

Lauren A. Dula

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Education

Indiana University, Bloomington: Ph.D. Public Affairs Concentrations: Public and Nonprofit Management; and Policy Analysis. Minor: Sociology	August 2018
University of North Carolina Wilmington: M.P.A., Nonprofit Management	May 2012
New York University, Summer Publishing Institute: Publishing Certificate	July 2004
University of Iowa: Dual B.A., English & Applied German	May 2004

Academic Appointments:

Assistant Professor, Binghamton University, SUNY (August 2018—Present)

Research Interests: Nonprofit management; gender and diversity issues in public and nonprofit organizational governance and outcomes; philanthropy; volunteerism.

Published Refereed Journal Articles

1. Hansen, R. & **Dula, L.** (Accepted 2022) What do you value? Examining gendered responses to appeal letters. *Journal of Philanthropy and Marketing*.
2. **Dula, L.**, Edwards, T., Holmes, M., Jacobson, W., & Lambright, K. (2022). When things go off the rails: Causes and consequences of leadership derailment in local government. *State and Local Government Review*. <https://doi.org/10.1177/0160323X221115424>
*Denotes equal contribution. Authors listed alphabetically.
3. **Dula, L.** (2022). These are the people in your neighborhood: Community logics and board gender composition in United Ways. *Nonprofit Management and Leadership*, 33(1), 33-57.
4. **Dula, L.** (2022). Gendered funding: Board composition and the funding of women- and girl-serving organizations. *Nonprofit and Voluntary Sector Quarterly* 51(5), 967–985.
5. **Dula, L.**, Edwards, T., Holmes, M., Jacobson, W., & Lambright, K. (2020). What he said, what she said: Local elected officials' views of leadership effectiveness. *International Journal of Public Leadership*, 17(2), 133-144.
*Denotes equal contribution. Authors listed alphabetically.
6. **Dula, L.**, Nicholson-Crotty, J., and Gazley, B. (2020). Female leaders and board performance in member-serving nonprofit organizations. *Nonprofit Management and Leadership*, 30(4), 655-676.
7. McGiverin-Bohan, K., Grønbjerg, K., **Dula, L.** & Miller, R. (2016). Local officials' support for PILOTs/ SILOTs : Nonprofit engagement, economic stress, and politics. *Public Administration Review*, 76(6), 951–963.

8. Paarlberg, L., **Dula, L.**, & Tschirhart, M. Christensen, R., Nesbit, R., & Clerkin, R. (2015). Older adult secular volunteering: volunteer engagement pathways for newcomers and longer-term residents in an American community. *Voluntary Sector Review*, 6(3), 241-259.

Refereed Articles in Submission

1. Uttermark, M., **Dula, L.** Bove, F. & Scott, K. “Contact and Control: Engagement and Influence Amongst Intersectional State Agency Heads.” Under review at *Public Administration Review*.

Reports and Other Publications

1. *Indiana Government Officials and Trust in Nonprofits*, by Kirsten Grønbjerg and Kellie McGiverin-Bohan, with Angela Gallagher, **Lauren Dula**, and Rachel Miller. Bloomington, IN: Indiana University School of Public and Environmental Affairs, 12/2015
2. *Indiana Nonprofit Employment: Trends in Health Care, 1995—2011*. Nonprofit Employment Report #8, by Kirsten A. Grønbjerg, Kellie L. McGiverin-Bohan, **Lauren Dula**, Weston Merrick, Deb Seltzer, Alexandra Toledo, and Katherine Zilvinskis. September 2013. DOI: 10.13140/2.1.4333.9041.
3. *Indiana Nonprofit Employment: Trends in Arts, Entertainment, and Recreation (AER), 1995—2009*. Nonprofit Employment Report #7, by Kirsten A. Grønbjerg, Kellie L. McGiverin-Bohan, Alexandra Buck, Kristen Dmytryk, Katherine Gagnon, and Weston Merrick with **Lauren Dula** and Deb Oonk. November 2012. DOI: 10.13140/2.1.4813.1361.
4. *Indiana Government Officials and Nonprofit Property Taxes* by Kirsten Grønbjerg and Kellie McGiverin-Bohan with **Lauren Dula**, Weston Merrick, Deb Oonk, and Katherine Zilvinskis. Bloomington, Indiana, School of Public and Environmental Affairs, Spring 2013.
<http://www.indiana.edu/~nonprof/results/specialsurveys/2010PILOTSILOT.pdf>
5. *Indiana Government Officials and Local 2-1-1 Services* by Kirsten Grønbjerg and Kellie McGiverin-Bohan with **Lauren Dula**, Weston Merrick, Deb Oonk, and Katherine Zilvinskis. Bloomington, Indiana, School of Public and Environmental Affairs, Spring 2013.
<http://www.indiana.edu/~nonprof/results/specialsurveys/211FinalReport.pdf>
6. *Indiana County Nonprofit Employment, 1995-2009 (Series of 36 Reports)* by Kirsten A. Grønbjerg, with Kellie L. McGiverin-Bohan, **Lauren Dula**, Katherine Gagnon, Weston Merrick, and Deb Oonk. (Bloomington, IN: Indiana University School of Public and Environmental Affairs, October 2012).
<http://www.indiana.edu/~nonprof/profiles/county>

Working Papers

1. **Dula, L.** “Gendered Boards and Gendered Outcomes: The United Way’s Board Diversity and Performance.” Written and being proofread.
2. **Dula, L.** & Hansen, R. “Impulse Giving Decisions: How Common is “Checkout Charity?” Presented at MPAC 2022 conference, analysis complete and completing writing.
3. Bove, F. , **Dula, L.** & Uttermark, M. “Ethics and Intersectionality in the Federal Bureaucracy.” Writing.

4. **Dula, L.** Bove, F. Uttermark, M. “Perceptions of Discrimination Amongst Intersectionally Marginalized Federal Bureaucrats.” Developing theoretical framework and reviewing initial descriptive statistics.
5. Hansen, R. & **Dula, L.** “Testing Fundraising Messages in Acquisition Letters: The American Public Responds.” Presenting at ARNOVA 2022 and developing theoretical framework and analysis.
6. **Dula, L.** & Zhang, R. “Time to Say Goodbye? Evidence of Board Turnover and Female Representation from the United Way.” Presented at ARNOVA 2020. Analysis complete and writing.
7. **Dula, L.,** & Paarlberg, L. “Equity in Philanthropy: A Literature Review. In research phase.

Conference Papers

1. Dula, L. Uttermark, M., Bove, F. & Scott, K. “Contact and Control: Engagement and Influence Amongst Intersectional State Agency Heads” presented at the 2022 Public Management Research Conference (PMRC), Phoenix, AZ, May 2022
2. Dula, L. & Hansen, R. “Impulse Giving Decisions: How Common is “Checkout Charity?” Midwest Public Affairs Conference, Springfield, IL, June 23-24, 2022.
3. Hansen, R. & Dula, L. “Gender and Values in Direct Mail Solicitations” presented at the 2022 Association of Fundraising Professionals ICON Conference, Las Vegas, NV May, 2022.
4. Hansen, R. & Dula, L. “Personal Values in Fundraising Acquisition Letters: An Examination of Gender and Philanthropy.” presented at the 2021 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Zoom Conference, November 2021.
5. Dula, L. & Zhang, R. “Time to say goodbye? Evidence of board turnover and female representation from the United Way” presented at the 2020 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Zoom Conference, November 2020.
6. Dula, L. “Community Driven Board Gender Composition in United Ways” presented at the 2020 PAR Symposium on Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance. Virtual Conference, September 26th, 2020.
7. Dula, L. “Community Driven Board Gender Composition in United Ways” presented at the 2019 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), San Diego, CA, November 2019.
8. Dula, L., Edwards, T., Husar, Holmes, M., Jacobson, W., Lambright, K. “Gender, Demographics, and Perception: Elected Officials’ Views of Leadership Effectiveness” presented at the 2019 Public Management Research Conference (PMRC), Chapel Hill, NC, June 2019.
9. Dula, L. “Gendered Giving: Board Composition and Funding of Women and Girl Serving Organizations” presented at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Austin, TX, November 2018.

10. Dula, L., Nicholson-Crotty, J., & Gazley, B. "Female Leaders and Board Performance in Member-Serving Nonprofit Organizations," presented at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Austin, TX, November 2018.
11. Nicholson-Crotty, J., Dula, L. & Gazley, B. "Looking at Nonprofit Board Performance Through the Lens of Gendered Leadership" presented at the 2018 International Society for Third-Sector Research Conference (ISTR), Amsterdam, The Netherlands, July 2018.
12. Dula, L. "Board Gender Composition and the United Way" presented at the 2017 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Grand Rapids, MI, November 2017.
13. Dula, L. & Gazley, B. "Gendered Associations, Gendered Boards, and Organizational Performance" presented at the 2017 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Grand Rapids, MI, November 2017.
14. Dula, L. "Gendered Boards, Gendered Outcomes: The United Way's Board Diversity and Allocation Decisions" presented at the 2017 Public Management Research Conference (PMRC), Washington, D.C., June 2017.
15. Dula, L. "Gendered Organizations, Gendered Outcomes: The United Way's Board Diversity and Performance" presented at the 2016 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Washington, D.C., November, 2016.
16. Dula, L. "Gendered Organizations, Gendered Outcomes: Gender's Role in the Governance, Performance, and Accountability of Nonprofit Organizations" presented at the 2016 Association of SPEA Ph.D. Students (ASPS) Conference, Bloomington, IN, February 2016.
17. Dula, L. "Institutional Logics and Their Influence on Local Government Officials' Perceptions of Volunteer Use for Service Delivery" presented at the 2014 Association for Research on Nonprofit Organizations and Voluntary Action Conference, Denver, CO, November, 2014.
18. Grønberg, K., McGiverin-Bohan, K., Dula, L. and Gallagher, A. "Trust in Nonprofits: What Do Local Government Officials Think and Does It Matter?" presented at the 2014 Association for Research on Nonprofit Organizations and Voluntary Action Conference, Denver, CO, November, 2014.
19. McGiverin-Bohan, K., Dula, L., Grønberg, K., Miller, R. Academy of Management, Best Paper 2014: "Local Officials' Support for PILOTs/SILOTs: Nonprofit Engagement, Economic Stress, and Politics," presented at the Academy of Management Conference, Philadelphia, PA, August 2014.
20. Dula, L. "Nonprofit Advocacy Organizations and Effective Administrative Advocacy in Rulemaking" presented at the 2014 Association of SPEA Ph.D. Students (ASPS) Conference, Bloomington, IN, March 2014.
21. McGiverin-Bohan, K., Dula, L., Grønberg, K., Miller, R. "Local Officials' Support for PILOTs/SILOTs: Nonprofit Engagement, Economic Stress, and Politics," presented at the 2013 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), Hartford, CT, November 2013.

22. Paarlberg, L. E., Meinhold, S. S., Dula, L., Scott, M., "Exploring the Paradox of Embeddedness and Network Change: The Case of 'The United Way Community Impact,'" presented at the 2010 Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA) Alexandria, VA, November 2010.
23. Paarlberg, L. E., Meinhold, S. S., Dula, L., Scott, M., SECOPA, "Exploring the transfer of philanthropic behavior by geographically mobile populations," presented at the 2010 South Eastern Conference of Public Administration, Wilmington, NC, October 2010.

Grants & Awards

1. *Inaugural Association of Fundraising Professionals Foundation's Wilson C. "Bill" Levis Research Grant* 2021
\$10,000 to be used for the experimental research project "Interaction of Gender and Personal Values in Donor Response to Appeals."
2. *2019-2020 Community Engaged Teaching Fellowship* 2019-2020
3. Awarded for tenure-track faculty to support the development of innovative applied learning classes with significant student engagement projects addressing community issues in local schools and communities.
4. *2017 Women's Philanthropy Institute Doctoral Dissertation Fellowship*
Awarded for research focusing on gender in philanthropy. 2017
5. *2017 SPEA Associate Instructor Teaching Award* 2017
Awarded for excellence in teaching to an associate instructor.
6. *Robert Agranoff Fellowship 2015* 2015
Awarded for exemplary progress attained through PhD studies.
7. *Academy of Management Best Paper 2014* 2014
"Local Officials' Support for PILOTs/SILOTs: Nonprofit Engagement, Economic Stress, and Politics"
8. *Indiana University SPEA David Wang Dean's Council Fellowship Recipient, Nonprofit Management* 2013-2014
Awarded financial support for one year of Ph.D. and research assistant work.
9. *Indiana University SPEA Public Management Fellowship* 2013-2014
Awarded financial support for one year of Ph.D. and research assistant work.

Teaching Experience

Assistant Professor

Binghamton University, SUNY, Binghamton, NY

Aug. 2018-Present

I currently teach four courses regularly. As part of our core public administration curriculum, I teach PAFF 521, Introduction to Public Service. This course focuses on core competencies for public servants as well as the complexities of engaging in the policy process in a dynamic and diverse country. I teach three out of four nonprofit concentration courses. The first is PAFF 551, which is a survey course entitled Introduction to Nonprofit Leadership and Management. We cover all the basic elements of nonprofit creation and operation. The second core course is PAFF 552 *Issues in Nonprofits*

which focuses on philanthropy, democracy, and practical application of program evaluation and grant-writing. Finally, I created PAFF 558 *Civil Society, Advocacy & Organizing*, which covers theories and practical tools for nonprofit policy advocates and community organizers. Classes are in-person unless moved online due to Covid-19.

Associate Instructor

Indiana University, SPEA, Bloomington, IN

Aug. 2014-May 2017

I teach V362 Nonprofit Management and Leadership, a required course for many SPEA majors, and elective for many other programs, and the capstone course for the nonprofit certificate program. Students work in teams for the semester to create the main course deliverable: a start-up and management plan for new nonprofit organization. Topics covered include: mission, vision, and value statement creation; board recruitment and development; program development; legal requirements; human resources; performance evaluation; fundraising; and volunteer recruitment, retention, and coordination. Courses were in-person.

Research Experience

Research Assistant, Dr. Beth Gazley

Indiana University, Bloomington, IN

April 2017-Present

I collaborated on a variety of projects, including on gender's impact on organizational governance and research on "green philanthropy" and religion's role in climate change issues.

Research Assistant, Center for Survey Research

Indiana University, Bloomington, IN

June 2015-August 2015/ June 2016-Aug. 2016

I assisted and collaborated on a variety of survey research projects for both University and external clients. I developed and reviewed survey instruments, researched methods and new technology, and assisted in reviewing internal data dictionary protocol. I researched the use of gratitude prompts in open-ended survey questionnaires on response rates and quality.

Project Coordinator, The Indiana Nonprofit Project, directed by Dr. Kirsten Grønbjerg

Indiana University, Bloomington, IN

Aug. 2012-Dec. 2014

I coordinated and collaborated with a team of MPA and Ph.D. colleagues under the guidance of Dr. Kirsten Grønbjerg to produce empirical research and reports on the nonprofit sector in Indiana, covering such topics as industry scope and employment, tax issues, and local government officials' attitudes towards the nonprofit sector.

Project Manager, "Local Context and Organizational Practice in United Way Systems," Sponsored by National Science Foundation

University of North Carolina, Wilmington, NC

Aug. 2011-July 2012

I established data collection procedures and research guide for National Science Foundation funded research on organizational change throughout the United Way system of over 1,100 organizations. I assisted in recruiting and hiring a research staff, trained the team of 8 Research Assistants and monitored employee performance in recording 4 years of grant allocation and designation data from 990 tax forms, and inspected data through quality control procedures developed in collaboration with Faculty advisors.

Graduate Research Assistant

University of North Carolina, Wilmington, NC

Sept. 2010-Aug. 2011

I conducted research with Dr. Laurie Paarlberg and Dr. Steven Meinhold on philanthropic issues such as giving patterns within various geographic regions, organizational networks, nonprofit board operations, and social capital and volunteering. I contributed to the writing of conference papers and on-going research

including writing literature reviews, participating in data-analysis, creating and working with databases, and creating presentations.

Successful Nonprofit Associations & Programs Fellow

Quality Enhancement for Nonprofit Organizations, UNCW Wilmington, NC Apr. 2010-Nov. 2010

I designed a survey instrument to be used in a county-wide public survey of Bladen County, NC assets and public service needs, as well as creating implementation instructions and procedures to minimize costs. This was accomplished through conducting research and creating a literature review on asset mapping and development of public needs surveys.

Professional Affiliations & Positions

Association for Research on Nonprofit Organizations and Voluntary Action

Member

Aug. 2011-Present

Academy of Management

Member

Apr. 2014-Aug. 2015

Association of SPEA PhD Students (ASPS)

Parental Accommodations Chair/Board Member

Apr. 2017-May 2018

Vice-President and Co-Conference Chair

Apr. 2015-Apr. 2016

Conference Chair

Apr. 2014-Apr. 2015

Member

Aug. 2012-Present

Service to Academy

Section Co-Chair, Governance

Aug. 2022-Present

2022 ARNOVA Conference, Raleigh, NC

Conference Committee Member

Aug. 2022-Present

2023 Nonprofit Academic Centers Council Conference

Invited Peer Reviewer

Aug. 2018-Present

*Public Administration Review; Nonprofit and Voluntary Sector Quarterly;
Nonprofit Management & Leadership; Social Sciences*

Community Service Roles

Board President, YWCA of Binghamton & Broome County,
Binghamton, NY

Mar. 2019-Present

Facilitator and Member, Pride Partners Support Group for
Spouses and Partners of Transgender Individuals,
Pride Center of Vermont

Feb. 2020-Present

Founder and Board President, Eastern Heights Neighborhood
Association, Bloomington, IN

Sept. 2013-July 2018

Advisory Board Member, Indiana University Gay, Lesbian, Bisexual, Transgender
Student Support Services, Bloomington Indiana

Aug. 2012-Apr. 2015

Nonprofit & Advocacy Experience

Grant Writer

BG Consulting, Wilmington, NC

May 2011-Jul. 2012

I wrote grant proposals for nonprofit organizations, including the Miracle Field of Wilmington, whose proposal received a \$100,000 grant from the Cape Fear Memorial Foundation to construct a baseball field and playground that are fully handicap and wheelchair accessible.

Strategic Planning & Fundraising Consultant

Stewardship Development Coalition, Wilmington, NC

Mar. 2011-Jul. 2011

I reviewed past organizational fundraising strategies, budgets, and communications for a nonprofit public-private environmental coalition and created a formal analysis and recommendations for improvement. I developed a strategic fundraising plan based upon organizational capacity and needs; wrote, through consultation with the Executive Board, an organizational description, program statement, needs statement, and additional solicitation materials for continued use and alteration as needed; and developed a 3-year grant application strategy.

Community Organizer

Main Street Alliance, Wilmington, NC

Jul. 2009-Dec. 2009

I organized local business leaders to advocate for the Affordable Care Act, canvassing businesses, holding community forums, recruiting leaders to attend legislative meetings in Washington, D.C., and establishing a media outreach agenda.

Regional Field Director

Obama Campaign for Change, various states

Oct. 2007-Nov. 2008

I directed Obama for America offices in Colorado, Iowa, Pennsylvania, and Montana, managing their grassroots volunteers, Obama for America staff, and office operations for the purpose of gaining support and votes for Senator Barack Obama's Presidential election. I supervised and trained teams of six to twelve Field Organizers on creating and maintaining cohesive grassroots volunteer teams, executing canvass and phone banking operations, and training others in key organizing skills and get-out-the-vote techniques. I managed online campaign outreach through blogs, social networking, and other new media; coordinated and executed special projects such as office grand openings, voter registration and fundraising events, and candidate and surrogate events; and managed a large-scale data collection and entry operation using specialized databases and report-generating skills.