public value creation in city police departments. Police departments in the US have been increasingly relying on police foundations to fund police services. However, contributions from police foundations are largely invisible to public scrutiny since police departments are not usually required to disclose information on the size and use of donations to City Councils. This study analyzes how police departments in 242 large US cities respond to changes in police foundation donations, by measuring the number of quality-of-life arrests per 100,000 people by race over the 1989-2019 period.

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Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

Cross-Cutting Design and Partnerships in Social Protection Programs in the MENA Region

*Massumeh H. Toosi, IU Indianapolis

This research proposal investigates the long-term effects of social protection programs on poverty reduction in the Middle East and North Africa (MENA). It will address regional challenges like aging populations, technological advances, and climate change that heighten the need for such programs. The study also examines the impact of collaborative efforts and partnerships across all sectors in shaping MENA's social protection policies. Employing randomized evaluations and meta-analyses, the research aims to offer evidence-based recommendations for policy improvements, focusing on enhancing the well-being of the region's low-income and vulnerable groups in the MENA region.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

Cross-Sector Collaborative Dynamics: Immigrant Serving Nonprofits and Local Government Relationships in Two Cities

*Kathryn Grossman, American University

The purpose of this study is to examine cross-sector collaborative dynamics in areas where collaboration is contested institutionally and politically. One such area is immigration enforcement, where federal and state agents impose heavy pressures on local officials to comply with directives. Despite these pressures, local governments deviate from immigration enforcement directives and support immigrant-friendly policies. Nonprofit practitioners are very active in these areas, and often collaborate with local officials. Cross-sector collaborative dynamics between local government officials and nonprofits are examined in two metropolitan areas in two states with harsh immigration enforcement environments—Atlanta, Georgia and Charlotte, North Carolina.

Track: Conference Theme

Methodology Keywords: Qualitative

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DEI Policies, Board Performance, and Collaboration: Drivers of Financial Conditions Among Minority-Led Muslim Nonprofits

Mohannad Mofawaz, IU Indianapolis, Afshan Paarlberg, IU Indianapolis, Shiqi Peng, The University of Hong Kong

Amidst unsettled U.S. litigation on nonprofit DEI policies, this study investigates the impact of DEI practices on the financial conditions of nonprofits, focusing on marginalized groups. DEI is linked to organizational benefits but may also perpetuate inequities. Utilizing resource dependence, neo-institutional, and population ecology theories, we examine the financial outcomes of DEI in U.S. Muslim organizations, gathering data from 75 management team members and 81 board members. Findings highlight revenue, expenditures, and government funding. This research provides insights into the unique challenges and strategies for minority-led nonprofits in the face of anti-DEI litigation.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

De-registration of Civil Society Organisations under Authoritarianism: A Mixed-Method Study

Lin Xu, The University of Hong Kong, Hui Li, The University of Hong Kong

The role of NGOs in governance is growing, but authoritarian countries such as China are constraining their activities through de-registration. This "de-registration" takes both online and offline forms, muting NGOs' voices while allowing some advocacy to continue. This study examines how the de-registration of environmental NGOs in China affects their social media advocacy, using a mixed-methods approach that combines Weibo data and interviews. It analyzes the organization-message linkage and political factors like registration rules and media control. The findings offer insights into NGO de-registration patterns and advocacy behaviors in authoritarian contexts.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

Determinants of Accountability in Nonprofit Organizations: Financial Factors or Board Control?

Jiwon Suh, University of Texas Arlington, Jiseul Kim, University of Texas Arlington

This study examines the impacts of organizational financial and board factors on nonprofit organizations' accountability, leveraging transaction cost theory and institutional theory. Based on the data set of the top 300 income nonprofit organizations from 2017 to

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2022, this study empirically analyzes the determinants of accountability practices in nonprofit organizations in South Korea.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Developing a distinct field for nonprofit ethics: A research agenda

*Isabel de Bruin Cardoso, Rotterdam School of Management, Erasmus University, Allison Russell, University of Texas Dallas, Minjung Kim, Syracuse University

The nonprofit sector is an independent sector, yet the study of nonprofit ethics remains under-developed. Ethics management within nonprofits is influenced by the business ethics domain, and how nonprofits define their values is influenced by the public sector. Nascent research on the NGO halo effect shows how characteristics inherent to nonprofits are related to nonprofit unethical behavior, suggesting an opportunity for a unique framework addressing these inherent factors to ensure that nonprofit unethical behavior is adequately prevented, detected, and addressed. We propose a nonprofit ethics framework and related research agenda.

Track: Governance, Leadership and Management

Methodology Keywords: Theoretical/conceptual

Developing the concept of social value creation in the third sector

*David Coffey, Trinity College Dublin, Sheila Cannon, Trinity College Dublin

While commonly featuring in definitions of social enterprise (SE) and nonprofits (NP), "social value" is a term lacking conceptualisation and often expressed using the language of economic value creation. This is problematic as it can divert attention from the socially-focussed activities of SE and NP. By integrating theory on the expressive dimensions of these organisations, this paper adapts social value co-creation, a perspective drawn from marketing, for use in the third sector. In doing so, this paper contributes to social enterprise a working definition of social value which is more reflective of the dual purposes of SE and NP.

Track: Innovation and Entrepreneurship

Methodology Keywords: Qualitative

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Diaspora Engagement in Philanthropy: A qualitative comparison of the post-earthquake period in Türkiye and Morocco

Malika Ouacha, Erasmus University, Selman Kesgin, Turk Kizilay

Existing research shows that diaspora non-profit engagement in the country of origin can make a clear change for the receiving end. Diaspora groups live in host countries but hold strong ties with the country of origin. Besides non-profit aid, such strong ties are recognized through the dual citizenships that diasporas have in common. This study takes two diasporas: the Turkish and the Moroccan diaspora (N=30) in the Netherlands as a qualitative comparison. Through context and comparison of the earthquakes in Turkey and Morocco, this study examines modalities, features, narratives, strategies, and practices of the Dutch-Turkish and Dutch-Moroccan diasporas.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

Did Financial Benefit-Sharing & Community Engagement Increase Residential Acceptance of Windmills & Environmental Protection Awareness?

Kyungmin Lee, University of Delaware, Sun-Jin Yun, Seoul National University, Ji Yong Myeong, Jeju National University

Did financial benefit-sharing and participation in public hearings enhance resident acceptance of windmills and environmental protection awareness? This study aims to suggest a theoretical framework and empirically analyze villages with different levels of Benefit-Sharing Mechanisms (BSM), including benefit-sharing, community engagement, resident acceptance, and environmental protection awareness. We surveyed 95 residents in Samdal-ri, Gasi-ri, and Haengwon-ri wind farms on Jeju Island, South Korea, and employed Kruskal-Wallis tests, correlation, and linear regression analysis. The results reveal significant differences among villages and indicate that benefit-sharing and community engagement increase resident acceptance but not environmental protection awareness. Consequently, this study provides energy policy implications.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Theoretical/conceptual

Diffusion of voluntary socio-environmental programs among climate-exposed mining companies. The role of trade and investment

Elizabeth Echavarria, University of Washington

As the world shifts towards renewable energy, minerals are crucial but often extracted in vulnerable regions, raising social and environmental justice concerns. Voluntary initiatives

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have emerged to promote high standards in mineral extraction. This study investigates the adoption of socio-environmental programs, such as the Copper Mark, ICMM, and Toward Sustainable Mining, among climate-exposed mining companies in Latin America, a key copper and lithium producer. An event history analysis of 40 Peruvian copper mining companies (2018-2023) reveals that companies exporting to regions with stringent standards are more likely to adopt these certifications, highlighting the role of trade in promoting voluntary standards.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

Disaggregating Civil Society-Democracy Linkages in the Global South: Poverty, Engagement, and CSO Types in Kenya

*Janet Jock, Auburn University, Jennifer Brass, Indiana University O'Neill School of Public & Environmental Affairs, Matthew Baggetta, Indiana University

Much is known about the interactions between wealth, civil society membership and political participation in countries of the Global North, especially the U.S. and Europe. Less has been studied in low-income countries of the Global South, where the poor often participate politically and join organizations more than the rich, and where wealth may interact with civil society activities to affect political participation in different ways. We address these issues using original two-wave survey data from Kenya, which holds competitive elections and has a robust tradition of civil society activity.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

Disaster Preparedness and Citizen Response: How does Pre-disaster Preparedness Impact Citizens' Behavior after a Disaster?

*Peiyao Li, Sam Houston State University

This research explores the relationship between individual disaster preparedness and their responses to disasters using a national representative sample. The results of the multiple logistic regression show that citizens who have taken multiple preparedness actions, especially engaging in community disaster planning, are more likely to voluntarily provide support to their neighborhoods before professionals coming for help. Additionally, those citizens paying attention to community-level disaster preparedness are less likely to expect getting post-disaster aid from both federal and local government, instead, they would rather to ask for support from their social network.

Track: Voluntarism and Volunteering

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Methodology Keywords: Quantitative

Disaster volunteer training programs: A comparative study in Japan and the United States

Akiko Iizuka, Utsunomiya University

Both two programs were established in recent decades in the wake of major disasters, to develop human resources for community disaster management, and are the first private certification in disaster management to be institutionalized and standardized nationwide in both countries. The two programs were compared based on their training background, program and implementation, and the role of participants, using secondary data, interviews, and observations. This study found similarities in the backgrounds and the method of implementation of the two programs. However, there were differences in the type of targeted disaster, examination, cost, and practicality.

Track: Voluntarism and Volunteering

Methodology Keywords: Qualitative

Diversifying Employee Development and Training: The Effect of Civic Engagement on Self-Efficacy

Julie Beasley, Indiana University

Can civic engagement serve as a form of professional development influencing self-efficacy and promotional opportunities in the workplace? Previous literature has studied the relationship between public service motivation and organizational performance. However, a gap exists as we know little about how civic engagement outside of work, a dimension of public service motivation, is related to building leaders in the workplace. This study relies on probit regression analysis with fixed effects to control for department level characteristics. Preliminary findings indicate that civic engagement has a significant, positive effect on self-efficacy, when moderated by supervisor support and gender.

Track: Open Track

Methodology Keywords: Quantitative

Does aid intensity increase the performance of international development (ID) programs?

Nabila Parijat, University of Texas Dallas

Leveraging instrumental variable analysis and the Project Performance Database (PPD), the relationship between aid intensity and the performance of international

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development (ID) programs is investigated. The OECD's Development Assistance Committee (DAC) evaluation criteria are used to measure the performance of ID programs. The disbursement amount of programs, that is, the total funding that programs receive from donors, is used as an instrument for aid intensity, operationalized using the "Official Development Assistance (ODA)", that is, the total aid received by a country, as a percentage of its Gross National Product (GNP), and (ii) as a percentage of its government expenditures.

Track: Performance Measurement and Evaluation

Methodology Keywords: Emergent Research Presentation

Does philanthropy have an image crisis? Evidence from U.S. newspaper articles from 1840-2023

*Dominik Meier, University of Basel

This study explores the portrayal of philanthropy in newspaper articles from 1840 to 2023 by analyzing nearly 50,000 articles. Early reports were most negative but there was a gradual shift towards more positive coverage over time, reaching a peak in 1960. From 1980, coverage turned more negative again. Philanthropists were generally mentioned more favorably than philanthropy. Topic modeling was used to explore the themes in which philanthropy/philanthropists were mentioned in a positive/negative way. Critiques historically focused on ineffective/misdirected philanthropy, while modern criticism often centers on self-interested motivations of donors. These results provide new insights into the public perception of philanthropy.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Does Shareholder Presence Impact the Service Quality of Social Enterprises? Comparing Nonprofit and For-profit CICs

*Janelle Kerlin, Georgia State University, Jeongyoon Yang, Georgia State University, Dana Brakman Reiser, Brooklyn Law School, Kelly Hall, University of Birmingham

Shareholders and distribution of dividends are known to obstruct firms' social goals in pursuit of profit, especially in circumstances of information asymmetry with third-party buyers (Chou, 2012). Social care organizations (nursing homes, assisted living, home care) are prime examples where profit-seeking firms can deprive vulnerable clients. It is unknown whether the same profit imperative will undercut quality in social enterprise Community Interest Companies (CIC) that utilize a for-profit as opposed to a nonprofit structure. Using quality rating data from England's Care Quality Commission and regression analysis, this study compares the performance of each type of CIC on service quality measures.

Track: Collaboration: In, Between, and Among Sectors

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Methodology Keywords: Quantitative

Donor Advised Funds, Anonymity and Controversial Causes

Rachel Cash, Indiana University Bloomington

Donor Advised Funds offer donors a feature that make them an attractive alternative to traditional foundations: no requirement for account-level disclosure of sources or destination of funds. This paper uses new account-level data from the DAF Data Collaborative to explore how and to what extent this feature is being utilized by testing the hypotheses that anonymous donations are rare, large, and made by large accounts and that donations to controversial causes are more likely to be anonymous. These results will help inform the wider DAF regulation debates centered around transparency and democracy.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Donor Segments and Philanthropic Behavior in the United States

George Mitchell, City University of New York, Paige Rice, Hattaway Communications, Veronica Selzer, Hattaway Communications

Based on a nationally representative survey of over 2,400 US adults measuring nearly 300 variables related to giving and volunteering motivations, behaviors, and related attributes, this study (1) uses model-based clustering to produce a donor segmentation analysis and (2) employs the resulting segment variable to predict key donor behaviors. The insights that we expect to gain will inform more effective nonprofit donor engagement and fundraising practices.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Don't Wake the Bear: How Narratives Shape Paradoxical CRT-DEI Political Activity in Alabama and Florida

Astin Cole, Auburn University, Jude Ugwuoke, Auburn University, Prince Oricha, Auburn University

In the same year that Alabama Governor Kay Ivey signs the anti CRT and DEI bill, she announces a healthcare specialized high school will be built in the heart of the Black Belt. We leverage the Narrative Policy Framework (NPF) and Advocacy Coalition Framework (ACF) to provide ideas and strategies designed to help us better understand the condemnation of CRT and DEI despite continued progress towards racial disparities through the lens of competing

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narratives. This proposed study seeks to identify the contextual differences between the narratives used to accept some policies aimed at serving underrepresented groups and reject others.

Track: Conference Theme

Methodology Keywords: Qualitative

Driving Sustainable Development: The Role of Corporate Social Responsibility (CSR) in Botswana's Progress

Neville Mangwiro, Centre on African Philanthropy and Social Investment (CAPSI)

There is a growing literature of Corporate Social Responsibility (CSR) on the African continent skewed in the direction of more advanced countries like South Africa. To get an understanding of the landscape of neighbouring Botswana this research explores what the current state of CSR is in its widest sense within limitations of resources and time. We expect to get details of major players, country spend, direction of spend, regulations and standards and is part of a wider project by Centre on African Philanthropy and Social Investment (CAPSI) across the continent. This will help inform policy and encourage country peer learning.

Track: Open Track

Methodology Keywords: Qualitative

Echoing the 'Voices Unheard': Exploring Young People's Perceptions of Employment Services in the Voluntary Sector

Oluwaferanmi Adeyemo, Sheffield Hallam University

The voice of young people and their lived experience has been found to be a methodological weakness in existing studies measuring and exploring the role of the voluntary sector in service provision. As a result, this paper addresses the lived experiences and mainstreamed the voice of young people who are furthest away from the labour market. This paper presents the lived experience of 25 young people in the UK welfare state through their perceptions of engagements with VSOs in three UK cities. The findings reveals that young people feel extremely satisfied with their experience and engagement with the VSOs examined.

Track: Performance Measurement and Evaluation

Methodology Keywords: Qualitative

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Economic Security and Mobility in the Nonprofit Workforce: An Intersectional Approach

Leticia (Stacey) Tetteh, University of Nebraska Omaha, Jonathan Wong, University of Nebraska Omaha, Jodi Benenson, University of Nebraska Omaha

This paper examines the economic security and mobility of nonprofit employes in the United States through a lens of intersectionality. Through a mixed-methods study of nonprofit employees (N=1,000), this research explores the ways nonprofit employees view and understand their economic security and mobility, the factors that influence these perceptions, and how these experiences vary by gender identity, race, ethnicity, and sexual orientation.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Mixed methods

Effect of Video on Donation Readiness

Madeleine Alegria, Giving Compass

Active DAF donors (N=88; 56% male; mean age=44) completed an online survey in which all read text about a preferred nonprofit (e.g. financials), and then viewed a video about a nonprofit arts academy. For both, they rated whether they had "enough information to donate to this nonprofit." A within-subjects ANOVA tested how video vs. text affected donation readiness. Donation readiness was higher after the video (M=5.45, SD=1.57) vs. reading about their preferred nonprofit (M=4.74, SD=1.89), F(1,86)=58.96, p<.001.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Effective Coaching for Afro-Diasporic Women in Majority-Dominant Organizations: A Critical Realist, Grounded Theory Investigation

Susan McGuire, Case Western Reserve University, Diana Bilimoria, Case Western Reserve University

There is a dearth of research on what constitutes effective coaching for Afro-diasporic women leaders. The specific challenges facing Afro-diasporic women in leadership are well-documented, yet few attempts have been made to understand their coaching needs. Moreover, coaching effectiveness literature casting doubt on the efficacy of coach/coachee pairings based on demographic "similarity" fails to comport with the lived experience of Black women leaders as well as literature in similar helping professions. A constructivist grounded theory investigation will discover what coach qualities, characteristics, and behaviors lead to perceptions of trust and psychological safety for Afro-diasporic women leaders in workplace coaching relationships.

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Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Qualitative

Effectiveness and challenges of peer support as a supportive relationship between patients in Japan

Miwako Hosoda, University of Tokyo

Peer support refers to mutual assistance between experienced patients/parties (peers) with patients. The mode of implementation has traditionally been face-to-face meetings, but after COVID19, it is now often carried out online. Surveys and interviews have confirmed the effectiveness of peer support in bridging the communication gap between patients and healthcare professionals and in providing patients with advice on how to cope with their illness and self-care. However, in most cases, peer support is provided on a voluntary basis without compensation. To be sustainable, a system of paid volunteers needs to be in place.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

E-leaders and how their communication style correlates to the trust within integrated inter-organizational nonprofit partnerships

Faith Ann Butcher, Eastern University

Since the pandemic, more leaders are using e-leadership and relying on digital communication for virtual inter-organizational nonprofit partnerships. Communication and trust are foundational components and challenges of e-leadership and partnerships and this quantitative study examines the how partnership cultural influences them. This research contributes to the emerging field of nonprofit e-leadership by examining the impact of e-leaders' communication styles and media platform choices. Additionally, this study provides insight into the moderating role of partnership culture, which can aid e-leaders in adapting their communication style to align with the culture and lead to a strengthened partnership.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Emergent Research Presentation

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Empowering Behavioral Nonprofit and Philanthropy Studies: The Application of Neuromarketing Techniques

Tianyi Li, University of Texas Dallas

This study investigates the potential of neuromarketing techniques to enhance the effectiveness of fundraising strategies within the nonprofit sector. Neuromarketing, which integrates neuroscience and marketing, offers insights into the subconscious preferences and decision-making processes of potential donors. By analyzing brain activity, researchers can identify the specific emotional and cognitive triggers that influence giving behavior, beyond what can be captured through conventional surveys or focus groups. We discuss potential applications such as testing different messaging and visual stimuli to determine which are most effective at engaging the brain areas associated with empathy, altruism, and reward.

Track: Advances in Data and Methodology

Methodology Keywords: Theoretical/conceptual

Enhancing advocacy for small NPOs on Facebook: A Strategy on Multi-faceted Messaging and Audience Preferences

Wen chen Denq, California Lutheran University

This study investigates the underexplored audie-nces perspective, on Facebook messages from small non-profits (NPOs) for advocacy. By analyzing the connections among audience- responses, and e-ngagement metrics (like-s, shares, comments) across informational, actionable, and community-focuse-d categories, the findings re-vealed that while ""likes"" we-re prevalent, ""share-s"" and ""comments"" varied across messages; Community-focused messages ge-nerated more comme-nts than likes. Audience- comments fostered a se-nse of community beyond information sharing. This highlights a mismatch between NPOs' primary informational messages and audiences' preference for community-oriented content. The- study suggests that NPOs should balance- between audience preference and advocacy objectives to optimize- engagement without compromising missions.

Track: Conference Theme

Methodology Keywords: Mixed methods

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Enhancing Participation in the Non-profit Sector Using Service-Learning from a Business School

Taslim Alade, Erasmus University, Lucas Meijs, Rotterdam School of Management, Erasmus University

Although most business graduates will work in business, they might encounter non-profit organizations because of their company's involvement in CSR, and hopefully some get involved in private life as volunteers and donors. This paper research how service-learning can enhance understanding and participation of business school graduates in the non-profit sector. The research is mainly qualitative, using semi-structured interviews with 15 NPOs (the partners in the service learning), and focus groups with the students while using Gioia methodology for data analysis. Findings will help understanding which service-learning curriculum best fits preparing business students for a good understanding of the NPO sector.

Track: Conference Theme

Methodology Keywords: Qualitative

Enhancing Philanthropy through Distributed Ledger Technology: A Study on US Muslims' Perspectives

Roqaya Diyab, New York University, Mohannad Mofawaz, IU Indianapolis

This study explores the use of Distributed Ledger Technology (DLT) to enhance philanthropy among U.S. Muslims, focusing on economic inclusion for vulnerable groups. It examines perceptions of a DLT-based philanthropic model and its impact on donation behaviors, investigating facilitators and barriers to adoption. Using a mixed-methods approach, including interviews with Islamic non-profit CEOs and donor surveys, the research assesses readiness for DLT, aiming to uncover how it could improve transparency and efficiency in donations. The study suggests a new philanthropic ecosystem that aligns with US Muslims' charitable values, potentially revolutionizing traditional practices and fostering economic empowerment.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Mixed methods

Equitable Ocean Funding: Enhancing Global Ocean Resilience

Ash Enrici, IU Indianapolis

Previous work results suggest equitable, or in other words, relational donor approaches, marked by flexibility and local attunement, may enhance resilience efforts but more research is needed to fully understand the connection between equity and effectiveness. This emergent research will aim to map donor practices onto procedural,

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recognitional, and distributional equity. It will further investigate how equity in donor grantmaking approaches impact global ocean resilience efforts.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

Equity in funding practice: How are funders responding to the challenges of social justice?

*Daniel King, Nottingham Trent University

Nonprofit organizations play a crucial role in community life, yet face criticism for lacking diversity and representation of marginalized groups. The COVID-19 pandemic and the Black Lives Matter movement have highlighted disparities and intensified discussions on diversity, equity, and inclusion (DEI). UK funders have been criticized for inadequate resource allocation to underrepresented communities. In response, the DEI Data Standard was developed to promote intersectional analysis of funding practices. This research, funded by multiple foundations, evaluates the impact of the DEI Data Standard on funders and grantees, involving evidence assessment, quantitative analysis, and interviews.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Mixed methods

Evaluating DEAI Commitments in Nonprofit Art Museums: Trends and Approaches

*Wen Guo, Florida State University, Qiaochu Wang, Florida State University

This study examines DEAI (Diversity, Equity, Accessibility, and Inclusion) practices in 341 art museums across five states using content analysis of their websites and DEAI action plans. Guided by the open systems theoretical framework, it identifies key patterns, dimensions, and attributes of DEAI strategies, focusing on their depth, breadth, and implementation. Initial findings reveal significant variations in DEAI approaches, with few museums demonstrating comprehensive, community-focused strategies. This study provides benchmarks for DEAI efforts, highlighting best practices and common shortcomings to guide museums in enhancing their inclusivity and equity initiatives.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

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Evaluating Donor Preferences in Middle-Income Countries: A Conjoint Survey Experiment in Brazil

Flavio Pinheiro, Graduate School of Public Policy at Federal University of ABC (UFABC, Brazil), Flavio Pinheiro, José Luiz Egydio Setúbal Foundation

In economies with low incomes and limited donation cultures, charity organizations face major fundraising challenges. Research indicates that specific campaign features and organizational traits can boost fundraising success. Our study rigorously evaluates the causal impact of various attributes through a conjoint survey experiment in Brazil with 2,545 individuals. Respondents chose to donate to two hypothetical organizations, differing in cause, location, profile, funding source, and requested amount. Results show that local organizations addressing urgent needs and targeting children attract more donations. Additionally, lower-income respondents are less likely to support immigrant aid, and right-leaning individuals favor less environmental and arts-related causes.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

Evolution of Civic Coalition in Crises: From 2014 Sewol Ferry Crisis to 2022 Itaewon Crisis

Jungwon Yeo, University of Central Florida, Eunsil Yoo, University of Central Florida

This study explores whether and how civic coalitions evolve across crises. Drawing on organizational development, evolution, and adaptation theories, we conduct a comparative case study examining crisis response coalitions that emerged and operated during the 2014 Sewol Ferry Crisis and the 2022 Itaewon Crowd Crush in South Korea. Specifically, we compare the similarities and differences in coalition members, missions, relational structures, leadership roles, and action strategies within the two coalitions, and explore the evolutionary paths between the initial and recent crisis response civic coalitions.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Mixed methods

Evolution of civil society in South Africa: Forms, roles, and relationships

Jacob Mati, Centre on African Philanthropy and Social Investments (CAPSI), Wits Business School The University of the Witwatersrand, Hlengiwe Ndlovu, University of Witwatersrand

Applying a periodised socio-historical approach, this paper attempts to answer the question: From an evolutionary perspective, what are the existing forms, roles, and relationships in the South African civil society, and how have these evolved over time? We argue that as is the case in the rest of Sub-Saharan Africa, the evolution of civil society in

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South Africa has followed a socially bifurcated trajectory. This is exhibited in distinctly racialised associational life, resulting from racial capitalism and the attendant social engineering of society along racial and ethnic line by colonial and apartheid regimes.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Qualitative

Examining the Implications of Donor Advised Funds for Fundraising Paradigms

*Genevieve Shaker, IU Indianapolis, Alyssa Minor, Brigham Young University, Rachel Sumsion, Brigham Young University, Enoch Paxton, Brigham Young University, Dan Heist, Brigham Young University

Effectively cultivating, soliciting, and stewarding donor advised fund (DAF) donors is increasingly important, as is understanding DAFs' fundraising consequences. This study, based on 46 interviews, explores fundraisers' perceptions of and approaches to DAF donors in consideration of established fundraising paradigms. The thematic analysis, vis-a-vis the fundraising cycle, reveals the effects of this sophisticated giving vehicle on contemporary fundraising. We find some commonalities with traditional fundraising approaches and perceptions of new opportunities, but also that DAFs present challenges to existing strategies and systems. The study contributes to scholarship about fundraising, is relevant for fundraiser education, and has implications for practice.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

Examining the Role of Power and Service Equity in Government-Nonprofit Partnerships: NFCSP

*Katyayani Strohl, University of Houston, Samira Ali, University of Houston

To address the varying needs of unpaid, Congress established the National Family Caregiver Support Program (NFCSP). Understanding that the needs of informal caregivers vary by their location, NFCSP funding is flexible to allow states and counties to prioritize services and implementation with the help of Area Agencies on Aging (AAA). Through the EPIS (Exploration, Preparation, Implementation and Sustainment) Framework, this research emergent project aims to understand the role of power and its influence on social equity in the NFCSP through its implementation process.

Track: Open Track

Methodology Keywords: Emergent Research Presentation

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Explaining the Distribution of Women's Nonprofits in the United States: Demand, Supply, and Political Culture

Ying Liu, Rutgers University, Hanjin Mao, University of Houston Downtown, Jiahuan Lu, Syracuse University

This study examines how community demands, resource availability, and political culture affect the density of women's nonprofits in the U.S. counties between 2012 and 2019. Preliminary analysis shows that women's nonprofits are located in areas with higher gender poverty and education gaps but cluster in counties with fewer resources. Additionally, a liberal political climate tends to foster a higher concentration of women's nonprofits.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

Explaining the Survival of Environmental NGOs in China: Organizational Ecology, Institutional Legitimacy, and Resource Dependency

Hui Li, The University of Hong Kong, Shui Yan Tang, University of Southern California, Carlos Wing-Hung Lo, Chinese University of Hong Kong

Understanding why some nonprofits survive while others fail is a central question. Existing research on organizational survival and death is vast but also frustratingly disjointed across several thematic areas, such as sociology, political science, and public and nonprofit management. Using two waves of data from environmental NGOs in China, this study tests how population ecology, institutional, and resource dependency factors are associated with organizational survival. We found that nearly 72% of ENGOs survived since 2014, but different survival rates among grassroots NGOs and GONGOs. The three sets of factors vary in their relation to survival.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Exploring Effective DEAI Initiatives Towards Racial Diversity and Equity in U.S. Symphony Orchestras

Qiaochu Wang, Florida State University

This study addresses the persistent racial homogeneity issues and the ineffectiveness of current Diversity, Equity, Accessibility, and Inclusion (DEAI) practices within U.S. symphony orchestras. It critically reviews the evolution of theoretical frameworks supporting these strategies, highlighting their limitations in fostering genuine racial diversity and equity. The study then proposes a novel conceptual framework by integrating contemporary theoretical approaches in DEAI. Through this innovative framework and further data analysis,

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this study aims to challenge existing paradigms and offer actionable strategies for symphony orchestras to truly engage the diverse communities they serve.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Mixed methods

Exploring Financial Accountability in Nonprofit Organizations: Trends, Mechanisms, and Challenges

Marylin D Rozario, University of Texas Arlington, Jiwon Suh, University of Texas Arlington

Financial accountability is crucial for maintaining transparency, trust, and responsible stewardship of resources within nonprofit organizations. However, the conceptualization of financial accountability needs to be more precise, and there is a need for deeper exploration into the specific research topics, mechanisms, and challenges inherent in nonprofit financial accountability. This study aims to address this gap by combining trend analysis, word correlation analysis, and systematic literature review. The findings of this study will provide insights into effective accountability mechanisms and offer recommendations for addressing challenges to promote greater accountability and sustainability within the nonprofit sector.

Track: Nonprofit Finance

Methodology Keywords: Other

Exploring instrumental and expressive dimensions of social value creation in a rural Irish social enterprise

David Coffey, Trinity College Dublin, Sheila Cannon, Trinity College Dublin

Social value creation, a key aim of social enterprises (SE), is often described instrumentally. SE is often said to have an instrumental dimension, whereas charities and advocacy organisations have an expressive dimension. This conceptualisation, wherein the SE mobilises resources to fulfil an instrumental function, e.g. delivering a valued social service [6], is a key part of social value creation. However, the expressive dimension of SE has received less attention. This research employs an adapted perspective of social value co-creation and, utilising realist-based semi-structured interviews, explores the instrumental and expressive dimensions of social value creation in a SE in rural Ireland.

Track: Open Track

Methodology Keywords: Emergent Research Presentation

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Exploring Organizations' Revenues and Transparency Seal: A Deep Dive Study

Marie Denis-Luque, Florida State University, Tzu-An Chiang, Florida State University, David Berlan, Florida State University

The widespread use of technology in the last two decades has accelerated charitable giving. The average nonprofit's website features a donate button on every page. However, what do we know about these organizations we trust with our hard-earned money? This paper explores the correlation between GuideStar's transparency rating and organizational revenues in organizations that operate in Haiti and the US Haitian diaspora.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Exploring Platform Cooperatives: Divergent Perspectives and Practices Among Domestic Worker Cooperatives in S. Korea

Seon Mi Kim, Hunter College, Bok Gyo Jeong, Kean University, Hyungsik Um, International Co-operative Alliance

This study explores how platform cooperatives, worker-owned and democratically governed businesses utilizing computing platforms to sell goods and services, are perceived and implemented in S. Korea. We examine how different organizational forms and missions of worker cooperatives shape responses to gig economy challenges and analyze operational strategies in running such cooperatives. Through a case study involving two domestic worker cooperatives, we observe significant disparities: one views platform co-ops as conflicting with key cooperative principles, while the other sees them as advantageous for attracting younger workers and ensuring legal protections. These findings highlight nuanced understanding and contextual considerations of platform cooperatives.

Track: Innovation and Entrepreneurship

Methodology Keywords: Other

Exploring practices for transitioning from foreign aid dependency to financial sustainability among NGOs in Uganda.

Dennis Kilama, IU Indianapolis

This study seeks to investigate the practices used by NGOs in Uganda to transition from foreign aid dependency to financial sustainability. The research highlights the financial dependence of Ugandan NGOs on international grants and the restrictive regulatory environment they operate in. Previous studies have identified determinants of financial sustainability in NGOs in Africa. However, there is a gap in the literature regarding the specific practices used by NGOs in Uganda to achieve financial sustainability. This ongoing

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study utilizes grounded theory as a methodology and aims to fill this theoretical gap by examining the transition process towards financial sustainability.

Track: Nonprofit Finance

Methodology Keywords: Qualitative

Exploring Program Evaluation Practices Across United States Community Foundations

*Sara Wozniak, Binghamton University

Community foundations are committed to promoting the well-being of the communities they serve. However, there has been limited research on community foundations' methods for assessing and improving the effectiveness of the programs they fund. This study collected survey data from 216 community foundations revealing a range of approaches and degrees to which community foundations gather data and leverage evaluation results. The study found evaluation activity partially or completely mediated the relationship between several predictor variables and evaluation use. Recommendations highlight the importance of facilitating a culture of evaluation, building organizational capacity, fostering collaboration, and adopting innovative approaches to resource allocation.

Track: Performance Measurement and Evaluation

Methodology Keywords: Quantitative

Exploring Street level bureaucrats' Perception of Administrative Burden in Nonprofit Homeless Prevention Service Delivery

*Royal Srem-Sai, State University of New York Albany

This study employs grounded theory and qualitative interview data to investigate street-level bureaucrats' (SLBs) perceptions of their roles and their strategies within public service delivery. By analyzing how SLBs perceive their roles and manage administrative burdens, this research sheds light on their strategies for assisting clients and navigating bureaucratic challenges. The study explores how SLBs manage their workload and decision-making processes for public service delivery outcomes.

Track: Conference Theme

Methodology Keywords: Qualitative

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Exploring the Effectiveness of Tax Incentives for Social Enterprises in the U.S. and Globally

Sonali Chowdhary, George Mason University, Alan Abramson, George Mason University

The paper explores tax policies directed towards social enterprise, the grey area where the motivations of profit making and nonprofit entities are merging, and analyzes the role, efficacy, and limitations of these policies. The paper offers lessons in refining existing taxation frameworks to better suit the needs of social enterprises.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

Exploring the Expressive Nature of Nonprofit Policy Advocacy: Sex Education Organizations in the Post-Dobbs Era

Shelly Arsneault, California State University Fullerton, Meeyoung Lamothe, University of Oklahoma

Nonprofit scholars have mainly regarded policy advocacy as a secondary, instrumental function (Bass et al. 2007), leaving the expressive purposes of policy advocacy, particularly among human service delivery organizations, underexplored. Building on Frumkin's (2002) notion of the instrumental v. expressive purposes of nonprofits and the service-advocacy hybrid literature, we do an in-depth exploration of how sex education service organizations became more actively involved in advocacy, especially amid increasingly politicized policy environments after the Dobbs v. Jackson (2022) decision.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Qualitative

Exploring the factors that impact technology adoption in nonprofit organizations

Hanjin Mao, University of Houston Downtown

While technology is developing rapidly, little is known about the digital readiness of the nonprofit sector and how to improve it. What are the factors that impact technology adoption? What are the patterns of technology adoption in nonprofit organizations? The study aims to answer these questions by establishing a state-wide survey about the technology adoption status of nonprofit organizations in Texas. The impact of organizational factors on digital readiness and technology decision-making will be investigated. This study will improve our understanding about nonprofits facing emergent technology. It will also provide valuable management implications for nonprofit organizations.

Track: Conference Theme

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Methodology Keywords: Emergent Research Presentation

Exploring the Influences of Historical and Contemporary Policies on the Nonprofit Landscape in Los Angeles

Sara Terrana, Adelphi University

This study explores how historical policies have shaped the socioeconomic and institutional environments of a neighborhood of concentrated disadvantage. Despite research on urban disadvantage, there is a gap in understanding the long-term effects of these policies on the nonprofit landscape. Using archival records, census data, and interviews with nonprofit founders and community stakeholders, this study explores how historical segregation, discriminatory housing practices, and subsequent federal policies entrenched disadvantages to the clients of these organizations. These findings underscore the role of HSOs in challenging systemic inequalities. This work calls for policy reforms to address ongoing structural inequities in marginalized neighborhoods.

Track: Open Track

Methodology Keywords: Qualitative

Exploring Trust Dynamics in TikTok Charitable Giving: A Sociological Approach with Luhmann's Theory on Trust

Qiuyi Chen, Tohoku University

This study investigates the nature of trust in TikTok charitable giving using Luhmann's sociological theory of trust. This theoretical lens provides a valuable framework for understanding how trust may influence charitable giving decisions on TikTok. This research aims to clarify how charitable giving on TikTok was made, and how different types of trust was affected in the giving process.The findings of this research will not only enrich sociological knowledge but also provide practical implications for nonprofit organizations seeking to leverage the power of social media for charitable initiatives, ultimately enhancing the effectiveness and impact of online philanthropic efforts.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

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Family Failure Theory: Gendered Division of Sector Labor by Wealth and Wellbeing

Eva Witesman, Brigham Young University, Ben Gibbs, Brigham Young University, Curtis Child, Brigham Young University

In response to Steinberg et al. (2024), we introduce family failure theory as a complement to market, government, and voluntary failure theories. We argue that the relationship between markets, government and nonprofits mirrors the gendered division of labor in the historical American family structure. The interplay of gender roles and division of labor in the sectors brings new sociocultural depth to existing conceptions of market, government, and voluntary failure theories and invites consideration of the extent to which the labor of women–often at an economic discount–is leveraged to address social problems in both micro- and macro-institutional contexts.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Theoretical/conceptual

Feeling (Dis)Invited to Co-produce: Examining the Role Social discrimination and Self-efficacy on Co-Production

Jongmin Lee, Indiana University Bloomington, Apolonia Calderon, University of Maryland College Park

Co-production can enhance the effectiveness of public service delivery by directly involving citizens and communities. Understanding the mechanisms behind who participates in co-production is crucial for predicting service delivery and equity. This study aims to examine the relationship between two frequently discussed antecedents of co-production participation—sociodemographic conditions and internal motivations—that have often been studied in isolation. We seek to comprehensively analyze the underlying mechanisms effect on co-production. Utilizing data from the Collaborative Multi-racial Post-election Survey (CMPS), we assess the impact of experiences of social discrimination on willingness to co-produce, mediated by self-efficacy.

Track: Conference Theme

Methodology Keywords: Quantitative

Financial Sustainability of Qatar's Third Sector through Direct Public Investment

Moosa Elayah, Doha Institute for Graduate Studies

This study examines the prospects of achieving financial sustainability in Qatar through directed investment, focusing on its impact on the third sector. It identifies financial and administrative challenges hindering sustainability and offers recommendations for enhancing the sector's effectiveness. Utilizing qualitative methodology, interviews with

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stakeholders reveal limited resources and regulatory shortcomings. Directed investment emerges as a viable mechanism to improve the third sector's efficacy and foster partnerships with the public and private sectors, contingent on adherence to governance principles.

Track: Nonprofit Finance

Methodology Keywords: Qualitative

Following the funds: Analyzing philanthropic flows to gender-based advocacy organizations in Liberia and South Africa

Brittany Branyon, Auburn University

International foundations have invested hundreds of millions of dollars addressing sexual and gender-based violence and femicide (SGBVF) in South Africa and Liberia. This research explores the flow of philanthropic funds from international foundations to these countries and investigates how these funds are allocated.

Analysis of data from the Candid foundation database traces philanthropic patterns between donors and gender-based advocacy organizations (GBAOs) in South Africa and Liberia since 2004. This study contributes to the broader discourse on gender equality and women's rights in Africa, and offers practical implications for improving the equity, efficacy, and impact of international philanthropy.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Emergent Research Presentation

Foundations of the Sectoral Advantage Framework

Richard Steinberg, IU Indianapolis, Eleanor Brown, Pomona College, Liza Taylor, Independent researcher, Teresa Harrison, Drexel University

The Sectoral Advantage Framework (SAF) is a structure for theories that divide the world into sectors and tries to explain either: why activities occur in particular sectors or combinations of sectors and/or which sectors are the best homes for these activities. SAF can be used to analyze a broad spectrum of the research questions that define our interdisciplinary field, uniting them with a common language and focus on cross-sectoral alternatives. We develop required elements for SAF: set of sectors; nature of the problem; criteria for assessing sectors; domain of applicability; predetermined structures; and theories employed.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Theoretical/conceptual

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Framing Nonprofit Overhead and Performance: Understanding the Influence of Messaging on Donor Decisions

ChiaKo Hung, University of Pennsylvania, Jessica Berrett, University of Colorado Colorado Springs, Ben Suykens, Ghent University

This study investigates the impact of fundraising messaging strategies on donor behavior, particularly focusing on the interplay between positive and negative performance indicators and the framing of overhead expenses. Grounded in existing literature on philanthropic activity and donor decision-making, it aims to fill the gap in understanding how these factors influence donor decisions. Using a survey experiment, the research tests hypotheses on the effectiveness of different framing strategies. Findings are expected to show that negatively framed messages are more effective. The study advances framing theory and provides practical insights for enhancing nonprofit fundraising efficacy.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

From charity to obsolescence? An evolutionary perspective of TNGOs

Hans Peter Schmitz, North Carolina State University/ University of San Diego, George Mitchell, City University of New York

Existing accounts of international NGOs consider their short-term evolution with regard to as campaign success, shifts in key strategies, or varying levels of collaboration and competition. However, these accounts have not addressed an inherent contradiction of the NGO condition: while mandates and strategies across NGO sectors have greatly evolved, changes in organizational form have not kept up with evolving promises to solve major global issues. Across three core NGO sectors (humanitarian and development aid, human rights, and environmental protection), this paper will develop in-depth case studies regarding the evolution of NGO activism since World War II.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

From Marginalization to Empowerment: Recognition, Solidarity, and Social Justice in the Lives of Unaccompanied Minors

Joelle Badran, University of Antwerp

Solidarity, defined as support for and among forced migrants, hinges on recognition (Bauder and Juffs, 2020). Informed by critical social theory with a revised approach, this study delves into the intricate interplay between social inequalities and social justice in the everyday experiences of unaccompanied refugee minors (Honneth, 1996; Kauhanen and

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Kaukko, 2020). By examining the contributions of third-sector entities, including third sector organizations involved in our research project, and their collaborative efforts to enhance children's access to their human rights, we explore and propose pathways toward nurturing solidarity and social justice within the framework of forced migration.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

Funding Level and Funding Form: The Impact and Mechanisms of Government Funding on Donations

*Yiming Dai, Zhejiang University

Based on analysis of data from a 2 (funding form: purchase of service/unconditioned subsidies) ×3 (funding level: high/low/none) survey experiment (N=1,200), this study reveals an inverted U-shaped relationship between the level of government funding and donations to charities. Interestingly, this curvilinear relationship varies in different forms of government funding. In addition, institutional trust, including trust in local government and in charities, mediates the curvilinear relation between government funding and donations. These novel findings validate the contextual dependence of the crowding-out/in theory by examining the heterogeneous effects of the levels and forms of government funding, and the mediating effect of institutional trust.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Government, Gun, Giving: A Study of Intrinsic Crowding Out

*Huafang Li, University of Pittsburgh

Theories of crowding out, crowding in, and nonlinear relationships between government funding and individual giving all assume donors' awareness of information about government grants to their supported nonprofit organizations. Based on two waves of the General Social Survey data (2012 and 2014), this study finds that donors' positive preference toward government alone crowd out their charitable giving in both giving frequencies and values. Therefore, we provide another piece of evidence to the crowding out theory without assuming donors' awareness of information about government grants.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

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Grow Back Better: The Role of Philanthropy in Shaping Oregon's Wildfire Response

Joe Wheeler, University of Oregon, Dyana Mason, University of Oregon

This research is part of an ongoing study examining how nonprofits and public sector agencies have responded to the devastating 2020 Labor Day fires in Oregon. Here, we ask the question: what are the processes through which nonprofits receive government funding to respond to disasters? Furthermore, how do those processes improve or inhibit a coordinated and effective response? This research informs how public and nonprofit actors can be better prepared in the future.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

Grow low or climb high: Financial challenges and strategic outlook of mid-sized nonprofits

Georg von Schnurbein, Universität Basel

An often neglected group in nonprofit finance research are mid-sized organizations. They usually are too small to keep up with the development of the larger nonprofits, but too big to run with the same low-cost structures of small organizations. This study aims to answer the following research question: How did the financial situation of midsize nonprofits develop in the past years and what is their future outlook?

Using panel data of a sample of 354 Swiss charities for the years 2016-2022, we compare the development of midsize nonprofits in respect to financial vulnerability, financial stability and financial capacity.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

How crisis changes leadership: A post-pandemic review of leadership change

Cynthia W. Rojas, PhD, Rojas Blakely & Associates

Scholars argue that traditional leadership falls short of the characteristics needed to navigate complex environments faced with a crisis (Uhl-Bien & Arena, 2018). The COVID-19 pandemic offered an opportunity for leaders to show up in different ways due to the unprecedented crisis. This study examined the behaviors of four leaders within a nonprofit organization at the onset of the pandemic and the characteristics that led to adaptability and sustainability throughout the pandemic. However, a new question has been developed: how have leaders sustained the leadership characteristic developed during the onset of the pandemic?

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Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

How did Giving Behaviors Change during COVID-19 Pandemic

*Una Osili, IU Indianapolis, Xiao Han, IU Indianapolis, Sumedha Gupta, IUPUI Department of Economics

A central question facing social scientists is how households engage in prosocial behavior during crisis. In this paper, we examine how charitable giving has changed during the COVID-19 pandemic with a novel approach that exploiting the quasi-experimental setting arising from preexisting variation in individual giving behaviors, and exogenous variation in the COVID-19 pandemic experiences. Using the most recent 6 waves of Philanthropy Panel Study, we find that pandemic giving declined more among frequent donors, but otherwise, across the board, the declines in giving were concentrated among those who experienced more severe negative health and economic consequences of the pandemic.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

How Do Community Service Providers Seeing Themselves as a Leader Differ from Those Who Don't?

*Mary Tschirhart, The George Washington University, Yinglin Ma, University of Central Florida

Presentation summarizes a study in-progress on how having a pre-existing identity as a leader influences views and approaches to community service as an AmeriCorps member. Study uses survey and interview data to examine theories related to leadership, identity, motivation, and work meaningfulness. Discussion focuses on intriguing findings and questions.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

How Do Employees At Social Movement Organizations' Perceive The Nonprofit Industrial Complex?

*Michael Blecher, Adelphi University

We have seen a rise in the popularity of the term, the nonprofit industrial complex (NPIC) since INCITE! organized a conference about this topic. The NPIC can be defined as a

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set of relationships that exist between nongovernmental organizations (NGOs), governments, and businesses which greatly control, and undermine the mission of organizations that are exclusively driven to benefit society; progressive, social justice movement organizations are especially vulnerable to such obstruction. Even though numerous scholars have extensively written about the NPIC, our understanding on how this concept affects employees working at a progressive social movement nonprofit organization remains limited.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Emergent Research Presentation

How Do Human Rights Organizations Manage their Relationships with Government?

*Christopher Einolf, Northern Illinois University

Nonprofits face challenges managing their relationship with government, but human rights organizations that oppose torture face a particularly difficult situation because their mission requires them to criticize government actions. Based on interviews with 45 human rights nonprofit leaders and staff, this paper finds that nonprofits use a collaborative strategy where the government supports efforts to combat torture, an influential one where the central government tries to combat torture but local police continue to use it, a combative one where the government uses torture but allows dissent, and a covert strategy where the government is highly repressive.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

How do nonprofits respond to partner organizations' trust violations in collaboration settings?

*Youjung Song, State University of New York Albany

This study examines how nonprofits react to partner public organizations' trust violations in collaboration settings. The research analyzes interview data and develops propositions of the impacts of resource dependence and asset specificity on nonprofits' coping strategy to partner's trust violation in public-nonprofit collaboration. This study finds out that nonprofits highly dependent on public organizations' resources choose to ignore their partner's violation or choose to sabotage quietly. In contrast, nonprofits with high asset specificity exit collaboration and switch to other partner organizations. The study concludes with suggestions for further research regarding trust and behavioral norms in public-nonprofit partnerships.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

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How does diversity management and inclusive leadership practices affect perceived organizational justice among nonprofit employees?

Sabah Panhwar, University of Utah, Jesus N Valero, Department of Political Science, University of Utah

Given the rise in criticism over diversity management practices in workplace and educational settings, my proposed research aims to explore the impact of diversity management and inclusive leadership practices on employees' perceived organizational justice in nonprofit organizations. Organizational justice is a subjective perception of an employee or group of employees toward fair treatment from an organization. The research question will help us understand whether employees working at nonprofit organizations perceive diversity management initiatives as fair and whether inclusive leadership practices, if employed in nonprofit organizations, promote fairness perception.

Track: Open Track

Methodology Keywords: Emergent Research Presentation

How Does Social Media Capital Interact with Offline Social Capital to Drive NGO Outcomes

Wenye Mao, Tohoku University, Yuko Nishide, Tohoku University

Social media-based social capital (social media capital) has become a new perspective of understanding social media use by NGOs, arguing that all social media practices can be considered accumulating social media capital. However, it remains unknown how social media capital can be converted to organizational outcomes, considering its interplay with offline social capital. To answer this research question, this study will adopt a grounded theory approach to analyze the data collected from in-depth interviews with Chinese ENGO staff. It is expected to build a theoretical framework about how NGOs expend social media capital.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

How Local Ideology Impact Environmental Nonprofit Organizations' Activities?

Yu Sun, Florida State University

Environmental nonprofit organizations (ENPOs) may encounter a complex interplay with local institutions. However, the interaction between nonprofit behaviors and local political ideologies has not been fully explored. In the context of environmental management, the interaction between ENPOs and ideology is complex and significant. Political ideology not only impacts the fiscal resources for nonprofit development but also affects institutional

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concerns regarding environmental issues. This paper tests the relationship between these activities and local political ideology. This paper highlights the importance of ideology for nonprofits, as well as their active roles in identifying themselves within different institutions.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Quantitative

How Medicaid Expansion Influenced the Value of Health Equity Among Nonprofit Hospitals?

*Yinman Zhong, North Carolina State University

Health equity is instrumental in ensuring equitable opportunities for everyone to achieve their optimal state of health. The Medicaid expansion promoted health equity. While previous research examined the impact of Medicaid expansion on health equity from the perspectives of patients and hospital performance, no study has directly analyzed the language used in nonprofit hospitals' program statements to understand their values of health equity and equality. Applying a computational text analysis approach, this study conducts a similarity test on nonprofit hospitals' program statements, and seeks to explore if Medicaid expansion has led to an increased adoption of equity-related language among hospitals.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

How to Keep them Inside? Individual and Organizational Factors Affecting Retention Among Volunteers for Refugees

*Maikel Meijeren, Radboud Universiteit

This article assesses which organizational aspects contribute to satisfaction with the volunteer organization and what personal motivations contribute to sustaining volunteerism. Based on our analysis of close-ended and open-ended responses from volunteers at a Dutch refugee aid organization (N= 1,090), we find that an important motivation for sustained volunteering is the volunteer's ambition to facilitate refugee inclusion in society and to increase societal tolerance toward refugees. Further, basic work conditions need to be in place to prevent volunteers from leaving the organization. Vice versa, the felt appreciation for their work seems actually a crucial factor for organizations to retain volunteers.

Track: Voluntarism and Volunteering

Methodology Keywords: Mixed methods

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How to retain donor support: Direct and indirect effects of transparency and dialogue on giving

Gina Rossi, University of Udine, Chiara Leardini, University of Verona, Stefano Landi, University of Verona, Luca Piubello Orsini, University of Verona

We explored nonprofit managers' perspectives on what information should be included on the institution's website in order to encourage donations. Focusing on a sample of EU and UK community foundations and using PLS-SEM to analyse the data, we found that providing information about the organization's finances and communicating a willingness to engage in dialogue with donors are seen as key factors in donor retention. Although performance information is not perceived as having a direct impact on donor retention, managers believe that it improves dialogue with donors, which in turn influences the ability of web-based accountability to sustain donor giving.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Humanizing Board Governance through Participatory Leadership: Strategies for Effective Transformation

Shahrin Upoma, University of Minnesota

Nonprofit organizations often struggle with traditional leadership models that inhibit strategic collaboration between the board and the staff. This study explores methods for transforming nonprofit boards into effective strategic teams through the participative leadership framework, and how CEOs can act as a bridge between the board and staff during the transformation. In-depth interviews with board members and CEOs of nonprofits in Minnesota are expected to provide insights into practical strategies with an emphasis on positive policy language, transparency in decision-making, and staff involvement. Inclusive practices, such as the Technology of Participation (ToP) focused conversation, will also be highlighted as essential tools for fostering inclusive board engagement.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

Ideology and Nonprofit Leadership

Christopher Collins, Pepperdine University, Regan Schaffer, Pepperdine University

A nonprofit leader's ideology is fundamental to the founding values and assumptions. Ideologies are cultural belief systems, and their recognition shapes self-understanding. Ideologies can steer the organization like an unseen rutter below the water's surface. The ideology of a leader is an essential lever for organizational change. There are political, belief

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systems, and organizational ideologies. Though ideology types vary, each can influence the leader and weigh heavily on the potential for organizational adaptation, change, and growth. This paper will offer a variety of ways to develop self-understanding in leadership, ideology, and organizational culture.

Track: Governance, Leadership and Management

Methodology Keywords: Theoretical/conceptual

If Not for Management, for What? A Systematic Literature Review of Nonprofit Innovation

John Ronquillo, University of Maryland College Park

This literature review explores multifaceted drivers of innovation within nonprofit organizations, beyond traditional management frameworks. While managerial practices influence innovation, this review delves into internal motivations like stakeholder altruism and commitment to social impact, along with external factors including community needs and societal challenges. It examines how concerns around efficiency, sustainability, and resource optimization intersect with innovation goals. By synthesizing literature on nonprofit innovation catalysts, the review aims to provide strategic directions towards a unifying understanding. It highlights the need for deeper insights into the nuanced forces propelling nonprofits to innovate, guiding strategies for organizational advancement and sustained societal relevance.

Track: Innovation and Entrepreneurship

Methodology Keywords: Emergent Research Presentation

Implications of the Pandemic on Recruitment and Retention of Volunteers and Donors in the U.S.

Daniel Choi, University of Pennsylvania, Anna Ferris, University of Pennsylvania, Tiana Marrese, University of Pennsylvania, Ram Cnaan, University of Pennsylvania, Femida Handy, University of Pennsylvania

Human service organizations in the US are heavily dependent on volunteers and donations. The pandemic compromised the ability of volunteer coordinators and fundraisers to obtain and retain such vital resources. This article details the experiences of these two vital groups during the pandemic. The challenges they faced required innovations and ad-hoc adjustments -both of which were difficult to initiate during the pandemic when operations were carried out virtually. Much has been made about how executive leadership or organizations responded to the pandemic. This article is unique by providing empirical evidence of how specific units within human service organizations adapted.

Track: Voluntarism and Volunteering

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Methodology Keywords: Qualitative

Incorporating a Community: Civil Society, Legal Incorporation, and Place in the West, 1863-1909

Simon Shachter, University of Connecticut

U.S. incorporation law changed dramatically in the mid-1800s. Prior, most incorporated organizations were charitable. However, after mid-century, existing data ignores charitable organizations despite civil society being the impetus for the policy change. What happened to civil society incorporations after the Civil War? I show that civil society incorporation became intertwined with place. I digitized data on county incorporations from Portland, Los Angeles, and Seattle for 2,459 civil society and 15,108 forprofit corporations. The growth of civil society in the late-19th century was anemic. Place is the best predictor of incorporation. One universal commonality was the robustness of ethnic organization incorporation.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

Incorporating Epistemologies of the South in Global North NGOs: Decolonizing NGO Political Advocacy
Paola Briones, University of Nebraska Omaha

Incorporating Global South epistemologies in NGO political advocacy practices can better identify and address the socio-economic and political needs of Global South communities. This theoretical paper draws on Global North and Global South epistemologies to illustrate the incompatibility of NGO practices and Global South indigenous communities. An analysis compares Global North-dominant positivism to southern epistemologies of absent knowledges and indigenous epistemologies. NGO political advocacy relies on positivism and Global North funding. While acknowledging limitations, this prompts recommendations for the incorporation of epistemologies of the South in NGOs. The decolonization of NGOs begins with the use of epistemologies of the South.

Track: Open Track

Methodology Keywords: Theoretical/conceptual

Insights into Philanthrotourism from the Perspective of Travelers' Psychographic Characteristics

Leili Abdi, IU Indianapolis

The purpose of this study is to explore how the psychological viewpoint is embodied in tourist philanthropy and how it contributes to the analysis of tourist philanthropy. Through an

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examination of theory and literature from related research domains, this article examines the key motivations and psychographic characteristics that drive philanthropic behavior among travelers.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Theoretical/conceptual

Institutional Arrangements in Nonprofit and Governmental Service Provision: Applying the Institutional Analysis and Development Framework

*Janet Jock, Auburn University

The Institutional Analysis and Development (IAD) Framework provides a structured method for broadly defining elements that are crucial for an institution to function. Identifying the components of institutions allows us to develop theories and generalized assumptions to determine the sources of problems and detect solutions. I argue that nonprofits and governments providing social services are organization types working under two distinct institutional environments. These institutions operate under distinct rules, norms, and strategies. The proposed framework offers a systematic methodology for analyses of nonprofit and governmental service provision by dissecting the elements of institutional settings that drive design and implementation strategies.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Theoretical/conceptual

Institutional Norms and Philanthropy: An Experimental Exploration of Nonprofit Professionalization

Brent Never, University of Missouri Kansas City, Robert Christensen, Brigham Young University

This experimental study leverages lab-based public goods games to identify the effects of nonprofit professionalization on cooperative behaviors. Results indicate that pre-professionalization groups cooperated less, resulting in lower resulting token income; post-professionalization nonprofit participants were more likely to defect from communal allocation when their identities were hidden than when they were revealed. The study indicates that there is a strong effect of professional norming on cooperative behavior, but also demonstrates that nonprofit professionals are likely to engage in 'cheap talk' about cooperation when their reputations are shielded from their actions.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

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International patterns of public and private nonprofit regulation: Implications for the United States

Mary Kay Gugerty, University of Washington, George Mitchell, City University of New York

The US nonprofit regulatory system is under pressure, facing increased additional scrutiny while tasked with overseeing an increasingly diverse sector. Similar global dilemmas have driven proliferation of a range private nonprofit regulatory regimes, resulting in a complicated transnational patchwork of public and private regimes. Viewing nonprofit regulation regimes as a multilevel governance system, we provide insight into the extent to which existing regimes are likely to succeed or fail at engendering public trust in nonprofit organizations, as well as identifying areas of overlap and regulatory gaps. We derive implications for nonprofit regulation both in the United States and globally.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

Investigating Inequities in US Program Evaluation: Historical Context and Future Directions

Vivien Ahrens, University of Wisconsin Madison

This study examines how foundational values of program evaluation impact community organizations' resource access and success metrics. Recent approaches increasingly question evaluation's inherent cultural and methodological biases. Less frequently do evaluators consider how standard funding and reporting practices may reinforce inequities within the nonprofit sector at large. This paper reviews the historical development of the nonprofit sector and the establishment of program evaluation in the US, highlighting key barriers to socially transformative program evaluation. By contextualizing program evaluation within neoliberal reforms of the US social sector, it identifies opportunities for better aligning evaluation practices with social justice goals.

Track: Performance Measurement and Evaluation

Methodology Keywords: Theoretical/conceptual

Is Artificial Intelligence a Disruptive Technology for Nonprofit Organizations?

Abhishek Bhati, Bowling Green State University, Rafeel Wasif, Portland State University

The paper seeks to understand how nonprofit organizations are using Artificial Intelligence and if there is systematic biases in its usage (i.e., larger organizations with more internal capacity are using it more often) and thereby lead to further widening of gap between larger and small nonprofit organizations.

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Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Is Billionaire Philanthropy changing? Comparing the Giving Rationales Across Giving Pledge Cohorts

Hans Peter Schmitz, North Carolina State University, William Piper, University of San Diego

Billionaire philanthropists claim to play a key role in advancing well-being and public goods across the world. One of the most prominent expressions of these efforts is the Giving Pledge, created in 2010 by Bill and Melinda French Gates in collaboration with Warren Buffett. This study compares the initial 2010 cohort of 40 pledgers with the most recent (2020-23) cohorts representing 38 pledgers. The study will analyze contents of Giving Pledge letters across cohorts to identify any differences with regard to expressed motives and causes supported. Case studies of representative individuals and couples in each cohort will be added.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

Is CSV an implementable strategic management?

Yoshiho Matsunaga, Osaka University of Economics, Femida Handy, University of Pennsylvania

Using panel data on ESG and financial performance (FP) of listed companies in the US, we empirically examined the Creative Shared Value (CSV) theory. If the hypothesis that "ESG does not Granger cause a firm's FP" is rejected, past CSR values can be used to predict future FP values. Furthermore, if the coefficient of ESG in the estimated vector autoregressive model is positive, the CSV theory is statistically supported. Conversely, if the hypothesis that "FP does not Granger cause CSR" is rejected, companies may engage in CSR out of philanthropic motivation.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

Is the public really clueless?: Testing public knowledge about nonprofits

Joannie Tremblay-Boire, University of Maryland

Despite nonprofits' essential contributions to society, the public appears ignorant about them. Yet, little scholarship measures how much the public really knows. This project asks

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three questions. How much does the public know about the sector? If the public knew more, would people's behavior be different? Do the preferences of high-knowledge people dictate what nonprofits or causes get support? Using the literature on political knowledge, I conduct an exploratory analysis of a convenience sample of undergraduate students. The project's focus on the unequal distribution of nonprofit knowledge could be critical to understanding the scope and size of the nonprofit sector.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Quantitative

Is There Need for Trauma-Informed Climate in Volunteer Organizations and How can it be Measured?

*Kate Watson, University of California Los Angeles, Yesi Camacho Torres, University of California Los Angeles, Juan Nunez, University of California, Los Angeles, Anthony Garcia, University of California, Los Angeles

This study sought to understand the perceived necessity for trauma responsiveness in child-welfare-focused volunteer organizations and the presence of trauma-informed (TI) climate within them. 232 agency volunteers, 167 staff members, and 55 board members across California took a TI climate survey. They reported both a high need for TI climate and that their organizations were providing many aspects of a TI climate. A relationship was also found between organizational commitment to trauma and improvements in climate.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

Islam, solidarity, and giving: a comparative study of Muslim RSIs and Muslim Philanthropy

*Sarah Maes, University of Antwerp

This study examines Muslim religion-based solidarity initiatives (RSIs) and Muslim philanthropy in Belgium. Through extensive qualitative research analysis, it explores the religious motivations driving these initiatives and compares their practices. Over the past four years, our doctoral research has focused on mapping religion-inspired solidarity initiatives (RSIs) in different cities in Flanders, Belgium. In this new research we focus on initiatives based on Islamic principles. In reviewing the literature on Muslim philanthropic organizations, we found that theories from philanthropic studies can effectively guide in-depth research on RSIs and their religious motivations and provide a more nuanced view of RSIs in Belgium.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

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Latino Formal and Informal Volunteering and Well-being - The case of South Carolina

Stefanie Ruiz, Clemson University, Leah Dodge, Clemson University

This study explored why, how, and where Latinos engage in formal and informal volunteering in South Carolina and its impact on their mental health and well-being. Using a mixed methods approach with Community-Based Participatory Research (CBPR), a survey was designed, data collected, and follow-up interviews conducted. Findings revealed Latinos volunteer 23 hours formally and 12 hours informally per month. Volunteering positively impacts physical and mental health, community resilience, belonging, social integration, and recognition. Formal volunteering enhances perceptions of contributing to society and managing responsibilities, while informal volunteering with fellow Latinos boosts happiness. However, informal volunteering for non-Latinos showed negative effects.

Track: Voluntarism and Volunteering

Methodology Keywords: Mixed methods

Leader's Communication Behavior using NLP, new opportunities to advance our understanding of leadership

Zerrouk Bessa, James Madison University

This research delves into leader behavior communication signals (LBCS) using Natural Language Processing (NLP) to advance leadership studies, espacily for non for profit organizations (NPO). Employing signaling theory as the theoretical framework. Research on leadership has become overly reliant on surveys and questionnaires, leading to limitations in its accuracy and generalizability. This research investigates leader behavior communication (LBC) and proposes a research design utilizing Natural Language Processing (NLP) to advance leadership studies.

Track: Advances in Data and Methodology

Methodology Keywords: Theoretical/conceptual

Leadership Framing Legitimacy to Access Resources for the Social Impact of Nonprofit Human Service Organizations

Yu Wang, James Madison University

This research aims to explore the long-running topic of accessing resources for the social missions of the nonprofit sector through institutional insights given it produces both private and public benefits for society at large. Drawing on Suchman's (1995) legitimacy theory, it examines how leadership frames legitimacy for the social deliveries of nonprofit human service organizations over time. It is expected that primarily framing pragmatic, moral, and cognitive legitimacies are associated with nonprofit human service organizations

accessing resources during the startup, professionalization, and institutionalization periods, respectively. It shall have pragmatic implications for leaders and practitioners regarding gaining legitimacy for social missions.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Live or Die Puzzle: An Integrative Approach to Nonprofits' Survivability during COVID-19

Thanh Minnie Hoang, Southern Connecticut State University, Ha Vien, North Carolina State University

This study examines factors affecting nonprofits' survivability during exogenous shocks, such as COVID-19. We employ an integrative theoretical framework of population ecology, new institutionalism, and resource dependency to study 190 nonprofits in Texas. Art nonprofits are more likely to experience near-death scenarios than human service nonprofits. Inherent reliance on volunteer workforces and low reserve funding negatively affect survivability of art nonprofits, while support from their network is crucial to overcoming shocks. Human service nonprofits, reliance on both volunteer and paid staff, benefit from federal grants for resilience. They also quickly adapt to the new environment, transitioning to online service delivery.

Track: Open Track

Methodology Keywords: Quantitative

Lobby for the greater good: The effect of government funding on grassroots lobbying opportunities

Ruodan Zhang, University of Connecticut

This study explores the case of volunteer use for lobbying activities under different nonprofit advocacy frames. We hypothesize that nonprofits that adopt an organizational benefits frame are more likely to use volunteers for lobbying activities with government grants; meanwhile, government grants will have a negative impact on grassroots lobbying opportunities among those with a social benefits frame. Using the 2010-2020 Form 990 e-filer data from non-(h)-elector 501(c)(3) organizations, we find that government grants likely reduce volunteer lobbying opportunities among environmental nonprofits, which typically use a social benefits frame in advocacy.

Track: Open Track

Methodology Keywords: Quantitative

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Local civil society adaptations in countries unaccustomed to migration- prospective research from migration from Ukraine

Shawn Flanigan, San Diego State University, Tererai Sithole, University of Agder

We can create stronger systems of humanitarian aid by helping local nonprofit sectors better respond to emergencies. Increasingly, countries face unexpected migration emergencies due to conflict, natural disasters, and other causes. This project seeks to better understand, in countries and regions unaccustomed to migration, how and why local NGOs and other civil society actors adapt, build networks, and build capacity when serving migrants. I present preliminary data from qualitative field research with NGOs serving migrants from Ukraine in the Republic of Moldova and Romania, with the intention of scaling up for a larger comparative project with generalizable findings.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Emergent Research Presentation

Managing Missions for Perpetuity: Sustainable Financial Performance of Land Trusts in the United States

Yingzhou Yao, North Carolina State University, Ha Vien, North Carolina State University, Eliana Sanchez, North Carolina State University

Land conservation preserves ecosystems, and nonprofit organizations play a vital role in conservation, operating with a premise of sustainability. Based on resource dependence theory, this study examines land trusts' sustainable financial performance and the diversification of critical resources that enable their operations in the long term. Using a panel dataset of US-based land trusts, this study employs regression analysis to understand the predictors of financial sustainability and capacity. The findings hold significant implications for land trust management, underscoring the role of endowment, human, and technological resources to attain financial capability that allows these organizations to operate in perpetuity.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Mapping a Nonprofit Ecosystem and Assessing Service Area

Christopher Prentice, University of North Carolina Wilmington, Richard Clerkin, University of North Carolina Wilmington, Mark Imperial, UNC Wilmington, Anup Phayal, UNC Wilmington

We asked nonprofit directors in Southeastern North Carolina to provide information about their organization, collaborative engagements, and local nonprofit ecosystem. Respondents provided detailed information about their communication networks, collaborative partners, and funders, as well the geographic regions where they provide

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services. We mapped service provision data from our surveys to determine the typical service area for human service organizations and other nonprofits. Findings also clearly indicate nonprofit service desserts and service oases, as well as the influence of socioeconomic characteristics on the provision of goods and services in a region.*

Track: Advances in Data and Methodology

Methodology Keywords: Mixed methods

Meaning less: The curious case of plasma donation

Sam Norton, Brigham Young University, Travis Ashby, Brigham Young University, Curtis Child, Brigham Young University

This study explores what makes the experience of giving a meaningful one. It does so by examining plasma donation, an activity that could be construed as meaningful but almost never is. We argue that whether someone has a meaningful giving experience is shaped by (1) their motivations, (2) the cultural models available to them, and (3) the donation event. Data come from 34 semi-structured interviews with plasma donors.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

Meta-analyses reveal more evidence for empathic altruism than for effective altruism

Cassandra Chapman, The University of Queensland, Matthew Hornsey, The University of Queensland, Jessica Spence, The University of Queensland

Effective altruists argue that charitable giving should be guided by cost-benefit analyses about effectiveness. Some scholars argue that giving is overly influenced by empathy, compromising collective responses to global challenges. We ask: to what extent is charitable giving shaped by perceptions of effectiveness and empathy? Two meta-analyses synthesized 416 effect sizes from 74,797 participants. Overall, effectiveness had a stronger association with giving than empathy. However, moderation analyses revealed a crucial caveat: the effect was only observed when effectiveness was measured, but not when it was manipulated. In sum, we find more evidence for empathic altruism than for effective altruism.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

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Millennials and Gen Zs in Voluntary Associations: From Member Engagement to Political Participation

Cheon Lee, New Mexico State University

Scholars have raised concerns about the declining membership and the quality of engagement in voluntary associations in the US (Painter & Paxton, 2014; Putnam, 2000; Skocpol, 1999). Contrary to previous generations, Millennials and Gen Zs are less likely to be members or actively engage in in-person activities. This raises questions whether the associations can educate younger generations to enhance civic skills and political participation. Using data from the World Value Survey, this study aims to examine the role of voluntary associations as 'schools of democracy' among Millennials and Gen Zs by studying the relationship between member engagement and political participation.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

Mitigating Racial Bias Through Music: Opera, Race, and American Political Behavior

Noemi Oeding, Samford University

There is a small, but growing, body of literature exploring the congruence between music, race, and politics. Utilizing the Narrative Transport theory, this mixed-method study explores the role Black opera has in mitigating bias. Using semi-structured interviews, this study examines the intent of Black opera creatives. Additionally, a survey-based experiment measures the impact of Black operatic performances on White individuals' political and policy preferences. The study finds that the artists focus on social, rather than political change. The experiment affirms that Black-themed opera influences social, but not political opinion. Implications and suggestions for future research are also provided.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Mixed methods

Mitigating the Mistreatment of Hong Kong's Foreign Domestic Helper

Codi Smith, University of Pennsylvania

For over 50 years (Labour Department, 2019), the foreign domestic helper (FDH) has become a family mainstay for Hong Kong residents with 13.4% of households employing at least one FDH (Census and Statistics Department, 2021). Nevertheless, many FDHs have endured physical, sexual, and financial abuse (Ullah, 2015) and incidents are underreported to government agencies (Cheung et al., 2019). This research aims to enhance employer-worker relationships through a focus group assessment of foreign domestic helpers in their first year of employment to mitigate instances of abuse. FDH recommendations are then compared to the programs of Hong Kong NGOs supporting domestic helpers.

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Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

Mobilizing in crisis: Examining action-based social media messaging during the 2022 Mpox outbreak

*Kimberly Wiley, University of Florida, Alicia Papanek, University of Florida, Xiaobei Chen, University of Florida, Seth Meyer, Bridgewater State University

The purpose of this study was to determine how governments, nonprofits, and influencers communicated on social media platforms to mobilize at-risk audiences during Summer 2022 mpox outbreak. This study used an exploratory sequential analysis to assess 1,351 social media posts across five platforms employing the information-community-action social media framework. Following a directed content analysis, a time-series analysis was applied to the action-oriented posts. The team found that influencers were the main driver of public health action-oriented content. Thus, public health practitioners should be cognizant of the role influencers can play during public health emergencies to support their own communication strategies.

Track: Conference Theme

Methodology Keywords: Mixed methods

More Than the Sum of My Parts: Giving Motivations Through an Intersectional Lens

*Lauren Dula, Binghamton University, Ruth Hansen, University of Wisconsin, Whitewater

Scholars seek to evaluate giving patterns of particular identity groups, such as women and people of color, however little is known about how these identities compound to create differing motivations to give to charity. How does the intersectionality of identities impact how one chooses to give? This research uses an intersectional lens to identify whether individuals of compounded identities have different motivations to engage in philanthropy. We use survey data collected from nearly 1,400 U.S. citizens to answer this question and hypothesize that individuals of multiple underrepresented identities will have different patterns in giving than their white and man counterparts.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

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ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS AND VOLUNTARY ACTION

More than the usual suspects: Roles of nongovernmental organizations in local government environmental sustainability initiatives

Kristina Marty, Binghamton University, George Homsy, Binghamton University

   Using data from 59 semi-structured interviews with local government sustainability managers from across the United States, this exploratory study examines the variety of ways local governments interact with NGOs when adopting and implementing local environmental sustainability initiatives. Building on Marwell & Brown (2020) and Greenspan et al. (2022), we identify additional roles NGOs are playing that are not captured in the traditional government-nonprofit relations literature.

Track: Open Track

Methodology Keywords: Qualitative

Multisectoral Collaboration for the Overdose Crisis: The Role of Public and Private Syringe Service Programs

Theresa Anasti, Washington University in St. Louis

   Multisectoral collaboration involves individuals and organizations from different organizational sectors (for-profit, nonprofit, government, community) coming together to solve a problem that no one sector can solve alone. This paper uses qualitative interviews with employees at syringe service programs (SSPs) to better understand multisectoral collaboration and foster more innovative pathways to solving the intractable problem of the overdose crisis. Findings reveal that participants felt that multisectoral collaboration was enormously beneficial for reducing isolation while skeptical about its ability to foster practical solutions.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

Native youth culture carrier programs replace U.S. juvenile justice approaches and sustain Indigenous Knowledge

Morghan Vélez Young, California State University Fresno

   The research involves a mixed-methods approach to data collection and Indigenous lenses for analysis towards the creation of a database with and about Native youth culture carrier programs across California. The database will highlight evidence of alternatives to JJS approaches. In California, Native youth experience the JJS disproportionately, where 1% of Native youth contend with the JJS even though they comprise 0.4% of the population. Relatedly, for Native youth touched by the JJS, there are few options for requesting Tribal

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governments to intervene because there are many who do not have citizenship paperwork from Tribes in California or elsewhere.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Navigating Diaspora Philanthropy: The Role of Identity in Mediating Homeland Giving

*Satenik Papyan, Binghamton University, David Campbell, Binghamton University

This study explores the dynamics of generational status and diaspora donations and the role of identity in this relationship. It also examines how age, gender, income, and level of education shape this relationship. By focusing on Armenian diaspora members, this study provides a nuanced exploration of how Armenian ethnic identity serves as a central motivating factor in diaspora philanthropy among the Armenian diaspora in the USA.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Navigating Turbulence: Insights into Adaptive Governance from the Pandemic Responses in South Korea

*Jintak Kim, University of North Texas, Hee Soun Jang, University of North Texas, Hyojun Kim, University of North Texas

Turbulence, characterized by highly variable, inconsistent, unpredictable, and unexpected circumstances, is a prevalent condition in modern society. Responding effectively to such turbulence is critical for sustaining the service capacities of public agencies and nonprofit organizations. This study investigates how adaptive government actions and programs implemented during the recent pandemic addressed the turbulence experienced in South Korea. The findings of this research will offer insights into building robust governance in the face of such challenges.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

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NGO Resilience Strategies During Humanitarian Crisis: The Case of Ukrainian Refugees in Czechia

Tara Bryan, University of Tennessee at Knoxville, Monica Lea, University of Nebraska Omaha

The humanitarian refugee crisis in Czechia highlighted the unprecedented scale of displacement not witnessed since World War II, underscoring the urgent need for resilient responses from civil society organizations. This study explores NGO strategies in response to the influx of Ukrainian refugees into Czechia. Utilizing a mixed methods approach, evidence from interviews and survey data collected from Czech NGOs over 2022 and 2023 finds NGOs work within their specified networks rather than seeking help broadly. In addition, different types of NGOs mobilize supporters in distinct ways, with refugee-serving NGOs more likely to ask for volunteers and participate in advocacy activities.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Mixed methods

Nongovernmental Organizations Survival in Hostile Environments: African Perspectives on Giving, Gifting, and Volunteering

Oatile Ramsay, Rutgers University

This paper argues for the inclusion of African perspectives on philanthropy to understand how local advocacy-oriented Non-Governmental Organizations (NGOs) survive in the face of restrictive state conditions. Using Botswana as a case study, it demonstrates the theoretical and practical contributions these perspectives offer the fields of philanthropy and nonprofit management across the continent. It highlights the importance of local NGOs in strengthening local democracy, the growing regional state restrictions on their operations, and contrasts Western and traditional African conceptions of gifting and giving to explain how they shape our understanding of resource dependency theory.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Theoretical/conceptual

Nonprofit Commercialization in Social Care: Impact on Quality Rating and Mediating Effects of Deprivation Level

Meng Ye, Georgia State University

This paper studies nonprofit social care in England to examine how the funding structure, especially earned income (mission-related, mission-unrelated) impacts the quality rating performance of nonprofit care providers. It further examines whether and how the nonprofit commercialization's impact on performance is mediated by the multiple deprivation

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level of the community the care providers serve. It analyzes a panel data set of over 1,700 nonprofit providers from 2015-2023, combing the Care Quality Commission's quality rating, the Charity Commission's financial return, and the Deprivation Index data using the Baysian hierarchical panel analysis. The results further theoretical and practical understandings of nonprofit commercialization.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Nonprofit Governance as Space for Engaging Business-persons: From the Case of Quasi-Board Program

Aya Okada, Tohoku University, Yu Ishida, Kwansei Gakuin University, Mio Yamamoto, World in You, Yuko Mishiro, World in You

What do business-persons gain by serving on nonprofit boards? This paper views nonprofit governance as a space for individuals from diverse sectors to practice their expertise, and examines the impact of such experience. We conduct individual and focus-group interviews to those who served as quasi-board members in actual nonprofits through "Board Fellow Program" in Japan. Preliminary findings include: changing perception about sectoral relationships, learnings to be applied in respective professions, and enhanced motivation for further engagement in the nonprofit sector. The paper contributes to studies on nonprofit governance by focusing on perceived benefits that nonprofit-board experience brings about to business-persons.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

Nonprofit Help with Administrative Burden: The Effect of "Know Your Rights" Initiatives on Citizen Stress

Shaun Khurana, Indiana University - Bloomington

"Know your rights" programs, often organized by nonprofits, aim to assist marginalized individuals in navigating administrative burdens in court. Research on administrative burdens suggests that teaching individuals about policy requirements and legal processes can help alleviate their stress during interactions with the state. However, the effectiveness of educational interventions in mentally preparing clients to attend court remains unexplored. Based on a systematic content analysis of nonprofit hosted "know your rights" materials, I employ a series of vignette survey experiments representing gender-based administrative burdens when interacting with courts to examine which features of educational materials can mitigate experiences of psychological costs.

Track: Performance Measurement and Evaluation

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Methodology Keywords: Quantitative

Nonprofit Leader Burnout: Why and For Whom Nature Breaks Replenish Individuals' Resources

Hannah Schendel, Pepperdine University, Charisma Greenfield, Pepperdine University, Haley O'Steen, Pepperdine University, Reka Anna Lassu, Pepperdine University, Brooke Stuart, Let Go and Grow

Leader burnout is pervasive in nonprofits and detrimental to organizations' financial performance and ability to fulfill their mission. The three dimensions of burnout–exhaustion, cynicism, inefficacy–require their own remedies, but organizational approaches can be costly and ineffective, omitting individuals' agency. They fail to consider burnout's prevalence among nonprofit workers; indeed, 88% say they are approaching/experiencing burnout. Drawing on the Job Demands and Resources Model, we propose an Experience Sampling Methodology study to investigate one type of (free) agentic, resource-generating way to remedy burnout–nature breaks–which can address all three dimensions, especially for those with lower perceived collective burnout.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

Nonprofit leadership in Action Learning: Empowering democracy and belonging

Terry Fernsler, James Madison University

Action Learning is best suited in complex adaptive systems, such as the dynamic environment of the nonprofit sector. This proposal explains why the nonprofit sector is a dynamic environment, explores Action Learning as a method of operating in complex environment, asks the question of what leadership looks like in complexity and how to research it.

Track: Open Track

Methodology Keywords: Emergent Research Presentation

Nonprofit Management Education in the African Continent: The Case of Liberia

Kelly Ann Krawczyk, Auburn University, Peter Weber, Auburn University, Bhekinkosi Moyo, University of Witwatersrand, Jacob Mati, University of Witwatersrand

The paper is part of a broader research project assessing capacity building programs for civil society organizations (CSOs) in Liberia and proposing a methodological approach to incorporate multiple stakeholders in developing global capacity building education. This paper

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maps nonprofit management education programs in Africa and identifies capacity needs of Liberian civil society organizations. It proposes a set of core areas for a Liberian-based NME program through a participatory process that engaged local CSO leaders and regional experts.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Nonprofit Online Communication Strategies During Turbulent Times

*Tianyu Chen, American University

Nonprofits adapt financial and human resources management strategies during environmental turbulence, yet their online communication strategy remains overlooked. Social media is crucial for resource acquisition, yet its effectiveness during crises like COVID-19 is underexplored. Historical studies on nonprofits' social media are hindered by non-representative samples and outdated methods. This study analyzes social media content from a nationally representative sample using Keyword-Assisted Topic Models. It finds that during the pandemic, virtual-related content attracts individual donations, but not foundation and government grants. Advocacy-related content attracts individual donations and government grants, but not foundation grants, offering insights for nonprofit managers navigating turbulent times.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

Nonprofit Organizational Adaptations Following Philanthropic Windfalls

*Ryne Crout Jones, North Carolina State University

This study explores the institutional capacity of nonprofit organizations to adapt following an unexpected opportunity, such as a philanthropic windfall. Occasionally, philanthropic disruptions emerge that pose unparalleled opportunities to learn about the impact of philanthropy on organizations. A recent series of gifts from MacKenzie Scott totaling more than $16.5 billion (Yield Giving, 2024) have created philanthropic windfalls for recipient organizations. As a rare event, nonprofit organizations receiving a philanthropic windfall may have little precedent from their own experience or their peers to follow. This research study explores organizational adaptations following philanthropic windfalls through a mixed methods research design.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Mixed methods

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Nonprofit Revenue Crowding Revisited: Exploring Revenue Dynamics of Government Funding and Gift-in-kind

Tianyi Li, University of Texas Dallas

This study examines the complex relationship between government grants and charitable donations, specifically focusing on Gift-in-Kind (GIK) contributions within Canadian nonprofits. Despite conflicting empirical evidence regarding crowding-in and crowding-out effects, existing research has not reached a consensus due to varied research contexts and a predominant focus on monetary contributions. By utilizing 18 years of Canada's T3010 data and employing OLS fixed-effect analyses with lagged dependent variables, this study seeks to address these gaps and provide new insights into the interaction between government funding and GIK donations, offering a more comprehensive understanding of nonprofit revenue dynamics in the Canadian context.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Nonprofit Scandal, Succession, and Stability: Examining Public and Donor Expectations of Interim Executives

Travis Ruddle, Brigham Young University, Enoch Paxton, Brigham Young University, Breck Wightman, Brigham Young University, Robert Christensen, Brigham Young University

Does the nature of a scandal impact public expectations of nonprofit leadership? This study explores how interim executives are perceived following different types of scandals. Utilizing an experimental survey with 1,500 participants, we investigate public and donor expectations about leadership changes, focusing on the influence of interim executives' backgrounds. Our research extends previous studies that have focused on types of scandals (financial and non-financial) and executive backgrounds to understand their combined effect on organizational reputation and trust. This study provides new insights into strategic nonprofit management during periods of crisis and transition, offering guidance for reputation repair and stakeholder engagement.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

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Nonprofit Sector Adjacent Work– Individual, Organizational, and Sectoral Dynamics of Nonprofit Consulting

*Kerry Kuenzi, University of Wisconsin Green Bay, Marlene Walk, Albert-Ludwigs-Universität Freiburg, Amanda J. Stewart, North Carolina State University

Nonprofit consulting is a pervasive practice yet the extant literature documenting it is scant. However, we theorize that consultants' personal characteristics (and the firms that they represent) engender logics that shape their work. In this proposal, we articulate observations and trends informing a research agenda on nonprofit consulting in order to better understand the impact of its practice.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Okay, Boomers: Volunteering Trends and the Future of Poll Workers

*Vicki Lavastida, University of Oklahoma

Much of the current volunteer literature focuses on motivations and benefits of volunteering, but less can be found that addresses their attitudes toward volunteering. I aim to determine if late boomers are volunteering less, and, if so, how these attitudes will affect future recruitment and retention. This paper will focus on poll workers, based on a broad definition of volunteering that includes small stipends below a living wage. County election boards rely heavily on poll workers to fulfill necessary duties during elections. Is this newer, reflexive style of volunteering a detriment or an advantage to recruiting and maintaining poll workers?

Track: Voluntarism and Volunteering

Methodology Keywords: Mixed methods

On Immigrants' Behalf?: Comparing Views of Immigrants and Organizations on Needed Integration Services & Policies

*Grant Rissler, University of Richmond, Saltanat Liebert, Virginia Commonwealth University, Wilder School of Government and Public Affairs

Numerous nonprofit organizations in the U.S. play a role in the immigrant integration process, providing services engaging in advocacy "on immigrants' behalf." (De Graauw 2008, p. 324) Such a role implies alignment between what immigrants need, the services organizations provide and the policy solutions they articulate. Yet organizations are subject to their own institutional needs. Recognizing this potential tension, our research leverages a series of almost 100 in-depth interviews with immigrants and service providers in Virginia to

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ask: *"What, if any, divergence exists between immigrant and organizational voices in their articulation of services needed and policy solutions?"*

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

On the Marketization of International Aid

*Daniel Zorrilla, University of Delaware

This empirical study explores the marketization of international aid and its impact on USAID's resource allocation over the past 15 years. It examines how market ideologies have reshaped aid delivery, marginalizing NGOs in favor of for-profit entities. The study aims to conceptualize marketization in international aid using a descriptive and sequential explanatory design. It employs panel data with fixed-effects methods to analyze trends, followed by semi-structured interviews to capture practitioners' perspectives. This mixed-method approach aims to understand the factors driving this transformation and its implications for NGOs, integrating qualitative findings with quantitative analysis for a comprehensive view.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Mixed methods

Online Aesthetics: Nonprofit Discourse and Identity Online

*Zach Curinga, Rutgers University

As the use of technology has increased so has the process of datafication in nonprofits and philanthropies. Typically, this consisted of the translation of data points into numbers and statistics. However, little work has paid attention to how non-numerical data is conceived, translated, and mobilized by organizations organizational actors. Specific attention is drawn to aesthetic, emotion, and discourse as nonrational ways that our relationship to data is shaped. These topics provide a critical analysis of nonprofits in a data driven environment. Ultimately, the goal of this critical body of work is meant to recognize sociocultural factors that shape nonprofit relationships.

Track: Conference Theme

Methodology Keywords: Emergent Research Presentation

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Operating Reserves and Nonprofit Resilience

Jingyan Cheng, Rutgers University

Our knowledge about the effectiveness of operating reserves for nonprofits is limited. This study aims to investigate the impact of nonprofits' operating reserves on their resilience throughout the different stages of the COVID-19 pandemic shock. Drawing on the organizational resilience framework, the study employs a longitudinal panel design, using Cultural Data Profile data of U.S. nonprofit arts, cultural, and humanities organizations. This research contributes to the studies of nonprofit financial and resilience management, providing insights into the use of operating reserves as a resilience tool for nonprofit development.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Opportunities to Strengthen Vulnerable Workforces: Lessons across the Nonprofit and Child Care Industries

Zeta Green, University of Washington, Rachel Fyall, University of Washington

Both the nonprofit and child care workforces provide essential services to vulnerable individuals, yet frontline providers in both industries suffer from low pay and challenging conditions, leading to high turnover and workforce shortages. Looking across the nonprofit and child care industries, this paper conceptualizes the similarities between the industries and derives policy recommendations across the industries to strengthen both the nonprofit and child care workforces. Similarities in worker motivations, labor structures, and workforce fragmentation contribute to both industries' labor crises. Proposed policy solutions include improved managerial norms, increased professional development opportunities, strengthened regulatory environment, and unionization.

Track: Governance, Leadership and Management

Methodology Keywords: Theoretical/conceptual

Organizational and Individual Determinants of Workplace Inclusion

Nara Yoon, James Madison University, Minjung Kim, Syracuse University, Mark Hager, Arizona State University

We assess perceived inclusiveness among volunteer administrators in community organizations. We examine how organizational-level factors (leadership, equity orientation, workplace arrangement) and individual-level factors (such as race, education level, and experience) affect felt inclusiveness in three workplace dimensions: by work group, in social culture, and by higher management. Results from structural equation modeling of a survey of

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volunteer administrators reveal leadership as a strong influence on inclusiveness, but that such organizational determinants are tempered by individual characteristics or identities.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Quantitative

Organizational Capacity, Resource Environment, and Board Involvement: Why Do Nonprofits Diversify Their Revenue?

*Qiang Dong, China Agricultural University, Shanshan Guan, Beijing University of Technology, Jiahuan Lu, Syracuse University

While the outcomes of revenue diversification have been well-documented, its antecedents remain underexplored. This study employs resource dependence theory to investigate how nonprofits' organizational capacity, resource environment, and board involvement influence their approach to revenue diversification, using data from a nationwide survey of Chinese nonprofits. Results indicate that, on average, Chinese nonprofits exhibit less diversified revenue portfolios, with notable variations across organizations. Further analysis demonstrates that nonprofits with robust professional workforces and those operating in resource-rich environments tend to concentrate their revenue sources. Conversely, nonprofits with larger boards and stronger government connections opt for more diversified revenue structures.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Organized Diaspora Philanthropy:Exploring the Roles of Hometown Associations

*Ximeng Chen, Sacred Heart University

This research aims to investigate the role of hometown associations as intermediary organizations in diaspora philanthropy, particularly focusing on Chinese hometown associations in New York City. Through a qualitative approach involving semi-structured interviews with leaders of 20-30 selected hometown associations, this study seeks to address key research questions regarding internal organizational management, resource allocation, environmental factors affecting operations, and broader societal impacts. The study holds significance for hometown association leaders, diaspora donors, policymakers, and development practitioners by providing insights to enhance organizational effectiveness, donor decision-making, and policy coherence for sustainable development.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

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Participatory Grantmaking: Supporting Undocumented Immigrants

*Pamala Wiepking, IU Lilly Family School of Philanthropy, Eline Crins, Vrije Universiteit, Eline Crins, Kansfonds, Arjen De Wit, Vrije Universiteit Amsterdam

In this project we take a qualitative approach to study the effects of a participatory grantmaking approach in a program for nine organizations supporting undocumented immigrants in the Netherlands, focusing on the effects of the participatory grantmaking process on collaboration, (power)relationships and trust between participating organizations themselves and the funder.

Track: Nonprofit Finance

Methodology Keywords: Qualitative

Partnership Dynamics in Disaster Relief: Analyzing FEMA and Nonprofit Collaboration for Equitable Resource Allocation

*Chris Bellingham, University of Central Florida

This study investigates the effectiveness and equity of the collaborative efforts between FEMA and nonprofit organizations in distributing resources for disaster recovery aimed at disabled individuals in Florida. It scrutinizes the dynamics of coordination, assessing how systemic challenges and existing disparities influence the efficiency and fairness of these initiatives. Utilizing a mixed-methods approach that integrates quantitative analysis of resource allocation data with qualitative insights from stakeholder interviews, the research seeks to uncover the key factors that impact these intersectoral collaborations. The findings are intended to provide actionable recommendations to enhance the efficacy and equity of disaster recovery operations.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

Philanthropy and Generosity in Latin America and the Caribbean

*Joao Paulo Vergueiro, Fundação Escola de Comércio Álvares Penteado - FECAP, Anita Gallagher, GivingTuesday

In the paper we discuss the lack of comprehensive studies on the philanthropic sector in Latin America and the Caribbean (LAC). Despite the region's vast linguistic and cultural diversity, it lacks a unified vision. The paper highlights the absence of specific studies on philanthropy in the region and mentions some global initiatives that provide limited insights. The authors proposes new work that offers a localized perspective on philanthropy in LAC, based on a comprehensive review of existing literature. This work aims to fill data gaps and encourage academic collaborations to better understand philanthropy in the region.

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Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

Philanthropy and Rights of Philanthropic Recipients

*Huitan Xu, IU Indianapolis

This study proposes a normative conception of philanthropy, building on a descriptive definition of philanthropy as private actions for social purposes. The normative conception emphasizes the significance of cultivating caring and just relationships between philanthropic helpers and recipients. Drawing virtue ethics and Nussbaum's capability approach, the study outlines a list of basic moral rights for philanthropic recipients. Furthermore, it connects ethical philanthropy to human flourishing, framing it as both an end in itself and a means to achieve Aristotle's ultimate goal of human life, underscoring the profound moral and practical implications of philanthropic actions.

Track: Nonprofit Finance

Methodology Keywords: Emergent Research Presentation

Polarization's Impact on Government-Nonprofit Dynamics

*Samantha Zuhlke, University of Iowa

Nonprofits and governments are often thought of as complements, supplements, or adversaries. However, these major theories of nonprofit organizations fail to take political context into account. In this paper, I argue that the political environment shapes government operations, which in turn, affects the relationship between government and nonprofit organizations. Using an example of a polarized issue area (climate change), I demonstrate that government-nonprofit dynamics (e.g. whether government and nonprofits act as supplements or complements) is contingent upon a state's political environment.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

Poverty politics through frontline work: Political education and working through ideas through long-term relationships

*Rachel Wells, Lewis University

While social welfare organizations can help maintain dominant ideologies around poverty, this ethnographic study focuses on community-based organizations (CBOs) that seek to disrupt this dominant poverty knowledge, or offer new ideas through their frontline

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work. I examined how ideas about poverty are communicated through frontline interactions in two CBOs in Los Angeles, including similarities and key differences in how the two CBOs shared messages. I discuss how CBOs used openings to introduce new ideas and help community members to reframe existing ideas and how this process and changing narratives about poverty was part of their organizing strategies.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

Preaching the "Education Gospel": A Case Study of Framing Contests in Cross-Sector Partnership

Amanda Jones-Layman, Neumann University

We know that frames for problems and solutions are important for shaping organizational action and attracting new adherents to movements. Organizational fields marked with cross-sector partnerships and institutional pluralism can have many viable frames. We do not know as much about how those frames are debated and modified over time as a field grows, although this matters for understanding why some frames are selected over others. I construct a case study of the child savings account (CSA) field and find education-related frames win the framing contests over time, which has broader implications for understanding frame selection in cross-sector partnerships.

Track: Conference Theme

Methodology Keywords: Qualitative

Preparing a nonprofit teaching case through a social justice lens

Steve Mumford, University of New Orleans

Workshop participants will develop a nonprofit teaching case that centers social justice. The facilitator will begin by explaining the case teaching method and its benefits for students, especially for covering complex topics. The facilitator will also define and interactively unpack social justice along with related themes around how it is pursued by nonprofits.

Track: Open Track

Methodology Keywords: Mixed methods

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Preparing the nonprofit sector for climate change: What predicts adaptation behavior?

*Beth Gazley, Indiana University Bloomington, Rachel Cash, Indiana University Bloomington

This research was funded by the 2023 RGK/ARNOVA President's Award. The central question asks what predicts a charity's preparation for natural disasters in the context of climate change? The study conducts interviews with Indiana charities that have taken risk mitigation measures to examine what motivated their behavior, with a particular interest in community natural disaster experience, networking, and board action. The importance of this topic lies in the potential threat posed by climate change, and the risk of service disruptions under the pressure of more frequent, less predictable, and more intense natural disasters.

Track: Conference Theme

Methodology Keywords: Mixed methods

Professionalizing Ourselves out of Grassroots Strengths? A Case Study Approach Looking into INGO/NGO Executive Decision-making

*Kara Lawrence, University of North Carolina Wilmington

Calls for accountability, pressure for professionalization, and increased competition for funding are only increasing in the INGO/NGO sector. These movements have profound effects on executives and implications for grassroots organizations. This paper asks INGO/NGO executives how their professionalism influences their accountability decision-making. Using a mixed methods design of qualitative interviews and quantitative surveys, this paper contributes to the literature by providing empirical evidence for how individual professionalism affects organizational prioritization of relationships. Findings indicate that professionalism has trickled down to INGO/NGOs, however, this emphasis comes at a cost to prioritization of local relationships.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Mixed methods

Proximity matters? Influence of Co-location and Physical Proximity on Nonprofits' Collaborative Efforts

*Jintak Kim, University of North Texas

This research explores how co-location and various proximity factors affect nonprofit organizations' collaborative efforts. By examining existing literature and survey responses from nonprofit organizations, this research can identify how these spatial strategies facilitate increased interaction, resource sharing, and coordinated service delivery. The analysis focuses on the impact of co-location and proximity on communication, trust-building, and overall effectiveness of collaborations. Understanding these dynamics is crucial for designing

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shared spaces and collaborative frameworks that enhance the collective impact of nonprofits. This study can provide insights for nonprofits and policymakers to improve operational efficiency and collaborative outcomes.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

Public libraries, placemaking and capacity: Do great libraries build great communities?

*B. Kathleen Gallagher, Texas Tech University, Leigh Hersey, University of Louisiana Monroe, Virginia Finster, Texas Tech University

Communities confront numerous social problems. In many instances, they employ placemaking to benefit policy areas such as education, economic development, and social cohesion.

Placemaking is a bottom-up approach employing cross-sector collaborations to redevelop or revitalize community spaces. A challenge to the success of these initiatives is community capacity. This research will address the question:

Do libraries increase community capacity and contribute to cross-sector, placemaking initiatives?

Relying on a mixed-methods approach, the authors highlight the evolving role of libraries and their connections to placemaking and community capacity building. This research highlights the continuing importance of libraries.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Mixed methods

Queering Sportsball: Making sports nonprofits more friendly for the LGBTQIA+ community

*Seth Meyer, Bridgewater State University, Michelle Evans, University of Tennessee at Chattanooga, Jose Irizarry, North Carolina Central University

The LGBTQIA+ community is under attack. For this study, we ask the question "How can we make sports nonprofits a more welcoming environment for LGBTQIA+ people." This article uses data from a study of 1100 LGBTQIA+ individuals from across the US which focused on the use of social services by LGBTQIA+ individuals. Using the data as a communitarianism theory approach that balances individual needs and values with shared/community responsibilities (Etzioni, 1996), we are able to help guide sports organizations into better. Through this research, we will explore the administrative dilemmas that limit the accessibility of sports clubs for LGBTQIA+ people.

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Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Mixed methods

Quiet Quitting in the Nonprofit Sector

*Kayla Parker, University of Texas Dallas

Since 2022, "quiet quitting" has become part of the public consciousness. Used to describe disengagement and demotivation among employees, the phenomenon is growing among the U.S. workforce. However, most research on the topic focuses on the for-profit sector. Due to the unique characteristics of the nonprofit sector, it is also important to understand how quiet quitting might be affecting nonprofit employees who provide vital programs that promote strong and healthy communities. This study uses semi-structured qualitative interviews with non-managerial nonprofit workers to explore nonprofit employees' experiences with and perceptions of quiet quitting.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

Racial Differences in the Effect of Community Civic Infrastructure on Volunteering

*Rebecca Nesbit, University of Georgia, Laurie Paarlberg, Indiana University

This study examines racial differences in the relationship between a community's civic infrastructure (the collection of nonprofit, business, and public organizations in a community) and individual volunteering. This collection of organizations is diverse and prior research has shown that not all community organizations support collective action. In this paper, we posit that the composition of community's civic infrastructure will have variable effects on the volunteer behavior of individuals across racial lines. We test this proposition using confidential-level data from the CPS Volunteering Supplement (2002-2015).

Track: Voluntarism and Volunteering

Methodology Keywords: Quantitative

Reforming State Grantmaking to Nonprofit Organizations: A User-Centered Design on Request for Proposals

*Yuan Cheng, University of Minnesota, Kari Aanestad, Minnesota Council of Nonprofits, Chengxin Xu, Seattle University, Weston Merrick, Minnesota Management and Budget, Patrick Carter, Results for America, Anastasia Polda, Minnesota Management & Budget

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Taking advantage of a multisector working group, we propose to use multiple research methods (including archival research of historical RFPs and a conjoint experiment) to design and market test - with non-profits - a government RFP that is oriented to impact, equity, accessibility, and informed by nonprofits' experiences. With an RFP template based on our findings, we would employ our coalitions' connections to state government leaders and provide technical assistance to help them adopt the template in their grantmaking practices.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

Religion-Based Solidarity: A Distinct Category in the Philanthropic Landscape?

*Sarah Maes, Catholic University of Leuven/ University of Antwerp, Sylvie Van Dam, Odisee University of Applied Science, Mieke Schrooten, University of Antwerp, Peter Raeymaeckers, Uantwerpen, Bert Broeckaert, Catholic University of Leuven

This research provides a comparison between Religion-based Solidarity Initiatives (RSIs) and philanthropic organizations. In literature both concepts are often used interchangeably and show high levels of overlap. Both support to people in precarious situations, driven by religious inspiration. Focusing on Flanders and Brussels, we conducted in-depth interviews, focus groups, participant observation and document analyses. Our findings reveal shared motivations of charity and social justice between RSIs and philanthropic organizations. However, both share common goals: playing a critical role in complementing traditional welfare services, we conclude that RSIs represent a distinct category due to their religious foundations and specific characteristics.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

Resilience in nonprofits: The role of mission and finance during COVID-19

*Yunjun Kim, University of Kentucky, Jeongyoon Lee, University of Kentucky, Young Joo Park, School of Public Administration, University of New Mexico

The COVID-19 pandemic has posed unprecedented challenges to nonprofit organizations, fundamentally altering their operational landscape. This study investigates the financial resilience of US nonprofit organizations during the pandemic by examining the interplay between organizational mission and financial variables. Utilizing data from the NCCS core data file, US Census, and IRS Form 990 from 2015 to 2022, a difference-in-differences approach and natural language processing are employed to assess the impacts. The research aims to enhance understanding of how mission statements and financial practices contribute to nonprofits' ability to recover from crises, thereby improving strategies for financial management and crisis resilience.

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Track: Nonprofit Finance

Methodology Keywords: Quantitative

Rethinking Nonprofit Theory: A Critical Review of Emerging Concepts and Trends

*Gabriela Daniel (form. Vacekova), Ambis University

Navigating the landscape of nonprofit theory, this inquiry traces its origins from foundational economic theories to contemporary frameworks like stakeholder and institutional approaches. The study critically evaluates the sector's evolution, leveraging historical institutionalism and a multidisciplinary methodology. Using a triangulation approach it addresses pressing challenges such as hybridization and re-conceptualization of the third sector. By synthesizing diverse perspectives and combining multiple lines of inquiry and evidence, it provides insights into the sector's dynamic nature. The aim is to illuminate and critically review the fundamental concepts of nonprofit theory while offering fresh perspectives on its contemporary relevance and potential future directions.

Track: Open Track

Methodology Keywords: Theoretical/conceptual

Revising Charitable Deduction Rules and Eliminating the Need for the Public Charity/Private Foundation Distinction

*Elizabeth Schmidt, University of Massachusetts

Both rules for deductibility and those distinguishing public charities and private foundations need updating, as they no longer serve the charitable sector well. This paper suggests that a full charitable deduction should be reserved for gifts that are actively used for charity. Gifts devoted to investments will no longer be fully deductible, a change that could eliminate the current incentive to create private foundations and the need for a distinction between private foundations and public charities. This change could accelerate the movement of a significant amount of funds into public charities that are currently addressing intractable problems with insufficient funds.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Theoretical/conceptual

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Revisiting the Predictors of Charitable Giving: Examining U.S. Donor Characteristics by Racial Identity

Samantha Zuhlke, University of Iowa, Apolonia Calderon, University of Maryland College Park

Much of the research on charitable giving focuses on examining how various donor characteristics relate to charitable giving. Little attention has been paid to understanding how these theories apply beyond the average donor to donors of different racial and ethnic backgrounds. We revisit the seminal work of Bekkers and Wiepking to extend their analysis with a focus on examining the role of donor characteristics by race and ethnicity on self-reported giving and intended beneficiaries across various social causes using a new dataset that oversamples Black, Latinx, and Asian individuals, the 2020 Collaborative Multiracial Post-Election Survey.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Revisiting Trust in Nonprofit Organizations: Introducing a Multidirectional Network Approach

Bradley Stephens, Virginia Tech, Yugasha Bakshi, Virginia Tech

Trust is now recognized as an important predictor of many organizational outcomes. Due to their dependence on a combination of earned, grant, and donation income, nonprofit organizations arguably depend more on building and maintaining trust than actors elsewhere in the political economy. This paper will expand on the existing literature addressing trust and nonprofit organizations by sketching a framework for mapping how the phenomenon manifests within a network of nonprofit organization actors. I argue that such mapping yields a richer understanding of the characteristics of both dyadic trust relationships and the flow of trust among actor withing networks.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Theoretical/conceptual

Secondary Traumatic Stress and Posttraumatic Growth among NGO's Volunteers: Role of Personal and Environmental Factors

Dorit Brafman, Ariel University, Anat Ben Porat, Bar Ilan University

Literature has examined secondary traumatic stress (STS) and vicarious posttraumatic growth (VPTG) among trauma therapists, but neglected volunteer populations. This study investigated whether STS and VPTG share contributing intrapersonal (self-esteem, mastery) and environmental (support, commitment) factors among 115 volunteers at an Israeli NGO

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using animal-assisted therapy for trauma survivors. Correlations and regression analyses were conducted on questionnaire data revealed 10.6% moderate/high STS, 2.6% severe STS, moderate mean VPTG. Mastery, self-esteem, and animal attitude interactions correlated negatively with STS; support and commitment correlated positively with VPTG. Findings highlight the importance of further research examining STS/VPTG among volunteers serving trauma populations.

Track: Voluntarism and Volunteering

Methodology Keywords: Quantitative

Separation of Powers Theory and Public Service Motivation in Nonprofit, Public, and Private Sector Managers

*Richard Clerkin, University of North Carolina Wilmington, Robert Christensen, Brigham Young University, Romeo Abraham, UNC Wilmington

Separation of Powers Theory normative argues that public service managers use managerial, political, and legal lenses when making decisions. Public Service Motivation (PSM) has also been shown to be associated with decision-making. We employ a discrete choice model on a sample of 500 nonprofit, public, and private sector managers to explore if these public service values-based lenses exist and whether they impact managers decisions. Our results indicate that PSM and sector of employment seems to impact which lenses are used in managers' decision-making.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

Serving Communities and Engaging Stakeholders through Service Learning: Pedagogical Development for Nonprofit Education

*Huiting Qi, Valdosta State University, Ximeng Chen, Sacred Heart University

Service learning is a pivotal type of pedagogy used in nonprofit education programs to train nonprofit students to obtain knowledge, skills, and abilities necessary for better serving communities and engaging stakeholders. In recent decades, service-learning pedagogy has received considerable attention in nonprofit education. This study is a systematic literature review on the pedagogical development of service learning that better prepares nonprofit students to work within a climate of polarization to deliver services and bring together stakeholders in communities. This paper concludes with key recommendations and implications for future research and practice in nonprofit education within the prevailing climate of polarization.

Track: Conference Theme

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Methodology Keywords: Other

Serving the People Wholeheartedly? Communism Education and Voluntary Coproduction

Huafang Li, University of Pittsburgh

This study examines the effects of the Chinese Communist Party (CCP)'s ""serving the people wholeheartedly"" (STPW) education on citizen coproduction during the Shanghai lockdown amid the COVID-19 pandemic. Utilizing unique survey data collected before and after the lockdown, the research explores how this pro-social education influenced the voluntary coproduction activities of CCP members compared to non-members. Results indicate that while STPW education prompted CCP members to volunteer earlier, it did not significantly affect the variety of coproduction activities. The findings highlight the nuanced role of education in crisis response and offer implications for future public health crisis management.

Track: Conference Theme

Methodology Keywords: Quantitative

Shaping Ethical and Responsible Artificial Intelligence (AI): The Role of Nonprofits in AI Governance

Kayla Schwoerer, State University of New York Albany, Kathryn Taleporos, University at Albany, SUNY

AI is advancing rapidly making governance mechanisms that ensure ethical, transparent, accountable, and responsible development and deployment of AI critical. Yet, the instrumental role that nonprofits are playing in AI governance has gone largely unacknowledged in the literature. This research identifies 54 nonprofits involved in AI governance debates and finds that nonprofits are actively shaping the future of AI through 1) policy influence and advocacy, 2) education, 3) ethics and standards development, and 4) research, including commercialization of AI technologies. Findings highlight how AI is not only impacting nonprofits but also how nonprofits are shaping the development of responsible AI.

Track: Conference Theme

Methodology Keywords: Mixed methods

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Shaping Policy in the Shadows: The Impact of Environmental Nonprofits on China's Local Policy Making

Liuqing Ren, George Mason University

The burgeoning role of environmental non-governmental organizations (eNGOs) in influencing public policy has become an increasingly important yet under-researched field. Despite growing scholarly attention, there's a lack of large-scale quantitative data examining how nonprofits shape policymaking. This study, utilizing a unique database of over 2,000 nonprofits from Chinese cities between 2003 and 2019, reveals a positive correlation between the number of eNGOs and the development of local environmental policies and legislation. This research is pivotal in illuminating the operational dynamics of eNGOs under authoritarianism and fills a critical gap in the intersection of nonprofit studies and public policy analysis.

Track: Open Track

Methodology Keywords: Quantitative

Should New Social Ventures Attain Stability by Growing?

Fredrik O Andersson, IU Indianapolis, Chen Ji, Louisiana State University Shreveport

The goal of this Emergent Research Session is to converse around the topic of how new social ventures (e.g., new nonprofits or social enterprises) can sustain themselves given the many predicaments facing emerging and nascent ventures. In particular, the discussion will focus on the notion of growth and if/how growth serves as a pathway towards stability.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Signal of Financial or Performance Transparency? The Impact and Mechanisms of Nonprofit Transparency on Donations

Yiming Dai, Zhejiang University

Nonprofit transparency is essential to gaining trust and support from donors. Yet, the causal impact and mechanisms of financial and performance transparency signals on donations are under-explored. Based on a 3 × 3 survey experiment (N=1,200), this study finds that both financial and performance transparency significantly increase donations, while potential donors are more sensitive to financial transparency. Additionally, performance transparency has a more positive effect on more rational donors, while the effect of financial transparency is stronger on those with fewer past donations and is mediated through trust in charities. These novel findings have both important theoretical and practical implications.

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Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Silent voices of NGOs and the democracy backsliding in Ghana

*Mohammed Awal Alhassan, Norsaac, Johanna Izabella Aucamp, IIEMSA

      Recent concerns have emerged among practitioners and scholars regarding democratic backsliding in Ghana. Civil society associations have played a crucial role in fostering societal change. However, with a decline in the number of democratic countries in Africa, democratic backsliding has become more pronounced. This paper will explore the role of NGO collaboration networks in democratic backsliding. Using narrative literature will critically analyze how NGOs function within a changing political landscape. The study focused on Ghana, sets the stage for further research on NGO collaboration networks and democracy backsliding in other African nations.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Other

Simulated ChatGPT Experiments vs. Actual Experiments of Donor Behavior: AI Uses for Behavioral Nonprofit Research

*Lewis Faulk, American University, Tianyu Chen, American University, Minjung Kim, Syracuse University, Jurgen Willems, WU Vienna University of Economics and Business

      In this study, we test applications of generative language models in behavioral nonprofit research. We use GPT-4 to produce a synthetic dataset of 1,000 simulated responses representative of US adults in October 2020. We use these simulated data to reproduce an actual October 2020 survey experiment, which tested donation behavior. We then analyze the similarity of these simulated data against the actual survey experiment findings on donation behavioral responses to organizational vignettes. Our findings provide important implications for behavioral nonprofit research, including tradeoffs and potential threats to the field with the use of AI tools in this way.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

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Social Impact Across Sectors: A Comparative Study of Impact Measurement and Management Practices

*Kailin Liu, Tunghai University

Plenty of literature discussed the merits and demerits of SROI but hasn't discussed if the pros and cons of SROI affect organization's motive. This research question is "Why has SROI not been widely applied as the primary social impact measurement and management method in three sectors". The case study and content analysis are used to analyze representative public, private, and nonprofit organizations with assured SROI reports in Taiwan. This study aims to contribute to both theoretical framework and practices to address the differences and similarity in three sectors. These research findings are expected to contribute to refine the analytical framework.

Track: Performance Measurement and Evaluation

Methodology Keywords: Qualitative

Social Media Advocacy of Gender Equity-Focused Nonprofit Organizations and Critical Discourses

*Seoeun Jung, University of La Verne

This research aims to understand underlying discourses around issues of gender equity that are advanced through social media advocacy of nonprofit organizations. When gender equity-focused nonprofits advocate for and represent their marginalized constituencies through social media, broader societal and cultural contexts may have influence on their advocacy. Particularly, current literature indicates how neoliberal, patriarchal, or paternalistic discourses may perpetuate gender inequity. Using critical discourse analysis, this study found that the nonprofits advocate for their marginalized constituencies challenging neoliberal, patriarchal, and paternalistic discourses. Additionally, the study identified innateness and alliance as two additional discourses emerged from the nonprofits' social media.

Track: Conference Theme

Methodology Keywords: Qualitative

South African National Health Insurance Policy Process 2007-2019: Private and third-sector lessons for BICS Countries

*Neville Mangwiro, University of Witwatersrand, Precious Tirivanhu, HSRC, Wilfred Lunga, HSRC

Research around healthcare reform has to date been skewed in favour of questions of policy design and reform impacts and neglected to explore linkages (or non-thereof) of the

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policy process to outcomes and design of reforms. This aspect (the policy process) is however very important . As literature states, "Paying attention to the processes of developing and implementing change is always critical – and in particular, thinking about who should be involved and what types of evidence are required".

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Qualitative

Strategic Management Models for Emerging Arts and Culture Nonprofits in Nigeria: A Global Perspective

*Daniel A Kumapayi, Àkójọpọ̀, University of Illinois Chicago

This paper investigates strategic management models for emerging arts and culture nonprofits in Nigeria, addressing a global literature gap. Despite their vital role, research on nonprofit strategies, particularly in Nigeria, is scant, with a focus on Western sectors. By examining Nigerian nonprofits, the study aims to advance knowledge, offering strategies for financial sustainability, local philanthropy, capacity building, and civic engagement. Synthesizing existing literature will enrich understanding of tailored management practices for Nigerian nonprofits. The research aims to inform nonprofit leaders, policymakers, and researchers, empowering decision-making and ensuring sustained impact for arts and culture organizations in the country.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Qualitative

Strategies and Challenges for Funders in North Carolina

*Teshanee Williams, University of North Carolina at Chapel Hill, Aaron Carpenter, The School of Government, University of North Carolina at Chapel Hill, Kimalee Dickerson, University of North Carolina at Chapel Hill

This research study explores the strategies, challenges, and successes of funders committed to addressing disparities in their philanthropic and corporate giving endeavors. It seeks to gain valuable insights into the efforts of foundations in North Carolina as they navigate a complex landscape where equity remains a controversial topic.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Qualitative

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Street Level Bureaucrats at Nonprofit 988 Crisis Centers: Shaped by and Reshaping Policy

Theresa Anasti, Washington University in St. Louis, Dani Adams, University of Missouri-Columbia, Gabriela Musickant, Washington University in St. Louis, Rachana Cheu, Washington University in St. Louis, Morgan Shields, Washington University in St. Louis

In response to increasing suicide rates in the US, the National Suicide Hotline Designation Act (NSHDA) was passed in 2020. This act established new procedures and funding mechanisms for suicide crisis centers while designating the easy-to-remember number 988 as the official number for suicide crisis support. As street-level bureaucrats, crisis line counselors have discretion in implementing the policy. Using qualitative interview data from 21 crisis line counselors, we find that counselors could continue to use their discretion to make the best decisions for their callers, even as the NSHDA increased standardization and bureaucratization of nonprofit crisis line centers.

Track: Conference Theme

Methodology Keywords: Qualitative

Sustainable Earned Revenue Strategies for Small/Mid-Sized Cultural Organizations: A Field Scan and Pilot Program

Neville Vakharia, Drexel University

As nonprofit cultural organizations seek to adapt to a changing external funding climate and increasing competition for audiences, diversification of revenue streams becomes increasingly important. Current studies show that this diversification is not uniformly applicable to all types and sizes of organizations (Frumkin & Keating, 2011; Chikoto & Neely, 2014) and can, in some cases, have negative consequences on the organization (Grasse, Whaley, and Ihrke, 2016). Through a novel two-phase approach, this research seeks to understand and, subsequently, implement the indicators of sustainable earned revenue strategies for small/mid-sized cultural organizations to improve financial sustainability and broaden stakeholder reach.

Track: Nonprofit Finance

Methodology Keywords: Mixed methods

Sustaining co-production through turbulent times: Insights from a longitudinal study

Caitlin McMullin, Roskilde University

Engaging volunteers and service users in co-producing public services is said to make services more democratic and empowering, but we lack evidence about how to make these approaches sustainable over the longer term. In this paper, I analyze a longitudinal case

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study of a program for family support services in the UK, based on interviews in 2016, 2019 and 2024. The paper finds that despite the turbulence of the last few years, the program has successfully continued to co-produce with parent volunteers, thanks to staff commitment and a flexible program structure that can adapt to changing needs and circumstances.

Track: Voluntarism and Volunteering

Methodology Keywords: Qualitative

Sympathy and guilt: Optimizing advertising appeals for charitable giving to Generation Z

*Ronald Conlin, Pepperdine University, Steven Bauer, Pepperdine University

The Generation Z cohort is an important target for nonprofits due to its high degree of social consciousness. Our study investigates the relative impact of advertising appeals based on guilt and sympathy on Gen Z students at a West Coast private university using a within-subjects experimental design. The research adds to the literature by comparing the effect of both types of negative feelings in one study on Gen Z vs. non-Gen Z individuals. Findings support hypotheses that advertising appeals eliciting sympathy most motivate advertisement engagement and likelihood to donate among Gen Z, particularly among women.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Taxonomy of Eating Disorder Treatment and Support Organizations: For-profit, Nonprofit and Self-Help Variation and Dimensions

*Angela Bies, University of Maryland

Extensive growth in eating disorder diagnoses, especially among adolescents has resulted in growth of eating disorder treatment centers and support organizations across sectors that is not well understood. At the same time, nonprofit advocacy, self-help, and research initiatives have also grown in the nonprofit sector. This research introduces a broad typology of formation, governance, mission/modality, organizational, and operational dimensions, which will serve future theoretical research and practical and policy application.

Track: Open Track

Methodology Keywords: Other

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Testing Social Origins Theory: An Analysis of Third Sector Organizations in Iceland

Dr. Jeannie Entenza, University of Minnesota, Kelly LeRoux, University of Illinois Chicago

This paper builds on a previous analysis of administrative data collected from Iceland Revenue in 2022. A 2023 quantitative study mapped the nonprofit sector in Iceland in terms of size, scale, and scope including geography, major programmatic activity, and both volunteer and economic activity of the sector. The authors plan a follow-up qualitative study to further illustrate the role of third sector organizations in Iceland and to solicit the lived experience of organizational leaders. This paper highlights key findings from the 2023 study demonstrating that Iceland indeed experienced the "global associational revolution" Salamon and others documented around the world.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

Testing the Government Failure and Heterogeneity: A New Empirics for Asian Democracy

Akinobu Ogawa, Niigata University, Naoto Yamauchi, Japan Association of Social Relations

According to the classical theory of nonprofits, due to the government failure, large population heterogeneity leads to an increase in the size of the nonprofit sector. The results of empirical studies attempted to demonstrate this theory have not always been consistent. Most of previous studies that have conducted cross-national analyses have focused on developed, namely OECD countries, and not many studies have conducted analyses on Asian democracies. This study attempts to test the government failure theory using the data on Asian democracies and to prove that the theory holds in Asia as well.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Quantitative

The Adoption and Effectiveness of Community-Centered Fundraising

Elizabeth Dale, Grand Valley State University, Maya Hemachandra, Sambar Nonprofit Solutions

Contemporary fundraising practices often perpetuate the very injustices nonprofits aim to address. Historically, fundraising has placed wealthy, white donors at the center of organizations' work, avoiding difficult conversations about privilege, proliferating savior mentalities, and upholding systemic oppression (CCF, 2023). In response, fundraisers of color initiated the Community-Centric Fundraising movement in 2019 to evolve fundraising and present a framework to align it with movements for equity and justice. This paper presents the results of a national study that explores whether and how fundraisers and

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organizations have implemented CCF and the results and challenges they have experienced to date.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Mixed methods

The Business of Philanthropy: A Systematic Review of the Literature

Niamh Carruthers, Technological University Dublin, Lorraine Sweeney, Technological University Dublin, Etain Kidney, Technological University Dublin

Philanthropy plays a crucial role in driving societal transformation and substantially contributes to economies worldwide. Yet, the study of philanthropy as a distinct business concept is notably absent. This systematic review of top-ranked business journals over a twenty-year period bridges this gap by elucidating philanthropy's position within scholarly business literature. By exploring what constitutes the business of philanthropy and how it is strategically managed and developed, it offers a unified view of philanthropy through a business lens. The study argues that further application of business frameworks is critical to advancing both the study and practice of philanthropy.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

The Case for Comprehensive Coalition-Building for Civic Health: A Wisconsin Case Study

Douglas Ihrke, University of Wisconsin Milwaukee, Mary Beth Collins, University of Wisconsin Madison

Founding participants in the Civic Health of Wisconsin Initiative assess the impacts of their statewide coalition-building efforts in a key swing state which has experienced notable polarization, isolation, and divisiveness. The Initiative supports comprehensive nonpartisan cross-sector collaboration on themes of civic health. Paper authors also analyze the Initiative's Civic Health of Wisconsin Report findings, reflecting various demographic and civic health metrics which illustrate the state of Wisconsin's comprehensive civic health over approximately 7 years. The Initiative published its inaugural Civic Health of Wisconsin Report in 2020. Its Second Report, including more comprehensive data sources, is due for publication in 2024.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

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The Character of a Place: Inductively Identifying Local Nonprofit Characteristics through Language Modeling

Simon Shachter, University of Connecticut

Recent research highlights the variation in the nonprofit sectors across the U.S. This research typically uses pre-selected dictionaries of words to identify the various strength of institutional logics across place (ex. religious or business logics). Instead of imposing institutional logics, can researchers inductively identify the character of a place's nonprofit sector? Using computational language tools on qualitative data in the form 990, I identify a method that creates a dictionary of words more common to a given place relative to other places in the U.S. From this inductive dictionary, researchers can identify the relative character of a place's nonprofit sector.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

The Contribution of Nonprofit Sector to African Economies: A Synthesis Literature Review

Eleanor Meda Chipeta, University of Witwatersrand, Wycliffe Nduga Ouma, University of Witwatersrand, Dennis Boahene Osei, University of Witwatersrand, Bhekinkosi Moyo, University of Witwatersrand

The report drew findings from 17 selected African countries using peer-reviewed articles, NPOs reports, government publications, and relevant grey literature. The findings revealed that NPOs, play a pivotal role through various youth-oriented programs. Contributions include skills development, education and training, entrepreneurial support, policy advocacy, capacity building, provision of direct employment, technology and digital advancement, and impact assessment. Important sub-sectors include agriculture, services, tourism and hospitality, ICT, human rights and advocacy, arts and culture, the environment, and health. The review recommended diversifying funding sources through partnerships with the private sector and high-net-worth individuals to expand financial resources for youth employment initiatives.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Other

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The dark side of orphanage support: How the NGO halo effect perpetuates orphanage volunteering

Philine van Overbeeke, The Gradel Institute of Charity, University of Oxford, Isabel de Bruin Cardoso, Erasmus University

Evidence shows the harmful effects of orphanages on children, yet they persist. Often run by NGOs, orphanages attract volunteers who believe they are helping. Most children in orphanages are not orphans but are placed there due to the perception of safety. However, children in orphanages face various risks. Volunteers, by offering time or money, perpetuate the demand for orphanages, harming children's wellbeing and undermining local protection efforts. We explain the persistence of orphanages through the NGO halo effect, showing how Western volunteers rationalize their support for orphanages despite contrary policy advice and local efforts.

Track: Voluntarism and Volunteering

Methodology Keywords: Theoretical/conceptual

The Development of Nonprofit-Government Relationships Under Fiscal Federalism

Ignacio Ruelas, University of Nebraska Omaha, Michael Lee, University of Nebraska Omaha

This paper argues that nonprofit-subnational government relations can become supplementary, complementary, or adversarial depending on the soundness of fiscal federalism. There exists a gap in the conceptualization of intergovernmental interactions and nonprofit development. Resource dependence and institutional theories are used to discuss the relationships that can emerge when providing local goods and services under fiscal federalism. The United States and Mexico are compared as illustrative cases to prove how contrasting versions of fiscal federalism can lead to different nonprofit-government relationships. Based on the revisited theories and illustrative cases, a four-quadrant model integrating fiscal federalism soundness with nonprofit development is proposed.

Track: Nonprofit Finance

Methodology Keywords: Theoretical/conceptual

The Dynamics of Facebook Democracy: Analyzing Engagement strategies of 501(C)(4) Political Organizations

Wen chen Denq, California Lutheran University, Jose Marichal, California Lutheran University, Danish Warsi, California Lutheran University

This research examines how U.S.-based 501(c)(3) and (4) nonprofit organizations (NPOs) use Facebook in an effort to enhance audience engagement and influence political participation. NPO can strengthen democratic processes by reaching diverse audiences via

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social media. We assessed the impact that messages functions, engagement matric, NPO characteristics, and sentiment have on political participation in Facebook posts with revenues below $500,000 from May to July 2024. The findings would furnish NPO's with strategic insights for optimizing social media use to bolster political engagement and influence policy; social media helps NPOs amplify voices via political participation and catalyze societal change nationally.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

The Economic Impact of Organizational and Public Policies on Nonprofit Employees

*Jodi Benenson, University of Nebraska Omaha, Leticia (Stacey) Tetteh, University of Nebraska at Omaha, Jonathan Wong, University of Nebraska Omaha

This paper examines the economic impact of organizational and public policies on nonprofit employees from an intersectional perspective. Through a mixed-methods study of nonprofit employees (N=1,000), this paper explores the ways organizational policies and public policies that influence economic security and mobility for nonprofit employees based on their gender identities, races, ethnicities, and sexual orientations.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

The Ecosystem of Faith-based Grantmaking: Mapping Grantmakers to Grantees

Allison Ralph, Cohesion Strategy, Brad Fulton, Indiana University

This study investigates faith-based public and private foundations and their grantees. We identify foundations and grantees by their major religious tradition and NTEE code. We find a variety of religions represented, the two most common being Christian (~53%) and Jewish (~27%). Public foundations and grantees were scattered across the NTEE code, with Human Services, Religion, and Public and Societal Benefit on top. Additionally: 1) some organizations both received and gave grants in this sample, 2) there is meaningful giving between organizations of different faiths, and 3) 88% of all faith-based giving on the issue of abortion went to pro-choice organizations.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Mixed methods

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The effect of merging mandated collaborative governance networks on community-based outcomes: Competition or collaboration

*Andrew Sullivan, University of Central Florida, Saerim Kim, Suffolk University, Hanvit Kim, University of Central Florida

Governments often develop mandated collaborative governance networks where an external authority (mandator) initiates a collaboration among other organizations or entities (collaborators) to achieve its goals and enforces the collaboration through governance structures. However, the efficacy of such mandated collaborative governance networks is debatable, with potential barriers arising from arbitrary government boundaries and competitive dynamics among organizations. This study explores the impact of merging jurisdictions to promote interorganizational collaboration on community-level performance, focusing on homeless services in the United States. By examining the context of local community networks for homeless services, we contribute to understanding collaboration within unconducive environments.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

The effect of racial bias in charitable giving

*Shinyoung Park, IU Indianapolis

Current knowledge about the influence of racial in-group favoritism in giving is more focused on explicit racial bias. This study will determine whether implicit racial bias is associated with reduced giving to organizations helping people in need when those in need have dissimilar racial identities, using the 2008–2009 American National Election Study (ANES) monthly panel. My hypothesis is that white individuals with higher levels of implicit racial bias give less to organizations that help people in need if those people are predominately Black Americans. Hence, this study will provide evidence of implicit-bias-driven inequality in voluntary giving to nonprofit organizations.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

The effects of innovation on clients' contributions to nonprofit and for-profit organizations

*Chen Ji, Louisiana State University Shreveport, Meng-Han Ho, National Central University, Patrick Dwyer, Indiana University Lilly Family School of Philanthropy

This study aims to untangle the underlying mechanisms through which innovation signals promote clients' intentions to contribute to nonprofit and for-profit organizations via

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their perceptions of organizational quality. The authors apply a moderated mediation model using an experimental design with N=967 participants in the United States. The expected results are that both a technological innovation signal and a management/organizational innovation signal affect clients' perception of the organizational quality and intentions to contribute. We will also examine whether perceptions of the organizational quality and intentions to contribute vary in nonprofit and for-profit contexts.

Track: Innovation and Entrepreneurship

Methodology Keywords: Quantitative

The Impact of Revenue Diversification and Composition by the Nature of Service

*Su Young Choi, University of Georgia

Revenue diversification has been uniformly adopted by nonprofits under the belief that it can improve their fiscal health. However, this belief tells us little about the effects of diversification in crises. Further, there exists a noticeable gap in the nonprofit finance literature, particularly when it comes to subsector-level analyses. This study examines the extent to which revenue diversification can mitigate revenue volatility in the presence of systematic risks, such as the 2008 Great Recession, using panel data from 2004 to 2012. The results reveal that the efficacy of revenue diversification is highly dependent on the specific nature of the service.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

The Impact of Tax-exempt Bond Issuance on Nonprofits' Financial Performance

*Qingqing Sun, University of Texas at Austin

Previous literature suggests that nonprofits shy away from using debt due to fears of diverting funds from programs and discouraging furture donations and grants. This study uses IRS Form 990 and Schedule K data on 752 bonds issued by 494 nonprofits from 2009 to 2016 to examine the effects of borrowing on their financial performance. By employing Difference in Difference and Matching Strategies, findings reveal that bond issuance slightly reduces program expenses by 0.5% but does not significantly affect donations or government grants, filling a gap in empirical research on nonprofit financial management.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

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The Internet Presence and Engagement Practices of Higher Education Institutions in Sub-Saharan Africa

Dennis Kilama, IU Indianapolis, Xiaonan Kou, IU Indianapolis

This study explores the internet presence and online disclosures of Higher Education Institutions (HEIs) in Africa. It highlights the role of philanthropy in supporting HEIs on the continent, including contributions from private foundations, alumni associations, corporate organizations, and diaspora communities. The study aims to provide empirical baseline data on the internet presence of top African HEIs and their current practices in information disclosure and fund development for future research. We are systematically collecting publicly available information on information disclosure, engagement practices, and organizational structure.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

The Long-Run Impacts of Conversionary Religious Development Missions: A Meta Analysis

Jonathan Oxley, Georgia State University

The development economics literature has heavily investigated the impact of 19th and 20th-century conversionary religious missionary aid on educational attainment, literacy, income, and several other outcomes. Several papers have found that missionary presence can result in contemporary and long-run development of human capital; however, these findings have come with some reasons to be concerned regarding their methodology. I conduct a meta analysis to determine the average effect size of missionary impact, along with testing for publication bias in the current literature. The findings will contribute greatly to the understanding the lasting impact of conversionary religious development aid in the present.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Quantitative

The long-term effects of matching grants in the emerging philanthropy sector: Evidence from China

Xiaoyun Wang, Renmin University of China

Research found that matching grants only generate a small increase in checkbook donations—donations exclusive of the match. These studies were conducted in the context of Western countries with long-established traditions of public fundraising. The reactions to matching grants could be very different in the emerging philanthropic sector of developing countries. Our studies examine the long-term effects of matching grants on giving in China's

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largest online charitable giving platform and found that matching grants leveraged over 100 times the amount of checkbook donations. We propose the price and network effects on charities' fundraising behaviors to explain the larger-than-expected matching effect.W

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Emergent Research Presentation

The Missing Fat Belly: Empirical Study of Medium-rich Philanthropy

*Divya Sethi, Erasmus University, Lucas Meijs, Rotterdam School of Management, Erasmus University, Marius Van Dijke, Rotterdam School of Management

Philanthropic activities of the less-rich and ultra-rich have been studied extensively. The medium-rich, comprising 62.5 million individuals, globally own about USD 221.7 trillion (CSRI, 2022), indicating a large philanthropic potential. However, medium-rich philanthropy is not well understood; it is estimated to be low (Philanthropy Roundtable, 2016) due to: financial obligations, the feeling that it is the responsibility of the rich to give, and low perceived control on donations (Barclays, 2019).

We interviewed 30 medium-rich philanthropists to understand their philanthropic activities. Qualitative data indicates that their philanthropic forms differ from those of the ultra-rich and less-rich, revealing distinct patterns for medium-rich-philanthropy.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

The Nonprofit Sector in the U.S.: A Critical Examination from 1865 - Present Day

*Michael Blecher, Adelphi University, Sara Terrana, Adelphi University

Through a critical analysis of the history of the American nonprofit sector, we challenge its traditional benevolent portrayal. Utilizing Critical Race Theory - specifically the tenant of interest convergence, the study examines historical events from 1865 to the present, revealing how NPOs have often served to maintain White hegemony while advocating for racial advances primarily beneficial to Whites. The investigation suggests that the empowerment of marginalized communities by NPOs has been overstated, highlighting the sector's racist and capitalistic origins. Findings urge educators to present a more nuanced history of the nonprofit sector, acknowledging its complex and often problematic legacy.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Other

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The Overlooked Pillar: Making a Case for Cultural Sustainability

Alisa Moldavanova, University of Delaware

Drawing on more than five years of research conducted on a variety of organizations within the domain of arts and humanities, the presentation offers a framework for organizational sustainability based on the dynamic interplay of two narratives—institutional resilience and institutional distinctiveness—and identifies mechanisms and strategies adopted by managers of cultural organizations that maintain and enhance intergenerational sustainability. The broader intellectual implication of the insights offered in the book encompasses the critical notion that genuine long-term sustainability, the kind that secures the rights of future generations, requires sustainable stewardship today.

Track: Governance, Leadership and Management

Methodology Keywords: Qualitative

The Philosophy and Practice of Justice Philanthropy: An Integrative Framework

Keratiloe Mogotsi, Chatham University, Susan Phillips, Carleton University, Tobias Jung, University of St Andrews, Melissa Wilson, Carleton University

This paper examines the ways in which family foundations are pursuing justice-oriented approaches in their work. Through interviews with 34 large Canadian foundations, it assesses the factors that promote 'justice' and systems change grantmaking and how foundations have adapted their relationships with communities to produce meaningful engagement with and empowerment of communities. The paper aims to advance our understanding of the potential and limitations of justice philanthropy and identify key strategies and processes that may serve as models for further justice-oriented philanthropy efforts for foundations internationally.

Track: Nonprofit Finance

Methodology Keywords: Other

The Power of Community Foundations: Idle or Emerging

Codi Smith, University of Pennsylvania

This paper is the qualitative portion of a mixed-methods study that examines how the board's capacity influences the performance of community foundations under the premise that various exertions of power are intertwined in the governance process. This perspective stems from the scarcely understood role of power within the nonprofit sector and how power affects the relationships and outcomes attached to an organization. Thus, this study will evaluate how community foundations utilize their economic, social, and symbolic capital to express legitimate, reward, informational, and referent power (Bruni-Bossio & Kaczur, 2021) to achieve organizational goals and expectations.

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Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Qualitative

The Power of Nonprofit—An Empirical Analysis of Collaborative Relationships between nonprofits and Foundations in China

Wenpei You, IU Indianapolis

Power is inscribed in the core of organizational operation and achievement, particularly for the success of collaboration among organizations. This paper intends to advance our understanding of the power of nonprofits (i.e., the traditionally powerless party) through identifying whether they hold power and how the political capital (sources of power) mobilized by nonprofits shapes their exercise of power in collaborations with foundations (i.e., the traditionally powerful party). It contributes to the existing literature through identifying and testing the mechanisms of how sources of power shape the exercise of power with empirical data collected from China.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

The Power of the Civil Society in Israel amid Judiciary Upheavals

Dorit Bar Nir, Ariel University, Shani Pitcho, Ben Gurion University, Michal Mahat Shamir, Ariel University

This present study analyzes the recent protests to the so-called ""judicial reformation"" in Israel, qualitatively examining the content of 437 protest signs collected by various means, emblematizing the power of civil society. This is done through two related theoretical frameworks: the typology of power bases formulated by French and Raven (1959), and the dynamic integrative model of power relations and policy-making described by Kim, Pinkley and Fragale (2005). Special consideration is given to the essential role of civil society in safeguarding democratic values.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

The Power of the Physical Environment: Design for social impact in Child Advocacy Centers

Anna Ruth Gatlin, Auburn University, Peter Weber, Auburn University

This pilot study uses the case study of a Child Advocacy Center (CAC) to investigate the use of space and built environment in nonprofit organizations. Central to our discussion is

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the recognition that traditional design approaches may inadvertently perpetuate feelings of powerlessness and re-traumatization among vulnerable populations. Relying on the principles of trauma-informed design, we show how a range of design choices (e.g., addressing adjacencies, allowing users to maintain autonomy, incorporating wayfinding, color and finish selection, attenuating sound transfer, etc.) can impact the effectiveness of service delivery, both positively and negatively.

Track: Innovation and Entrepreneurship

Methodology Keywords: Qualitative

The present through the future: On temporality and tomorrow's importance for today's nonprofit organizations

Johan Hvenmark, Marie Cederischold University, Ola Segnestam Larsson, Marie Cederschiold University

This four year project —which enhances our knowledge regarding temporality in NPOs and what their projections of the future can tell us about present times— will be executed in close collaboration with ten Swedish NPOs. Empirical data, which will be analyzed thematically, discursively, and with methods related to history of ideas, includes both NPO-generated scenario plans describing how each participating organization projects ahead to 2050, and organizational documents and interviews with organizational representatives. The project also includes a Delphi study where internationally renowned nonprofit scholars will provide expert perspectives on a potential future of the nonprofit sector.

Track: Nonprofits, Philanthropy, and Voluntary Action in the Humanities

Methodology Keywords: Mixed methods

The Relationship Between Burnout, Mission Attachment, and Values Congruence in Nonprofit Fundraisers

*Samantha Plotner, University of Illinois Chicago

The nonprofit workforce is in crisis. Nonprofits across the sector are struggling to recruit and retain employees due to factors ranging from low pay to poor working conditions. Anecdotally, one of the contributors to this crisis is widespread burnout amongst nonprofit staff. While burnout is not unique to the nonprofits, there is reason to believe mission attachment and values congruence may play a role in how burnout presents in nonprofit employees. This paper aims to better understand the underlying mechanics of burnout in nonprofit employees in order to inform future research into interventions.

Track: Governance, Leadership and Management

Methodology Keywords: Quantitative

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The Role of Nonprofit Incubators in Fostering Social Innovation and Measuring Social Impact

Marina Saitgalina, Old Dominion University, Jesus N Valero, Department of Political Science, University of Utah

Incubators that support social entrepreneurship range from traditional for-profit to traditional nonprofit organizations, and so are their roles in fostering social enterprises. This research uses a mixed method approach to shed more light on the way these roles can be defined, and their impact quantified in the context of local startups in the United States.

Track: Innovation and Entrepreneurship

Methodology Keywords: Mixed methods

The Role of Nonprofits in the Rulemaking Process: The Redesign of the IRS Form 990

Thad Calabrese, New York University, Juniper Katz, University of Massachusetts Amherst, Todd Ely, University of Colorado Denver

This paper examines the rulemaking process behind the redesign of IRS Form 990, a critical document for nonprofit organizations. Despite its importance, little attention has been given to how Form 990 came to its current state. The redesign process was governed by the Administrative Procedure Act (APA) and subject to public comment. The APA requires agencies to consider feedback from stakeholders but does not compel changes. This paper analyzes the role of nonprofits in the Form 990 redesign as a form of co-production, contributing to the understanding of the relationships between agencies, interest groups, the public, and the rulemaking process.

Track: Nonprofit Finance

Methodology Keywords: Mixed methods

The Role of Resources and Political Environment in Shaping Nonprofit Advocacy Strategies

Qiaozhen Liu, Florida Atlantic University, Hala Altamimi, University of Kansas

Nonprofit infrastructure organizations (NIOs) play a crucial role in sector advocacy, voicing collective interests. Despite their critical role, there remains a notable gap regarding the conditions under which these organizations engage in advocacy. Employing a theoretical framework that combines resource mobilization theory with environmental political participation, the research assesses how internal resources, including cultural, social-organizational, human, and material, and external political pressures shape NIOs' advocacy involvement. Findings indicate that richer human and material resources and challenging political environments significantly enhance advocacy efforts. The study contributes to the

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literature by providing empirical evidence on the resource-based and environmental determinants of advocacy.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Quantitative

Theorizing Hybrid Organizing for Grand Challenges

*Gorgi Krlev, ESCP Business School

We first conceptualize a grand challenges grid that helps explain the complexity of grand challenges better. We then develop a theoretical model of hybrid organizing for grand challenges, which proposes six ways in which hybrid organizing can amplify robust actions and thereby meet the complexity of grand challenges more effectively. We combine the two fields of research in new ways and thereby promote theoretical advancements in each of them, and specifically at their intersection.

Track: Governance, Leadership and Management

Methodology Keywords: Theoretical/conceptual

Thinking along the same line? A review of workplace diversity and representation in nonprofit studies

*Bo Li, State University of New York Albany, Hongseok Lee, State University of New York Albany

Increasing internal diversity to better represent and serve communities is critical for nonprofit organizations. Diversity and representation are distinct phenomena with different mechanisms that affect individual and organizational outcomes. While most existing studies examine the antecedents and impact of diversity and representation, a clear conceptualization is needed to guide research and management practices. Based on existing public administration and general management typologies, this study explores how various nonprofit studies understand and practice diversity and representation. The findings identify differences between the concepts and provide future research recommendations considering these nuances.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Theoretical/conceptual

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Too Big to Discriminate or Regulate? The Religious Exemption Effect on State Foster Care Performances

*Courtney Hahm, Indiana University Bloomington

The religious exemption law permits federally funded, private foster care agencies to refuse child placements with parents whose beliefs on religion, sexual orientation, or gender identity the agency does not support. Drawing from the two-sided market theory, this study investigates the impact of religious exemption laws on the state's child placement performances in terms of efficiency and equity, addressing the ongoing value-based disagreement about the effect of social inclusion. Evidence from the 2009-2021 AFCARS data suggests that the exemption is associated with higher foster care placement rates for children categorized as ""difficult-to-place"" because they lack relative foster care options.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Quantitative

Towards Digital Justice and Consolidated Resettlement Resources for New Americans: A Virginia Database Initiative

*Margaret Webb, Virginia Tech, Sweta Baniya, Virginia Tech, Katrina Powell, Virginia Tech, Mona Rizvi, James Madison University, Michelle Dromgold-Sermen, George Mason University, Grant Rissler, Virginia Commonwealth University, Layla Scott, Virginia Tech, Maya Kachab, George Mason University

Dispersed information about refugee services across websites creates barriers to access and cross-sector collaboration. Through a Virginia research consortium, we identified a need for a centralized database mapping resources for newcomers. Securing funding, our multi-university team developed a ""Resettlement Services for New Americans in Virginia"" database centering community voices to reimagine digital justice. This database supports nonprofit service delivery, stakeholder coordination, and refugee integration. Our interdisciplinary effort examines intersections between the nonprofit sector's capacity to serve refugees, multi-stakeholder collaboration on refugee issues, and implementing emerging technologies for knowledge justice. We reflect on sustaining the database through partnerships and technological opportunities/challenges.

Track: Conference Theme

Methodology Keywords: Mixed methods

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Tower of Babel? Understanding DEIA Framing and Practices in Veteran Serving Nonprofits

Amanda Bankston, Syracuse University

How do organizations frame and implement DEIA work? DEIA is a catch-all term for work preventing exclusion and promoting inclusion of historically marginalized groups in predominantly white spaces. However, review of the literature indicates there is no common language or approach for DEIA work and success in DEIA depends on how DEIA is being defined and measured by organizations. In the absence of a systematic language or approach to DEIA work, it is difficult to know whether DEIA work is creating inclusive spaces. We use survey data to understand how veteran serving organizations frame and implement DEIA work.

Track: Conference Theme

Methodology Keywords: Quantitative

Translating Performance Between Funders and Nonprofits

David Berlan, Florida State University, Gary VanLandingham, Florida State University, Sina Jangjoo, Florida State University

Nonprofits and their funders both continually seek improved outcomes, but often lack agreement on how to define, discuss, and pursue these improvements. Translating across these definitional divides is critical and provide opportunities for researchers to impact practice. Through auto-ethnography of multiple training, mentoring, and facilitation activities between nonprofits and their funders, the authors identify potential areas in need of translation, distinct clusters of shared definitions, and recommendations for how to bridge these divides.

Track: Performance Measurement and Evaluation

Methodology Keywords: Qualitative

Trust across Government & Community: The Role of Public Service Motivation & Sense of Community Responsibility

Neil Boyd, Bucknell University, Branda Nowell, North Carolina State University, Jaclyn Piatak, University of North Carolina Charlotte

With increasing polarization and distrust, understanding factors that influence trust in government, public institutions, and community are vital. Two other-oriented measures from public management and community psychology have been found linked to prosocial behaviors and perceptions—sense of community responsibility (SOC-R) and public service

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motivation (PSM). Given today's challenges in fostering trust and engagement, we ask: How do PSM and SOCR correspond to trust across levels of government, sector, and community?

Track: Conference Theme

Methodology Keywords: Quantitative

Understanding Frustrations in Community Service: Frustration Types and Predictors

Yinglin Ma, University of Central Florida, Mary Tschirhart, The George Washington University

Individuals performing community service may experience frustrations, but little is known about frustration types and predictors, versus the larger literature on consequences of workers' frustration including counter-productive behavior, burnout, and turnover. Using qualitative and quantitative data from 747 AmeriCorps members, we examine how they characterize their frustrations with their service experience and test theory-based predictions about which members are most likely to experience certain types of frustrations and what may suppress or moderate these frustrations. The findings inform theoretical perspectives on frustration and have implications for practice and future research.

Track: Voluntarism and Volunteering

Methodology Keywords: Mixed methods

Understanding the Changing Face of Community Development in India: A rural, grassroots perspective

Prerna Rana, University of Wisconsin Madison

Partnerships between nongovernmental organizations (NGOs) and various stakeholders like donors, international development organizations, and the government are rife with tensions that can originate from imperialist control, neoliberal and free market pressures, resource dependence and state surveillance. Given these unequal power dynamics, this ethnographic study traces the history of Jungle Jeevan Sansthan, a rural grassroots community based organization in India and the changes in its strategic planning and programming over the last four decades owing to macro environment shifts resulting in the organization's prioritization of neoliberal ideas of "development" over its initial focus on environmental conservation.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

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Understanding the Motivations Behind Cryptocurrency Donations

Aakash Thottam, The University of Queensland, Cassandra Chapman, The University of Queensland, Peter Popkowski Leszczyc, The University of Queensland

Cryptocurrency comprises a growing proportion of charitable donations, due in part to characteristics that make it appealing to both donors and charities. Despite its growing use, the motivations behind cryptocurrency donations are not well understood. We analyzed survey responses from cryptocurrency owners (N= 501) in the UK, US, and Australia to uncover these motivations. Our findings identify key demographic and psychographic traits of cryptocurrency donors. Additionally, factors such as anonymous giving, lower transaction costs, support for innovative fundraising, and the ease and accessibility of cryptocurrencies significantly predict the intention to donate using cryptocurrency.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Unleashing the potential for data: Can new methodologies help solve data poverty?

Daniel King, Nottingham Trent University

This study investigates how the nonprofit sector can overcome data poverty and fragmentation to produce recognized, reliable, and timely data. Based on interviews with 28 practitioners, it explores the data needs and challenges faced by nonprofit organizations, revealing difficulties in understanding and utilizing data for decision-making. Additionally, the study examines the potential of a new data collection platform to enhance data infrastructure. The findings suggest that improved data consistency and accessibility could enable better decision-making, storytelling, impact assessment, and facilitate comparative analysis and national aggregation within the sector.

Track: Advances in Data and Methodology

Methodology Keywords: Mixed methods

Unlocking Knowledge Potential: The Role of IT Infrastructure Capabilities in Iranian NGOs' Knowledge Management Practices

Sina Jangjoo, Florida State University, Elham Maleki Najafabadi, University of Nevada, Reno

Effective knowledge management (KM) is critical for NGOs to succeed in the competitive social sector. This study investigates how information technology infrastructure capabilities (IIC), fostered by the Iranian government's ICT development plan, serve as a valuable foundation for developing dynamic KM capabilities within resource-constrained Iranian NGOs. The research, using a survey and SEM analysis, demonstrates that IIC acts

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as a Valuable, Rare, Inimitable, and Non-Substitutable (VRIN) resource. It extends the Resource-Based View (RBV) by highlighting how IIC facilitates KM and the co-evolution of KM capabilities, creating a dynamic knowledge flow within the NGO.

Track: Conference Theme

Methodology Keywords: Mixed methods

Unpacking Diversity, Representation, and Environmental Justice from the Perspectives of Environmental Advocacy Nonprofit Organizations

Jennifer Kagan, University of Hawaii Manoa, Kelly LeRoux, University of Illinois Chicago, Omowonuola Fayemiro, University of Illinois Chicago

This study examines the related concepts of diversity, representation, and environmental justice (EJ) among environmental advocacy nonprofit organizations. Given their role in environmental policymaking and the persistence of EJ concerns, we use semi-structured interviews with executive directors across three states—Colorado, Hawaii, and Illinois—to explore how organizations integrate EJ, the types of diversity initiatives they have underway, and whose interests they represent. While this research began by exploring these questions independently, ultimately we uncover complex interdependencies among these critical concepts.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Qualitative

Untangling the Role of Government Support on Social Entrepreneurship Performance: Financial and Non-Financial Support

Nara Yoon, James Madison University, Jin Young Lee, Loyola University Maryland, Chong Kyoon Lee, James Madison University

Acknowledging the potential of social entrepreneurship (SE) in addressing societal issues, the government has provided various supports to SE. Using the resource dependence theory, we explore the efficacy of government support and its boundary condition in the financial performance of SE. Importantly, we examine different approaches including financial support (subsidies) and non-financial support (joint partnership). We further assess whether these focal relationships are moderated by social entrepreneurs' career. We test our hypotheses with a sample of social enterprises in South Korea. This study has a practical contribution to policy makers seeking to foster SE through various policy approaches.

Track: Innovation and Entrepreneurship

Methodology Keywords: Quantitative

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Unveiling America's Silent Struggle: Trying to Get Help during Material Hardship

Yeha Kim, Northwestern University, Peixin Hua, Penn State University, Kristy Park, Northwestern University, Michelle Shumate, Northwestern University

Data from the American Community Survey reveals that 40% of Americans experience material hardship annually, yet only 10% receive government aid, and less than 6% receive support from nonprofits. This study examines how individuals in need seek assistance and evaluates the effectiveness of healthcare-based referral programs. Stigma, systemic barriers, and social isolation hinder help-seeking efforts. While referral programs aid in overcoming some obstacles, they prove insufficient, highlighting the need for comprehensive interventions.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

Unveiling the Bridge Builders: Exploring Distinctive Traits of Bridging Nonprofits in Public Health Network Domains

Yashaswi Lal, University of Illinois Chicago, Shuwen Zhang, University of Illinois Chicago, Kate Albrecht, University of Illinois Chicago

This research explores the role of nonprofits as bridging entities across purpose-oriented networks in the public health domain of metropolitan Chicago. It examines how these bridging nonprofits differ from other members regarding resource sufficiency, institutional factors, and network effectiveness. Utilizing logistic regression models, the study aims to identify distinctive characteristics of bridging organizations, enhancing our understanding of their unique role in multi-sector collaborations. Our research provides insights enhancing collaborative strategies and network management of nonprofits in public health and other sectors and filling a crucial gap in understanding how such organizations facilitate broader and more effective network collaboration.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Quantitative

Unveiling Uncivil Society Organizations in Education Policies

Mario Aquino Alves, Fundação Getulio Vargas, Catarina Segatto, Universidade de São Paulo, Andrea Pineda, Fundação Getulio Vargas - Escola de Administração de Empresas de São Paulo

The 1990s marked a period of optimism for civil society organizations, seen as a counterbalance to state power in promoting liberal democracy. However, this view overlooked the potential internal conflicts within civil society, particularly from ""uncivil society

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organizations"". Recent studies have focused on these organizations - mostly nationalist and religious-based groups - supporting authoritarian nationalist and religious-based groups regimes. This study delves into the impact of uncivil groups on Brazilian educational policy from 2010 to 2022, using document analysis and interviews. Examining the interactions between institutional logics aims to shed light on the influence of ""uncivil society"" on public policies.

Track: Global Civil Society, Social Movements, and Grassroots Associations

Methodology Keywords: Qualitative

Uptake of PPP Loans: Leverage, Size and Experience

*Jessica Word, University of Nevada Las Vegas, Marcus Lam, University of San Diego, School of Leadership and Education Sciences, Nathan Grasse, Carleton University

We examine the organizational and financial characteristics of nonprofits that received loans and did not receive loans from the Paycheck Protection Program (PPP). We hypothesize that prior leverage and experience receiving government funding will be positively related to receiving a loan while having reserves is negatively related to receiving a loan. This study will make an important contribution to our understanding of nonprofit borrowing behavior and the reach of PPP loans.

Track: Nonprofit Finance

Methodology Keywords: Quantitative

Using digital traces to study volunteering: Learning about Volunteer Sabbaticals through Open-Source Software

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The rise of computer-assisted collaborative work has led to the production of digital traces of volunteering. Such environments and the complete digital traces of work that they leave can be tremendous sources of data about volunteering, especially if conclusions from specific systems can be generalized. We use data from hundreds of Open-Source Software projects to examine "volunteer sabbaticals." We first identify traces of inactivity, classify them, and examine if different classes of inactivity impact volunteer longevity and project success. Our analysis demonstrates that digital traces can be used to study general processes of volunteering.

Track: Advances in Data and Methodology

Methodology Keywords: Quantitative

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Using Generative AI to Amplify Nonprofit Customer Voices

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Human services nonprofits often collect large amounts of valuable customer feedback data in open-text format, but struggle to efficiently analyze and extract insights from this unstructured data. Stand Together Foundation is pioneering the responsible use of low-cost Large Language Models (LLMs) with nonprofit partners to unlock insights from this data and empower customer-centric decisions. Initial projects demonstrate the potential for ethical, human-in-the-loop AI solutions to amplify impact in the nonprofit sector.

Track: Advances in Data and Methodology

Methodology Keywords: Mixed methods

Using Role Play as a Teaching Tool in Nonprofit Management Courses

Samantha Plotner, University of Illinois Chicago

Research on role-playing simulations suggest a range of benefits for student learning. Does a role-playing simulation give students an opportunity to practice skills they could apply in their careers while also expanding their knowledge of a management topic? Using a simulation piloted during the Spring 2024 semester this research will use a range of qualitative data to determine the efficacy of simulations in this context.

Track: Conference Theme

Methodology Keywords: Emergent Research Presentation

Value co-creation or value conflicts? Examining nonprofit-business collaborations in ESG practices

Chin-Chang Tsai, National Sun Yat-sen University

Nonprofit-business collaborations have gained increased attention in theory and practices under the global trend of ESG practices. However, the seemingly win-win situation entails more contemplation. This study employs the collaborative value creation (CVC) framework and a qualitative approach to explore the collaboration experiences of nonprofit and business practitioners. This study seeks to identify the similarities and differences in terms of collaborative values for nonprofit and business practitioners. Moreover, this study seeks to conceptualize potential value conflicts during the collaboration process.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Qualitative

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Voices From the Sector: Nonprofit Advocacy in Turbulent Times

Mirae Kim, George Mason University, Heather MacIndoe, University of Massachusetts Boston, Lewis Faulk, American University

In July 2023 Independent Sector published a report with the results of the first nationally representative survey of U.S. nonprofit public engagement in two decades. This paper presents findings from the second phase of this study: 40 follow-up interviews with nonprofit human service executive directors. In the context of this election year, we ask: How does the current partisan state of American politics in 2024 affect nonprofit advocacy? We find that the increasingly polarized landscape of American politics may distract nonprofits from their core missions, and that nonprofits must maintain a bipartisan and nonpartisan stance as a strategic necessity.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Qualitative

Volunteer Engagement Dynamics and Political Campaign Success: Evidence from the Arizona Abortion Access Ballot Initiative

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This research explores the dynamics of volunteer engagement at individual, county, and organizational levels and assesses the impacts of these volunteer engagement dynamics on campaign success. It does so using the data from the Arizona Abortion Access Ballot Initiative. The study utilizes a mixed-methods approach to identify critical factors influencing volunteer participation and effective strategies to enhance campaign outcomes.

Track: Public Policy, Law, Regulation, and Advocacy

Methodology Keywords: Mixed methods

Volunteering as a pathway to nonprofit and public employment, an analysis of millennials

Tiana Marrese, University of Pennsylvania, Femida Handy, University of Pennsylvania

Extant literature on volunteering and employment sector often fails to draw a direct line between these two behaviors. Our study builds on previous work by hypothesizing that early-career volunteering serves as a pathway for mid-career nonprofit and public sector employment. We employ logistic regression and duration analysis on panel data and find that early-career volunteering is significantly related to mid-career employment in the nonprofit sector. Furthermore, millennials with no early-career work experience in the nonprofit sector demonstrate a faster rate of mid-career entry if they volunteered early in life. Such relationships are not seen for individuals entering the government sphere.

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Track: Voluntarism and Volunteering

Methodology Keywords: Quantitative

Volunteering for Critical Public Services: The Case of the Coast Guard Auxiliary

Jessica Sowa, University of Delaware, James Kendra, University of Delaware, Terry Plank, University of Delaware

Volunteers provide for the safety of the public in areas such as firefighting (Henderson & Sowa, 2018) and emergency services (Kragt et al., 2018). One area that has been neglected is the role of volunteers in keeping the coastline and seas safe in the US—the US Coast Guard Auxiliary, composed of over 21,000 volunteers helping with boating safety, disasters, and other methods of supporting the US Coast Guard. Drawing on survey data of over 2000 volunteers, this study examines these volunteers in terms of their satisfaction and retention, examining whether the Auxiliary is employing effective volunteer management strategies.

Track: Voluntarism and Volunteering

Methodology Keywords: Quantitative

What Determines Cross-Sectoral Market Structure?

Teresa Harrison, Drexel University, Richard Steinberg, IU Indianapolis

We characterize market structures within and among the sectors of for-profit firms, nonprofit organizations, governmental units, and families, then explore determinants of these structures. Determinants include economies of scale and scope, transactions costs, mission heterogeneity, legal and regulatory restrictions, demographic trends, difference in revenue sources, and political and social factors.We show how these factors help determine the evolution of industries through entry, exit, merger, and the evolution of other combinational forms. Finally, we provide specific examples in the health and education markets.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Theoretical/conceptual

What Determines Nonprofit Executive Compensation?: A Systematic Literature Review

Emily Robinson, North Carolina State University, Jessica Khan, North Carolina State University

Nonprofit executive compensation is commonly discussed in the media regarding inappropriately high salaries awarded to nonprofit executives, but it is less clear what the

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academic consensus is surrounding nonprofit executive compensation. There has yet to be a systematic literature review of executive compensation in the nonprofit sector. This systematic literature review includes academic articles that discuss the determinants of executive compensation in the United States between 2003 and 2023. This review contains both empirical and non-empirical articles. Empirical articles are only included if executive compensation is the dependent variable. Findings show personal, organizational, and community-level factors influence executive compensation.

Track: Governance, Leadership and Management

Methodology Keywords: Other

What do we mean by collaboration processes? A systematic review of the literature

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Based on a systematic literature review of empirical studies on nonprofit collaboration processes published between 1972 and 2015 (n=200), this paper builds the field's understanding of how nonprofit collaboration processes have been studied across disciplines. Our findings contribute to the literature by illuminating that even the hard-to-grasp concept of "process" (how collaborations develop and are managed) has a systematic, albeit widely divergent, meaning with multiple definitions and applications of the concept in research. We conclude by advising the need for better clarity of and alignment between what we mean by process and how we approach the analysis.

Track: Collaboration: In, Between, and Among Sectors

Methodology Keywords: Other

What Does AI Tell Us about the field of Philanthropic and Nonprofit Studies?

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To facilitate an effective and sustainable growth of the field of philanthropic and nonprofit studies, the paper presents comprehensive mapping of its intellectual structure using advanced computational models. The study identifies twenty knowledge interconnected clusters by analyzing a dataset of more than 60,000 articles gathered from the Web of Science database using a curated keyword list. The structure and scope of the clusters capture the current topical and interdisciplinary compositions of the field, as well as suggest future opportunities for field advancement. Further, the study contributes to natural language processing techniques in social science contexts.

Track: Advances in Data and Methodology

Methodology Keywords: Other

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What does trust have to do with it? Social Trust and the Voluntary CPR

*Jessica Word, University of Nevada Las Vegas

Using the work of Brudney & Meijs (2009), we extend the natural resource conceptualization of volunteer management to examine the impact of trust. Existing literature has largely examined the shifts in voluntary behavior at the individual and organizational level but have not focused on the larger social and societal changes which may have impacted these choices. Coinciding with the shifts in voluntary behavior, the United States has also seen shifts in the levels of social trust. This paper examines the possible links between these two trends by examining volunteers as a common pool resource (CPR).

Track: Voluntarism and Volunteering

Methodology Keywords: Theoretical/conceptual

Where does U.S. cross-border giving go? An in-depth analysis of recipient regions and causes

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The United States plays a major role in the cross-border philanthropy landscape. By analyzing Forms 990 Schedule F data, this study provides details on assistance that U.S. nonprofits made to organizations outside of the U.S. in FY 2019 compared to FY 2017. Key findings of this study can inform U.S. policies on foreign assistance through detailed information on areas and gaps in philanthropic funding flowing to other countries. It also has implications for developing international standards and framework for data tracking and sharing, as well as details on the contents of Schedule F data that is rarely remarked upon.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Which nonprofit gets more resources? Exploring the roles of equity and transparency-centered practices

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Nonprofit success depends on effective resource management. However, ongoing resource scarcity, worsened by uncertainties like COVID-19, requires new ideas. According to sense-giving and signaling perspectives, nonprofits that align with public values can shape stakeholder perceptions in their favor, gaining support. We will explore how and why managerial practices emphasizing equity and transparency influence government grants and

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private donations under stable and uncertain conditions. Our mixed-methods analyses with US arts nonprofits and interviews with nonprofit CEOs will demonstrate how and why conveying equity and transparency messages through managerial practices provides competitive advantages, offering practical resource management insights for navigating complex environments.

Track: Governance, Leadership and Management

Methodology Keywords: Mixed methods

Which social innovation policies matter from the perspective of third-sector organizations? A Q methodology approach

Chin-Chang Tsai, National Sun Yat-sen University

Nowadays governments seek to utilize various policy measures to facilitate social innovation. Nevertheless, little is known about how third-sector organizations rank the importance of social innovation policies. This study seeks to conduct a Q methodology approach to inquire about sector organization practitioners' viewpoints on social innovation policies in Taiwan. This research expects to develop a typology of different viewpoints about social innovation policies. Our goal is to offer empirical evidence from the perspectives of third-sector organizations to rank the importance of various social innovation policies.

Track: Advances in Data and Methodology

Methodology Keywords: Other

Who Are the Emerging Donors and How Can Fundraisers Respond: A View from the Frontlines

Michael Moody, Indiana University Lilly Family School of Philanthropy, Payton A. Goodman, IU Indianapolis

There is a widespread sense that the population of major donors is changing. This study investigates who these emerging donors are, how they want to give and engage, and what challenges they pose. Based on a survey of professionals working on the frontlines of major gift fundraising, the research finds that new donors are more focused on impact and measuring results, are more strategic and proactive, and more interested in hands-on engagement with nonprofits. They pose challenges to fundraising practices, yet fundraisers remain optimistic. The research recommends adaptations to traditional practices, especially around relationship-building and communication with these emerging donors.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Mixed methods

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Who Buys Into "Cheap Talk"? Effects of Costly and Costless Signals on Social Enterprises' Fundraising

Chen Ji, Louisiana State University Shreveport, Fredrik O Andersson, Indiana University Indianapolis

Resource acquisition is a critical, yet difficult, undertaking for early-stage organizations to ensure survival and stability. Communicating through signaling competence and potential for growth represents one way to attract potential funders' attention. Through a quantitative analysis with over 10,000 observations, this study will draw on signaling theory to examine the relationship between costly signals, costless signals, and the external funding acquisition outcomes of social enterprises. Specifically, this study asks to what extent early-stage funders (philanthropic donors and equity investors) perceive costless signals as credible signals, rather than as cheap talk.

Track: Innovation and Entrepreneurship

Methodology Keywords: Quantitative

Who cares about the voluntary sector? Perspective from the UK and the US

Oluwaferanmi Adeyemo, Sheffield Hallam University

This paper evaluates the state-voluntary sector relationship in the UK since the New Labour government in 1997 to the recent Conservative-led government to forecast the future position and role of the voluntary sector in a new government in September 2024. With a focus on welfare service provision, the review draws on evidence from key policy papers, political party manifestoes and academic research to evaluate how state's relations and support for the voluntary sector has journeyed from that of a hyperactive mainstreaming (relational) in the early days of welfare reforms to a sector-blind approach (contractual) favouring private sector and large organisations.

Track: Conference Theme

Methodology Keywords: Theoretical/conceptual

Who Cares? An Experimental Analysis of Social Norms Influencing DEI Initiative Support among Employees

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This experimental study explores the role of social norms in shaping support or resistance to diversity, equity, and inclusion (DEI) initiatives at the organizational level among U.S.-based nonprofit and public sector employees. For this purpose, we utilize a survey-based experimental approach and employ multiple regression models with a 24-item scale. Our sample included 2,000 nonprofit and 2,000 public employees to examine how different

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framings of DEI messages influence their perceptions. The findings will offer a nuanced understanding of the factors driving organizational DEI support, providing valuable insights for practitioners, scholars, and policymakers to enhance DEI effectiveness in diverse workplace settings.

Track: Leading and Managing Diversity, Equity, and Inclusion in Organizations

Methodology Keywords: Quantitative

Who Uses DAFs and Why?: Findings from the National Survey of Donor Advised Fund Donors

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As more donor advised funds (DAFs) are being opened, it has become increasingly important to understand who is using them, how they are being used, and why. To answer these questions, a first-of-its-kind national survey of DAF donors explores DAF donors' motivations, preferences, behaviors, experiences, and demographics. Findings from this survey complement account-level data from the National Study on DAFs and assist nonprofit sector leaders and policymakers in maximizing the societal benefit and effectiveness of this intermediary philanthropic vehicle.

Track: Philanthropy, Fundraising, and Giving

Methodology Keywords: Quantitative

Why Does Cash Crowd Out Donations? The Role of Efficiency And Fundraising Efforts

Inigo Garcia-Rodriguez, University of Burgos, Teresa Elvira-Lorilla, University of Burgos, M. Elena Romero-Merino, University of Burgos, Marcos Santamaria-Mariscal, University of Burgos

The aim of this study is to delve into the relationship between excess cash and donations received by nonprofit organizations (NPOs) by introducing the mediating effects of efficiency and fundraising efforts. We use several theories to explain this relationship and test our hypotheses with a sample of 6,344 British charities using clustered ordinary least squares regression.

Our results show mediating effects of efficiency and fundraising efforts on the relationship between excess cash and donations. Donors appear to react positively to cash surpluses, but the overall effect is negative due to NPO behavior in allocating resources to programs and fundraising expenditures.

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Methodology Keywords: Quantitative

Youth perceptions of Non-profit Organisations as a Contributor to Dignified and Fulfilling Work in Africa

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This paper explores the perceptions of youth on the nonprofit sector as a source of dignified and fulfilling work in Africa. Data from a two-day focus group discussion in Ghana and Rwanda with youth from 17 countries suggest mixed findings. Nonprofits offer safeguarding policies and measures that promote transparency and accountability. Many international NPOs practice exclusionary labour practices. NPOs do not offer competitive wages to locals expecting employees to volunteer. NPOs are also perceived as poor employers, expose youth to job insecurity due to their funding regimes, and cannot pursue strategy or vision aimed at providing dignified and fulfilling work.

Track: Conference Theme

Methodology Keywords: Qualitative

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