

CURRICULUM VITAE

FEMIDA HANDY

WORK ADDRESS: University of Pennsylvania
School of Social Policy & Practice
3701 Locust Walk, Philadelphia, Pennsylvania 19104-6214
Telephone: (215) 573 2669 Fax (215) 573-2099
Email: fhandy@sp2.upenn.edu

CURRENT ACADEMIC POSITIONS

Professor, School of Social Policy & Practice,
University of Pennsylvania, 2008 –

Secondary Appointments

Senior Scholar, York University, 2009-
Associate Member, Organizational Dynamics, University of Pennsylvania, 2005-
Associate Member, South Asia Regional Studies, University of Pennsylvania, 2005-
Associate Member, Ontario Institute of Adult Education, University of Toronto, 2004-

EDUCATIONAL BACKGROUND

Ph.D. (Doctor of Philosophy) York University, Toronto, Canada
'A Micro-foundational (Economic) Analysis of Nonprofit Organizations'
Outstanding Dissertation Award, Association for Research on Nonprofit
Organizations and Voluntary Action (ARNOVA, 1996)
M.E.S. (Masters in Environmental Studies) York University, Toronto, Canada
'Models of Environmental Pollution'
M.A. (Master of Arts) Mathematics, York University, Toronto, Canada
B.Sc. (Bachelor of Science) Mathematics, University of Poona, Pune, India.

HONORS AND AWARDS

2008 Editors' Prize for best scholarly paper, *Nonprofit Management and Leadership*, Jossey-Bass Publishers.
2007 Marie Weil Award for Best Published Article, *Journal of Community Practice* and Haworth Press Inc.
2001 Award of Merit, Faculty of Environmental Studies, York University
1997 Honorable Mention for an Outstanding Published Article, in *Nonprofit and Voluntary Sector Quarterly*
1996 Outstanding Published Article Award, in *Nonprofit and Voluntary Sector Quarterly*
1996 Sage Publishers Award for Outstanding Article, in *Nonprofit and Voluntary Sector Quarterly*
1996 Outstanding Dissertation Award, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA).
1995 Research Award, Faculty Association, York University

MAJOR RESEARCH INTERESTS

- Nonprofit and voluntary sector economics
- Voluntary action
- Social accounting
- Comparative and international aspects of the nonprofit and voluntary sector
- Non-governmental organizations (NGOs) in India
- Women leaders of NGOs
- Economic valuation of volunteer programs

PUBLICATIONS

Books

Handy, F., Kassam, M., & B. Ranade. *From Sewa to Cyberspace: The Changing Face of Volunteering in India*. New Delhi: Sage Publishers (2010, forthcoming).

Handy, F. & C. Carpenter *The Shrinking Ecological Footprint* [tentative title] Toronto Second Story Press (2009 in press)

Handy, F., Kassam, M., Feeney, S., & B. Ranade. (2006). *Grass-roots NGOs by Women for Women: The Driving Force of Development in India*. New Delhi: Sage Publishers.

Cnaan, R.A., Boddie, S.C., Handy, F., Yancey, G., & Schneider, R. (2002). *The Invisible Caring Hand: American Congregations and the Provision of Welfare*. New York: New York University Press.

Articles in Refereed Journals

Handy, F., Hustinx, L., Kang, C. H; Cnaan, R.A. et al (In press). 'A Cross-cultural Examination of Student Volunteering: Is it all about Resume building?' *Nonprofit and Voluntary Sector Quarterly*

Handy, F., & I. Greenspan. (In press). 'Understanding volunteering by immigrants: Empirical findings and an emerging conceptual framework'. *Nonprofit and Voluntary Sector Quarterly* Online doi:10.1177/0899764008324455

Haski-Leventhal, D., Handy, F., & Cnaan, R. A. 2009. 'A comparative perspective of volunteering among Israeli students: Related factors, motivations, benefits and educational institutes'. *Social Security. (In Hebrew)* 79 pp.141-163

Handy, F., Moodithaya, M.S., & R.A. Cnaan. 2009. 'Understanding Volunteer Leaders of Microcredit Self-Help Groups in Karnataka, India'. *Social Development Issues* 31(2) pp.XX

Hustinx L., & F. Handy. 2009. 'Volunteer management in complex organizations in Belgium: The Case of the Red Cross' *Administration in Social Work*. 33(2) pp.202 - 220

Crosson, R, Handy F., & Shang, J. 2009. 'Keeping Up with the Joneses: The Relationship between Perceived Descriptive Social Norms, Social Information and Charitable Giving'. *Nonprofit Management and Leadership*. 19(4) pp. 467 - 489

- Hustinx L., & F. Handy. 2009. 'Are Volunteers Attracted by the Part or by the Whole? The Case of the Belgian Red Cross'. *International Journal of Volunteer Administration*. 26(1). pp 3-13
- Handy, F., & E. Katz. 2008 'Time is Money, But Which to Give? A Preliminary Analysis of Volunteering and Donating'. *Journal of Economic Studies*. 35(4) pp 323-332
- Hustinx, L.; Haski-Leventhal, D., & Handy, F. 2008. 'One of a Kind? Comparing Episodic and Regular Volunteers at the Philadelphia Ronald McDonald House'. *International Journal of Volunteer Administration* 25(3) pp 50-66
- Handy, F., Mook, L., & J. Quarter. 2008 'Interchangeability of Paid Staff and Volunteers in Nonprofit Organizations'. *Nonprofit and Voluntary Sector Quarterly* 37(1) pp 76-92. [DOI: 10.1177/0899764007303528]
- Haski-Leventhal, D., Cnaan, R.A., Handy, F., et al. 2008. 'Students' Vocational Choices and Voluntary Action: A 12-Nation Study'. *Voluntas: The International Journal of Voluntary & Nonprofit Organizations* 19, (1) March, pp 1-21
DOI 10.1007/s11266-008-9052-1
- Handy, F., Kassam, M., & S. Ranade. 2007. 'To Profit or Not to Profit: Women Entrepreneurs in the Nonprofit and For-Profit Sectors in India'. *Nonprofit Management and Leadership* 17(4), pp. 383-401.
Editors' Prize (2008) for best scholarly paper in *Nonprofit Management and Leadership*, Jossey-Bass Publishers
- Handy, F., Mook, L., Ginieniewicz, J., & J. Quarter. 2007. 'The Moral High Ground: Perceptions of Wage Differentials among Executive Directors of Canadian Nonprofits'. *Philanthropist* 21(2), pp109-127
- Handy, F., & R.A. Cnaan. 2007. 'Role of Social Anxiety in Volunteering'. *Nonprofit Management and Leadership* 18(1), pp 41-58
- Mook, L., Handy, F., Ginieniewicz, J., & J. Quarter. 2007. 'Volunteering in Professional Organizations: The Case of ARNOVA'. *Nonprofit and Voluntary Sector Quarterly* 36(3), pp. 504-520.
- Handy, F., & M. Kassam. 2007. 'Practice What You Preach? The Role of Rural NGOs in Women's Empowerment'. *Journal of Community Practice* 14(3), pp. 69-91.
Marie Weil Award for Best Published Article (2007) in *Journal of Community Practice and Haworth Publishers*
- Handy, F., & J. Gleason. 2007. 'Rent-Seeking Model for Economic Valuation of Environmental Quality'. *Int. Journal of Social Economics* 34(7), pp.436-448.
- Mook L., Handy, F., & J. Quarter. 2007. 'Reporting Volunteer Labour at the Organizational Level: A Study of Canadian Non-Profits'. *Voluntas: The International Journal of Voluntary & Nonprofit Organizations* 18(1), pp. 55-71.
- Handy, F., & J. Brudney. 2007. 'When to Use Volunteer Labor Resources? An Organizational Analysis for Nonprofit Management'. *Vrijwillige Inzet Onderzocht (VIO, Netherlands)* 4, pp. 91-100.
- Handy, F., Cnaan, R.A. & N. Brodeur. 2006. 'Summer on the Island: Episodic Volunteering in Victoria, British Columbia'. *Voluntary Action* 7(3), pp. 31-46.

- Handy, F., Mook, L. & J. Quarter. 2006. 'Organizational Perspectives on the Value of Volunteer Labour'. *Australian Journal of Volunteering* 11(1), pp.28-37.
- Handy, F., & N. Srinivasan. 2005. 'The Demand for Volunteer Labor: A Study of Hospital Volunteers'. *Nonprofit and Voluntary Sector Quarterly* 34(4), pp. 491-509.
- Cnaan, R.A., & F. Handy. 2005. 'Toward Understanding of Episodic Volunteering'. *Vrijwillige Inzet Onderzocht (VIO, Netherlands)* 2(1), pp. 28-35.
- Handy, F., & N. Srinivasan. 2004. 'Improving Quality While Reducing Costs? An Economic Evaluation of the Net Benefits of Hospital Volunteers'. *Nonprofit and Voluntary Sector Quarterly* 33(1), pp. 28-54.
- Handy, F., Kassam, M. & S. Ranade. 2003. 'Factors Influencing Women Entrepreneurs of NGOs in India'. *Nonprofit Management and Leadership* 13(2), pp. 139-54.
- Handy, F. & N. Webb. 2003. 'A Theoretical Model of the Effects of Public Funding on Savings Decisions by Nonprofit Service Providers'. *Annals of Public and Cooperative Economics* 74(2), pp. 1-22.
- Kassam, M., Handy, F. & S. Ranade. 2002. 'Organizational Structure of Feminist Social Service Delivery in India'. *Pakistan Journal of Women's Studies* 9(1), pp.1-25.
- Kassam, M., Handy, F. & S. Ranade. 2002. 'Understanding NGO Impact: The Case of Women NGOs in India'. *Social Development Issues* 23(3), pp. 27-36.
- Handy, F. & K. Keil. 2001. 'A Study of Peer Management of Youth Volunteers at the Canadian Red Cross'. *The Journal of Volunteer Administration* 19(4), pp. 21-29.
- Handy, F. 2001. 'Advocacy by Environmental Nonprofit Organizations: An Optimal Strategy for Addressing Environmental Problems?' *International Journal of Social Economics* 28(8), pp. 648-666.
- Cnaan, R.A. & F. Handy. 2000. 'Comparing Neighbours: Social Service Provision by Religious Congregations in Ontario and the USA'. *The American Review of Canadian Studies* 30(4), pp. 521-543.
- Handy, F. 2000. 'How We Beg: The Analysis of Direct Mail Appeals'. *Nonprofit and Voluntary Sector Quarterly* 29(3), pp. 287-302.
- Handy, F., Cnaan, R.A., Brudney, J., Meijs, L., Ascoli, U. & S. Ranade. 2000. 'Public Perception of "Who is a Volunteer": An Examination of the Net-cost Approach- a Cross-cultural Perspective'. *Voluntas: International Journal of Voluntary & Nonprofit Organizations* 11(1), pp. 45-65.
- Kassam, M., Handy, F. & S. Ranade. 2000. 'Forms of Leadership and Organizational Structure of Non-profits: A Study of Women's NGOs in India'. *Chinmaya Management Journal* 4(1), pp. 30-40.
- Handy, F. & E. Katz. 1998. 'The Wage Differential between Nonprofit Institutions and Corporations: Getting More by Paying Less?' *Journal of Comparative Economics* 26(2), pp. 246-261.
 Reprinted in: R. Steinberg (Ed.) 2004. *The Economics of the Nonprofit Enterprises* (pp. 273-288). Northampton, MA: Edward Elgar.
- Handy, F. 1997. 'Co-Existence of Nonprofits, For Profits, and Public Sector

Institutions'. *Annals of Public and Cooperative Economics* 68(2), pp. 201-223.
Reprinted in: R. Steinberg (Ed.) 2004. *The Economics of the Nonprofit Enterprises* (pp. 306-332). Northampton, MA: Edward Elgar.

Cnaan, R.A., Handy, F., & M. Wadsworth. 1996. 'Defining who is a Volunteer: Conceptual and Empirical Considerations'. *Nonprofit and Voluntary Sector Quarterly* 25(3), pp. 364-383.

Honorable Mention for the Outstanding Published Article, 1997 in *Nonprofit and Voluntary Sector Quarterly*

Handy, F. 1995. 'Reputation as Collateral: An Economic Analysis of the Role of Trustees in Nonprofits'. *Nonprofit and Voluntary Sector Quarterly* 24(4), pp. 293-305.

Award for the Outstanding Published Article, 1996 in *Nonprofit and Voluntary Sector Quarterly*

Handy, F. 1977. 'Income and Air Quality in Hamilton, Ontario'. *Alternatives* 6(3), pp. 18-24.

Book Reviews

Hustinx, L. & F. Handy (forthcoming, 2009) 'Review Essay: The Why and How of Volunteering' Review of *Volunteers: A Social Profile*, by Marc A. Musick and John Wilson. B. Gazley & M. Dignam. *The Decision to Volunteer: Why People Give Their Time and How You Can Engage Them*, and M. Liao-Troth (Ed.) *Challenges in Volunteer in Management Nonprofit Management and Leadership*

Barchi, F., & F. Handy. 2007. 'Wise Decision-Making in Uncertain Times: Using Nonprofit Resources Effectively', by Dennis R. Young (Ed.) (New York: Foundation Center, 2006), in: *Nonprofit and Voluntary Sector Quarterly* 36(3), pp. 534-537.

Jessup, L., & F. Handy. 2006. 'The Ask: How to Ask Anyone for Any Amount for Any Purpose', by L. Fredricks (San Francisco, CA: Jossey-Bass, 2006), in: *ARNOVA News NVSQ Book News* 35(1), p. 7.

Handy, F. & J. Gleason. 2005. *Microeconomics in Context* by N. Goodwin, J.A. Nelson, F. Ackerman and T. Weisskopf (Boston, MA: Houghton Mifflin, 2005), in: *Feminist Economics* 11(3), pp. 208-212.

Handy, F. 2003. Getting to Know your Neighbours, Review of *The Economic Implications of Social Cohesion* by L. Osberg (Ed.) (Toronto: University of Toronto Press, 2003), in: *Literary Review of Canada* 11(8), pp. 13-15.

Handy, F. 2003. *The Price of Virtue: The Economic Value of the Charitable Sector* by V. Foster, S. Mourato, D. Pearce & E. Ozdemirglu (Northampton, UK: Edward Elgar, 2001) in: *Nonprofit and Voluntary Sector Quarterly* 32(3), pp. 481-485.

Cnaan, R. A. & F. Handy. 1997. *Individual and Social Responsibility: Child Care, Education, Medical Care and Long-Term Care in America* by V.R. Fuchs (Ed.) (Chicago: University of Chicago Press, 1996), in: *Journal of Sociology and Social Welfare* 24(1), pp. 155-158.

Book Chapters

Hustinx, L., Handy, F., & R.A. Cnaan (forthcoming) 'The Kaleidoscope of Volunteering: New Trends in Volunteering' in Rupert Taylor (ed) *Third Sector*

Research New York: Springer

Mook, L, Handy F. & Kassam, M (forthcoming) 'What is it worth? Using the expanded value added statement in the social accounting framework' in Stephen Osborne and Amanda Ball (Eds) *Social audit, social accounting and accountability for the public good* London: Routledge

Meinhard, A. Handy, F.& I. Greenspan (forthcoming, 2009) 'Corporate Participation in the Social Economy: Employer-supported Volunteering Programs' In Mook ,L., Quarter, J. and Ryan, S. (Eds) *Why the Social Economy Matters*. Toronto, Toronto: University of Toronto Press.

Mook, L. & Handy, F. (forthcoming, 2009) 'Social Valuation of Volunteer Labor: Social Accounting for Value Creation in Nonprofits' In: B. A. Seaman and D. R. Young (Eds.) *Nonprofit Management and Economics: The State of Research* Northampton, MA Edward Elgar Press

Greenspan, I., & Handy, F. 2008 'From Discovery to Recovery and Beyond: The Role of Voluntary Health Sector Organizations in the Lives of Women with Breast Cancer edited by S. Chambré and M. Goldner *Advances in Medical Sociology: Patients, Consumers and Civil Society* Volume 10, 2008, (pp. 151-176). - ISBN - 978-1-84855-214-2

Handy, F., & M. Kassam. 2006. 'Women's Empowerment in Rural India' In: V. V. Ramani (Ed.), *Women Empowerment: Issues and Experiences* (pp.101-127). Hyderabad, India: ICFAI University Press.

Meijs, L., Handy, F., Cnaan, R.A., Brudney, J.L., Ascoli, U., Ranade, S., Hustinx, L., Weber, S. & I. Weiss. 2003. 'All in the Eyes of the Beholder? Perceptions of Volunteering across Eight Countries' In: P. Dekker & L. Halman (Eds.), *The Values of Volunteering: Cross-Cultural Perspectives* (pp. 19-34). New York: Kluwer/Plenum.

Nishizutsumi, Y., Rilington, K., & F. Handy. 2003. 'Strategic Management and Japanese Non-profits: Can It Work?' In: S.P. Osborne (Ed.), *The Voluntary and Nonprofit Sector in Japan: The Challenge of Change* (pp. 150-169). London: Routledge.

Handy, F., & N. J. Webb. 2003. 'To Save or Not to Save: Aspects of Savings Decisions by Charitable Organizations' In: K. Banting & K. Brock (Eds.), *The Nonprofit Sector in Interesting Times: Case Studies in a Changing Sector* (pp. 71-98). Kingston, ON: McGill-Queen's University Press.

Handy, F. 2001. 'Small is Beautiful: Using Small Groups to Enhance Student Learning' In: J. Newton, J. Ginsburg, J. Rehner, P. Rogers, S. Sbrizzi, & J. Spencer (Eds.), *Voices from the Classroom: Reflections on Teaching and Learning in higher Education* (pp. 227-230). Toronto, ON: Garamond Press and York University's Centre for Support of Teaching.

Handy, F., & R. A. Cnaan. 2000. 'Religious Nonprofits: Social Service Provision by Congregations in Ontario' In: K. Banting (Ed.), *The Nonprofit Sector in Canada: Roles and Relationships* (pp. 68-105) Kingston, ON: McGill-Queen's University Press.

Scholarly and Professional Publications and Reports

Handy, F., Mook, L., Quarter, J. & J. Ginieniewicz. 2006. *Wage and Benefit Survey of Non-Profit Organizations in Canada: Fact Sheet and Report*. Toronto: Social Economy

Centre, University of Toronto.

Handy, F., Anderson, L., & L. Diniz. 2005. *The Role of Ethnic Congregations in Volunteering: A Research Report*. Toronto: Imagine Canada - Knowledge Development Centre. http://www.kdc-cdc.ca/attachments/york_report.pdf

Comment les congrégations ethniques aident les immigrants à s'intégrer au Canada /--Toronto : Imagine Canada, c2005.

Handy, F., Diniz, L., & L. Anderson. 2005. *How Ethnic Congregations Help Immigrants Integrate into Canada*. Toronto: Imagine Canada - Knowledge Development Centre.
http://www.kdc-cdc.ca/attachments/fs_handy_congregations_eng.pdf

Le rôle des congrégations ethniques dans le bénévolat : rapport de recherche / -- Toronto : Imagine Canada, c2005.

Diniz, L., & F. Handy. 2005. *Holographic Structures Creating Dynamic Governance for NGOs*. ISTR Conference Working Papers Volume IV - Toronto Conference 2004. International Society for Third Sector Research.
<http://www.istr.org/conferences/toronto/workingpapers/diniz.lisa.pdf>

Brulle, R.J., Faber, D., & F. Handy. 2004. The Environmental Movement and Philanthropy. In Burlingame, D. (Ed.) *Philanthropy in America: A Comprehensive Historical Encyclopedia*. Santa Barbara, CA: ABC-CLIO

Handy, F., & N. Srinivasan. 2004. *The View from the Top: How Hospital CEOs Perceive Volunteer Resources*. Toronto: Canadian Centre for Philanthropy.
http://www.kdc-cdc.ca/attachments/View_From_Top_FINAL.pdf

La contribution des bénévoles : vue du sommet de la hiérarchie : la perception de la contribution des bénévoles par les chefs de la direction des hôpitaux.
Toronto : Centre Canadian de Philanthropie c2004.

Handy, F. & N. Srinivasan, 2003. *Ontario Hospital Volunteers: How Hospital CEOs Perceive their Contributions*. Toronto: Canadian Centre for Philanthropy.
http://www.kdc-cdc.ca/attachments/HandyFact_Sheet_FINAL_Dec23.pdf

Les bénévoles dans les hôpitaux de l'Ontario : la perception de leur contribution par les chefs de la direction des hôpitaux / Toronto : Centre Canadian de Philanthropie, c2004.

Mound, R., Vaccaro, L., & K. Prochazka. 2004. *Promising Practices for Volunteer Administration in Hospitals: A Manual*. Toronto: Canadian Centre for Philanthropy.
http://www.kdc-cdc.ca/attachments/Promising_Practices_Final.pdf

Pratiques prometteuses dans la gestion des bénévoles en milieu hospitalier : manuel . Toronto : Centre Canadien de Philanthropie, c2004.

Handy, F., & N. Srinivasan, 2002. *Volunteers in Hospitals: Scope and Value*. Report for the International Year of the Volunteer. Toronto: Canadian Centre of Philanthropy.

Handy, F., & N. Srinivasan, 2002. *Costs and Contributions of Professional Volunteer Management: Lessons from Ontario Hospitals*. Toronto: Canadian Centre for Philanthropy; Volunteer Canada.
http://www.nonprofitscan.ca/files/iyv/handy_sr1_english_web.pdf

Coûts et contributions de la gestion professionnelle du bénévolat : leçons tirées des hôpitaux de l'Ontario. Toronto : Centre Canadien de Philanthropie ; BénévolesCanada, 2002.

Handy, F., & N. Srinivasan. 2002. *Ontario Hospital Volunteers: Who they are and what they do.* Centre of Philanthropy, Canada: Toronto.
<http://www.nonprofitscan.ca/pdf/Handy-FS-English-Final.pdf>

Les bénévoles des hôpitaux ontariens : qui sont-ils et que font-ils? / Toronto : Centre Canadien de Philanthropie, Programme de recherche, 2002

Handy, F., & N.Srinivasan, 2002. *Hospital Volunteers: An Important and Changing Resource.* Toronto: Canadian Centre for Philanthropy; Volunteer Canada.
<http://www.nonprofitscan.ca/files/iyv/handysr2englishweb.pdf>

Les bénévoles en milieu hospitalier : une ressource changeante et importante
Toronto : Canadian de Philanthropie; Bénévoles Canada, 2002.

Handy, F. & C. Smith. 2002. *From Discovery to Recovery and beyond: the Voluntary Health Sector's Response to Breast Cancer.* Voluntary Health Sector Working Papers Vol. 1. Ottawa: Health Canada.
<http://www.phac-aspc.gc.ca/vs-sb/voluntarysector/pdf/1E.pdf>

De la détection au rétablissement et au-delà : la réponse du secteur bénévole de la santé aux besoins liés au cancer du sein : rapport à l'intention de Santé Canada / [Ottawa : Section du secteur bénévole et des cadres stratégiques, Direction générale de la santé de la population et de la santé publique, Santé Canada], c2002.

Webb, N., & F. Handy. 2001. Saving Decisions of Nonprofits. *The Not-For-Profit CEO* 9(1), pp. 1-3.

Handy, F. 2001. How we Beg: The Check is in the Mail. *The Not-For-Profit CEO* 8(1), pp. 1-3.

Handy F., & S. Ranade. 2001. *Entrepreneurs in the Nonprofit Sector: A Study of Women Entrepreneurs of NGOs in India.* ISTR Conference Working Papers Volume II - Dublin Conference 2000. International Society for Third Sector Research.
<http://www.istr.org/conferences/dublin/workingpapers/handy.pdf>

Handy, F. 2000. The Impact of Board Development Activities on Board Performance. *Nonprofit Times* 14(3), pp. 42-43.

Handy, F. 1999. Ethics and Effectiveness. *The Nonprofit Times* 13(15), pp. 43-49.

Handy, F. 1999. Just who is a Volunteer Anyway? Findings from an International Study *The Not-For-Profit CEO Monthly Letter* 6(8), pp.1-3.

Handy, F., & E. Katz. 1999. Wage Differentials between Nonprofit Institutions and Corporations: Getting More by Paying Less? *Nonprofit News* 2(2), p. 4.

Handy, F., & E. Katz. 1999. Nonprofit Wages: Are Nonprofits Getting More by Paying Less? *Canadian Fund Raiser* 9(9), p. 3.

Handy, F. 1999. Motivations for Giving: Donor Behavior is Very Predictable. *The Nonprofit Times*, March. pp. 31-36.

Handy, F. 1998. Donor Information - To Tell or Not to Tell: That is the Question. *The Nonprofit Times*, September. pp. 27-29.

RESEARCH GRANTS

- 2009 Integrating Knowledge: Across Disciplines, Locally and Globally *Faculty of Environmental Studies Research Grant program*, York University, \$3,000
- 2009 The potential interchangeability of volunteers and paid labour: a critical, interdisciplinary analysis *Social Sciences and Humanities Research Council* \$94,500 (Co-investigator)
- 2008 "I also want to be a volunteer" *Ontario Arts Council*, \$1500
- 2008 'Environmental attitudes and behavior among University students' *Social Sciences and Humanities Research Council Small Grants*, \$1,500
- 2007 Congregational Participation by Immigrants: A Stepping Stone to Social and Political Inclusion. University Research Foundation, University of Pennsylvania \$13,000
- 2007 Provost's Undergraduate Research Mentorship Program. University of Pennsylvania \$7,500
- 2006 Employer-supported Volunteerism. *Social Sciences and Humanities Research Council -- Social Economy Suite*. \$20,000
- 2005 A Community-University Research Alliance for Southern Ontario's Social Economy. *Social Sciences and Humanities Research Council Social Economy Suite*. (Co-investigator), \$1.75 million
- 2004 Research Seminar Series, York University \$1,400
- 2004 Entrepreneurs for Private or Public Goods? Faculty of Environmental Studies Research Grant program, York University, \$1,900
- 2004 Congregational Volunteering by New Immigrants: A Stepping Stone to Integration? Canadian Centre of Philanthropy & *Social Sciences and Humanities Research Council*. \$60,901
- 2003 Creating a Framework for Valuing Volunteer Labor: An Interdisciplinary Approach. *Social Sciences and Humanities Research Council*. (Co Investigator), \$191,000
- 2002 The CEO Response to Volunteer Participation in Health Care. Canadian Centre of Philanthropy. \$44,000
Social Sciences and Humanities Research Council Small Grants, \$2,500:
- 2000 Response of the Voluntary Health Sector to Breast Cancer. Health Canada, Government of Canada, \$5,850

- 2000 Volunteers in Hospitals: Trends, Scope and Value. International Year of the - Volunteer Research Program, Canadian Centre of Philanthropy. \$68,655
- 2000 Leaders and Entrepreneurs of Nonprofits in Canada. *Social Sciences and Humanities Research Council* Small Grants, \$3,500
- 2000 Women NGO Entrepreneurs. Shastri Institute. Women and Development Awards - Pilot Project Award, \$4,000
- 1999 Financial Decision making by Nonprofits. *Social Sciences and Humanities Research Council* Special Initiative Grant, \$6,100
- 1999 Aspects of Saving Decisions by Nonprofits. School of Policy Studies, Kahanoff Foundation Grant, Queen's University, \$10,800
- 1998 Nonprofit Sector in India. *Social Sciences and Humanities Research Council* Small Grants, \$2,500
- 1998 How We Beg. National Society for Fundraising Executives, USA, \$3,000
- 1997 Feminist Ecological Economics: New Models and Policy Implication. *Social Sciences and Humanities Research Council* Strategic Research Network Grant, Collaborator (Co Investigator), \$86,000
- 1997 Role of Local Religious Congregations in the Provision of Social Services. School of Policy Studies, Kahanoff Foundation Grant, Queen's University, Kingston Canada (Principal Investigator), \$18,546
- 1997 The Role of Local Religious Congregations in the Provision of Social Services. Faculty of Environmental Studies Small Research Grant, \$1,500
- 1997 A Contextual Exploration into a Social Ambiguity: Who is a Volunteer? *Social Sciences and Humanities Research Council* Small Grant, \$2,500

PAPERS PRESENTED [past ten years]

Keynote Addresses, Invited Speaker & Special Guest Lectures

- 2009 'Participation and integration of minorities and involved learning' Invited Speaker at the Involved Learning Conference, Rotterdam, January
- 2008 "Student motives for volunteering in six countries: Transcending boundaries?" Global Collaborative Faculty Seminar CRHS, Kyung Hee University, Seoul, Korea, July
- 2008 "Volunteering cross cultural perspectives" Invited Speaker Faculty Research Seminar, RSM, Erasmus University, Rotterdam, NL, April
- 2007 "Experiences of women leaders in NGOs." Invited speaker, Pune, American

- Institute of Indian Studies. Pune, India. June
- 2007 “Employer supported volunteering.” Invited speaker, Social Economy Workshop, University of Toronto, Canada. April
- 2007 “Grassroots NGOs by Women for Women in India.” Invited speaker, Mevasseret Zion Public Library, Jerusalem, Israel. April
- 2007 “Microfinance: Poverty’s macro solution?” Invited speaker, Micro Finance Club, University of Pennsylvania. March
- 2007 “Environmental NGOs and advocacy”. Invited speaker, Institute for Environmental Studies, University of Pennsylvania. March
- 2007 “NGOs and political change.” Invited speaker, American University of Sharjah, United Arab Emirates. March
- 2007 “Grassroots NGOs by women for women in India.” Invited speaker, Department of South Asia Studies, University of Pennsylvania. January
- 2006 “Types of volunteer labor: An organizational analysis for management.” Invited speaker, Invitational Conference on the Future of Volunteering, University of Erasmus, Rotterdam, Netherlands. September
- 2006 “Coexistence of three sectors: Consumer choice?” Guest Lecture, Penn-Kyung Hee Collaborative Summer Program, Kyung Hee University, Seoul, Korea. July
- 2006 “Ethnic immigrant congregations: A neglected community asset.” Invited speaker, York Region Human Services Planning Coalition Group. Richmond Hill, Canada. May
- 2005 “NGO and feminist perspectives from India.” Guest lecture in Freshman Seminar “Dilemmas in International Development” University of Pennsylvania. October
- 2005 “An international perspective on volunteering.” Keynote address at *iVolunteer* Forum, Pune, India. August
- 2005 “Who is a volunteer?” Invited speaker, Central Rotary Club, Turf Club, Pune, India. July
- 2005 “Perspectives on volunteering.” Guest Lecture, University of Michigan, Ann Arbor. March
- 2004 “Cost benefits of volunteering.” Invited speaker Eurofestation International conference on Volunteering, Netherlands. November
- 2004 “Time is money, but which to give? Guest Lecture, An economic analysis of volunteering and donating.” Department of Economics, University of Northern Illinois. October
- 2004 “Corporate social responsibility: Employer supported volunteering.” Invited

- Speaker, National Seminar on Synergising the State, Market and Third Sector Development, AIMS, University of Bangalore, Bangalore, India. August
- 2004 “Governance in nonprofits: Resolving the principal agent problem.” Keynote Speaker, University of Mysore, India. February
- 2004 “Issues of governance in nonprofits.” Keynote address -Seminar on Nonprofit Governance. University of Mangalore, India. February
- 2002 “Canada Survey of Giving, Volunteering and Participating.” Invited speaker, Canadian Centre for Philanthropy Workshop. Toronto, Canada. March
- 2002 “Role of volunteers in hospitals.” Invited speaker, Ontario Hospital Association, Toronto, Canada. February
- 2001 “Advocacy strategies for environmental nonprofits.” Guest Lecture, Nonprofit and Civil Society Seminar, University of Pennsylvania. March
- 2001 “Volunteers and volunteering in Canada.” Invited speaker, Rotary Club, Newmarket, Canada. January
- 2000 “Reflecting on change. Course Design Institute: Re-Thinking your Course”, Invited speaker, Centre for Support of Teaching, York University, Canada. May
- 2000 “An optimal strategy for addressing environmental problems.” Invited speaker, Business and Environmental Club, Schulich School of Business, York University, Canada. January
- 1999 “Optimal savings for nonprofits.” Workshop in Nonprofit Economics (WINE), Indiana University, Indiana. June
- 1999 “Enhancement of student learning using small groups.” Guest Lecture, Symposium on Active Learning, York University, Canada. February

Conference Presentations - Refereed Submissions (past 10 years)

- 2008 Better Business Practices for Sustainable Social Change: Employer Supported Volunteering *International conference on Better Business Practices for Sustainable Social Change* JKSH Institute of Management Mangalore, India December Dec
- 2008 Bonding and Bridging: Does Membership in an Ethnic Congregation Enhance or Constrain Civic Participation among Immigrants? ARNOVA conference, Philadelphia, November
- 2008 Student Volunteering in Fifteen Countries: Strengthening Civil Society? ISTR Conference, July, Barcelona, Spain.
- 2008 “Why University Students Volunteer Comparisons across Six Countries” The Association for Nonprofit and Social Economy Research (ANSER). June. University of British Columbia, BC Canada

- 2008 What is it worth?: Using Expanded value statements for Membership organizations' Social Accounting and Auditing Workshop, Charles University, Prague, May
- 2007 "A cross-cultural examination of student volunteering: Is it all about resume building?" ARNOVA conference, Atlanta. November
- 2007 "Social accounting for value-added" European Institute for Advanced Studies in Management Workshop on the Challenges of Managing the Third Sector, University of Venice, Venice. March
- 2006 "Nonprofit executive directors: Whither the wage differential?" ARNOVA conference, Chicago. November
- 2006 "Volunteering: Building lost social capital for new immigrants." ISTR Conference, Bangkok, Thailand. July
- 2005 "Summer on the Island: Episodic volunteering." Frontiers and Horizons Volunteering Research Conference, Birmingham, UK. November
- 2005 "Volunteering in membership organizations." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Washington, DC. November
- 2005 "Nonprofit and for-profit entrepreneurship." International Entrepreneurship Conference, Stockholm, Sweden. September
- 2004 "Episodic volunteering: The move from long term volunteer service to short term involvements - Why it happens and what the future holds."
"Framework for social accounting." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Los Angeles. November
- 2004 "Volunteering in ethnic congregations." Society of the Scientific Study of Religion Annual Conference, Kansas City. October
- 2004 (with Lisa Diniz) "Holographic structures creating dynamic governance for NGOs." International Society for Third-Sector Research (ISTR), Toronto, Canada. July
- 2003 "The case of CRTC: Rhetoric or empowerment?" International Symposium of the Inter-University Consortium for International Social Development (IUCISD), Mumbai, India. December
- 2003 "A View from the top: The CEO response to volunteerism in hospitals." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Denver. November
- 2002 "Valuation of volunteer time in hospitals." Association for Research on Nonprofit Organizations and Voluntary Action Conference, Montreal, Canada. November

- 2002 “More bang for the buck: Women led NGOs in India as the preferred channel for foreign aid funding?” International Society on Third Sector Research (ISTR), Cape Town, South Africa. July
- 2001 “Costs and benefits of the use of volunteers in hospitals.” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference, Florida. November
- 2001 “The driving force of development in India: Entrepreneurial women.” International Symposium of the Inter-University Consortium for International Social Development (IUCISD), Istanbul, Turkey. July
- 2001 "Volunteers from a cross-cultural perspective." International Year of the Volunteer Conference, Amsterdam, Netherlands. January
- 2000 "Organizational characteristics of NGOs in India." and "To save or not to save: Savings in nonprofits in Canada." ARNOVA Conference, New Orleans. November
- 2000 “Volunteering in a cross-cultural perspective.” International Society on Third Sector Research (ISTR), Dublin, Ireland. July
- 2000 “A study of women entrepreneurs of NGOs in India.” International Women’s Conference, New Delhi, India. February
- 1999 “Comparisons of religious congregations in Canada and USA.” ACSUS, Pittsburgh. November
- 1999 “Optimal advocacy strategies by environmental nonprofits: Evidence from Canada.” (ARNOVA) Conference, Washington D.C.. November
- 1999 “Nonprofit entrepreneurs: Women entrepreneurs of NGOs in India.” International Atlantic Economics Society, Montreal, Canada. October
- 1999 “Role of women nonprofit entrepreneurs.” International Association of Feminist Economics Conference, Ottawa, Canada. June
- 1998 “Comparisons of American and Canadian congregations in social service Involvement.” & “Cross-cultural comparisons of volunteers in Canada, Italy, India, Netherlands and USA”. ARNOVA Conference, Seattle. November

PROFESSIONAL SERVICE

Activities in Scholarly and Professional Organizations

- Editorial Board, *Journal of Community Practice*
- Editorial Board, *International Journal of Volunteer Administration*
- Editorial Board, *Nonprofit and Voluntary Sector Quarterly*
- Curriculum committee *Nonprofit Academic Centers Council*
- Member, International Society for Third Sector Research
- Advisory Group on Nonprofit Sector Research - Statistics Canada
- Advisory Group for the *National Survey of Giving, Volunteering and Participating, Canada*
- Nonprofit Academic Centers Council (NACC) Curricular Task Force
- Editorial Search committee *Voluntas: The International Journal of Voluntary & Nonprofit Organizations*
- PhD Dissertation Examiner: University of Toronto, York University, Charles University in Prague and the Academy of Sciences of the Czech Republic.
- Awards Committee for best paper published, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2002-2004– appointed
- Board Member and Secretary, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 1999-2001–elected
- Awards Committee for best dissertation award, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 1998-2000– appointed
- Board Member, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 1997-1999 – elected
- Expert member, Steering committee, International Workshop on Social Audit, Social Accounting and Accountability -Third Sector European Group for Public Administration

Reviewing Activities

Refereed Journals:

Nonprofit Management and Leadership

Non-Profit and Voluntary Sector Quarterly

International Journal of Volunteer Administration

Voluntas: International Journal of Voluntary & Nonprofit Organizations
Voluntary Action
International Journal of Volunteer Administration
Public Management
Journal of Economics and Business
Journal of Community Practice
Children and Youth Services Review
Review of Religious Research
Industrial & Labor Relations Review
Journal of Information Science

Grants:

Grants Review, UK Economic and Social Research Council
Grants Review, Israel Science Foundation, Israel
Grants Review, Social Sciences and Humanities Research Council, Canada
Grants Review, Shastri Applied Research Project, India
Grants Review, Shastri Foundation, Canada
Grants Review, Aspen Foundation, USA

Other:

Voluntas Editorial Search Committee (ISTR) 2008
Conference submissions Association for Research on Nonprofit Organizations and
Voluntary Action (ARNOVA) - Track chair, Conference Submissions
International Society for Third-Sector Research (ISTR) conference submissions
Manuscript reviewer for University of Toronto Press, W.W. Norton, Prentice-Hall
Canada, Addison Wesley Publishers McGraw Hill Ryerson