

Dyana P. Mason, MBA, PhD
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ACADEMIC POSITION

Associate Professor, September 2020
Assistant Professor, September 2014 – 2020
Director, Graduate Certificate in Nonprofit Management, September 2018 -- present
School of Planning, Public Policy and Management
University of Oregon – Eugene, OR

Courses taught: Introduction to the Nonprofit Sector (PPPM 280), Research Skills (PPPM 610), Managing Nonprofit Organizations (PPPM 688), Public Sector Theory (PPPM 618), Public Management (PPPM 633), Nonprofit Consultancy (applied capstone) (PPPM 688), consultant to Nonprofit Law Clinic (LAW 707/CRES 610), NGOs of Southeast Asia (study abroad in Thailand and Cambodia), Nonprofits and Social Change and Global Civil Society (400/500 study abroad in Argentina)

EDUCATION

Ph.D., Public Policy and Management, University of Southern California, 2014
Dissertation Title: “Strategy and Ideology in Nonprofit Advocacy Organizations”
Dissertation Committee: Anthony Bertelli (Chair), Shui Yan Tang, Nicole Esparza

M.B.A., The College of William and Mary, 2010
Coursework: Marketing, Nonprofit and Government Accounting, Nonprofit Sector in Comparative Context

B.A., University of Southern California, 1993
Political Science and Public Relations; Minor, Women’s Studies

PUBLICATIONS

Refereed Journal Articles

Kim, Mirae and Dyana P. Mason. (forthcoming) “Government Funding and Fundraising: An Online Experiment of Nonprofit Leader Preferences and Personality,” *Journal of Public Budgeting, Accounting & Financial Management*.

Jones, Jennifer A., Dyana P. Mason and Daniela E. Pereira. (forthcoming). The Effectiveness of Embedded Writing in Teaching Nonprofit Advocacy, *Journal of Nonprofit Education & Leadership*.

- Mason, Dyana P. (2020) Diversity and Inclusion Practices in Associations: A Resource-Dependent and Institutional Analysis, *Journal of Public and Nonprofit Affairs*, 41(4): 405-423.
- Mason, Dyana P., Jones, Jennifer, Lindsey McDougle. (2019). Teaching Social Justice in Nonprofit Management Education: A Critical Pedagogy and Practical Strategies, *Administrative Theory and Praxis*, 41(4): 405-423.
- Thier, Michael* and Dyana P. Mason. (2019). Breaking Ranks? Differentiating Nominal Group Technique Scoring Approaches for Consensus and Prioritisation, *International Journal of Research & Method in Education*, 42(4): 428-441.
- Kim, Mirae and Dyana P. Mason. (2018). Representation and Diversity, Advocacy, and Nonprofit Arts Organizations, *Nonprofit and Voluntary Sector Quarterly*, 47(1): 49-71.
- Mason, Dyana P. and Michael Their.* (2018). Study Abroad, Global Citizenship, and the Study of Nongovernmental Organizations, *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 29(2): 404-418.
- Mason, Dyana P. (2017). Measuring Latent Constructs in Nonprofit Surveys with Item Response Theory: The Example of Political Ideology, *Nonprofit Policy Forum*, 8(1): 91-110.
- Mason, Dyana P. and Emily Fiocco.* (2017). Crisis on the Border: Specialized Capacity Building in Nonprofit Immigration Organizations, *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 28(3): 916-934.
- Connolly, Jennifer and Dyana P. Mason. (2016). Ideology and Local Public Expenditure Priorities, *Political Research Quarterly*, 69(4): 830-841.
- Mason, Dyana P. (2016). Common Agency in Nonprofit Advocacy Organizations: Theory and Evidence from California, *Nonprofit Management & Leadership*, 27(1): 11-26.
- Mason, Dyana P. (2016). Recognition and cross-cultural communications as motivators for charitable giving: A field experiment, *Nonprofit and Voluntary Sector Quarterly*, 45(1): 192-204.
- Mason, Dyana P. (2015). Advocacy in Nonprofit Organizations: A Leadership Perspective, *Nonprofit Policy Forum*, 6(3): 297-324.
- Bertelli, Anthony A., Dyana P. Mason, Jennifer Connolly and David Gastwirth. (2015). Measuring Agency Attributes with Attitudes Across Time: A Method and Examples Using Large-Scale Federal Surveys, *Journal of Public Administration Research and Theory*, 2(2): 513-544.
- Bertelli, Anthony A., Jennifer Connolly, Dyana P. Mason and Lilian Conover. (2014). Politics, Management and the Allocation of Arts Funding: Evidence from Public Support for the Arts in The United Kingdom, *International Journal of Cultural Policy*, 24(3): 341-359.

Mason, Dyana P. (2013). Putting Charity to the Test: A Case for Field Experiments on Giving Time and Money in the Nonprofit Sector, *Nonprofit and Voluntary Sector Quarterly*, 42(1): 193-202.

**Indicates paper co-authored with master's or doctoral student*

Refereed Book Chapters

Mason, Dyana P. (2020). Social Economy, Social Capital, NGOs and Community Development – A Gendered Perspective, in *Research Handbook on Community Development*, Rhonda Philips, (ed). New York: Edward Elgar Publishing.

Mason, Dyana P., Jennifer A. Jones, Lindsey McDougale and Cecilia Suarez (2020). The Critical Pedagogy of Nonprofit Management Education: Teaching for Social Justice, in *Teaching Nonprofit Management*, Heather Carpenter and Karabi Bezboruah (eds). New York: Edward Elgar Publishing.

Invited Book Chapter

Kim, Mirae, Dyana P Mason and Huafang Li. (2017). Charitable Giving and Fundraising, in *Experiments in Public Administration Research: Challenges and Contributions*, eds. Sebastian Jilke, Oliver James and Gregg Van Ryzin, Cambridge: Cambridge University Press, pp. 415-435.

Submitted and Under Review

Mason, Dyana P. and Jennifer A. Jones. Teaching Advocacy in the Nonprofit Classroom – An Active Learning Approach, *invited to revise and resubmit*.

Mason, Dyana P. Institutional Logics and Hybridity in a Transnational Child Health Program, *invited to revise and resubmit*.

Mason, Dyana P., Li-Wei Chen and Saurabh Lall. Can Institutional Support Improve Volunteer Quality? An Analysis of Online Volunteer Mentors, *under review*.

Mason, Dyana P. Collaboration and Diversity and Inclusion Practices: The Role of Associations, *under review*.

Mason, Dyana P. and Mirae Kim. Staff Support, Board Knowledge, and Board Competencies: A New Approach from a Board Coaching Framework, *under review*.

In Progress

Mason, Dyana P., Saurabh Lall and Li-Wei Chen. An Experimental Test of Online Entrepreneur Mentoring Programs.

Lall, Saurabh, Li-Wei Chen and Dyana P. Mason. Matchmaking and Mentoring: A Study of Online Mentoring for Entrepreneurs.

Ward, Kevin, Rachel Fyall and Dyana P. Mason. Exploring Innovations in Nonprofit Advocacy Research Methods: A systematic review of the literature.

Mason, Dyana P., Rich Margerum, Stacy Rosenburg, Samuel Alt*. Institutionalism, Professionalization and the Evolution of a Nonprofit Sector.

Other Publications

Teaching Guide: Jones, Jennifer A. and Dyana P. Mason (2018) *Teaching Advocacy to Nonprofit Managers*, for the Teaching Section of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA).

Book Review: Mason, Dyana P. (2018). *Perspectives on Volunteers: Voices from the South*, Butcher, Jacqueline and Christopher J. Einhoff (eds) in *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 29(1): 241-242.

Book Review: Mason, Dyana P. (2016). *Stepping Through Transitions: Management, Leadership & Governance in Not-for-Profit Organisations*, by Judith McMorland and Ljiljana Eraković. CGO Transitions Limited, Auckland (2013) in *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 27(6): 2966-2967.

Book Review: Mason, Dyana P. (2014). *Democracy in the Making: How Activists Groups Form*, by Kathleen Blee. New York: Oxford University Press (2012) in *Voluntas: International Journal of Voluntary and Nonprofit Organizations* 25(1): 275-276.

MEDIA

Mason, Dyana P. (2019). Should you donate time or money? www.wallethub.com at <https://wallethub.com/charity-calculator/#expert=dyana-mason>.

Mason, Dyana P. (2018). Detained immigrant children stay in shelters that are already full and aren't equipped for babies, for *The Conversation*. Picked up and run in full by outlets such as the *Los Angeles Times*, *San Francisco Chronicle*, *Houston Chronicle* and the *Chicago Tribune*, among others, June 11. <https://theconversation.com/detained-immigrant-children-stay-in-shelters-that-are-already-full-and-arent-equipped-for-babies-97774>

Mason, Dyana P. (2017). Yes You Can - And Should! Nonprofit Advocacy as a Core Competency, *Nonprofit Quarterly*, November 17. Accessed at: <https://nonprofitquarterly.org/2017/11/17/yes-can-nonprofit-advocacy-core-competency/>

Bernardo, Richie. (2015). 2015's Most and Least Charitable States, www.wallethub.com. (Interview for "Ask the Experts" section). Accessed at: <https://wallethub.com/edu/most-and-least-charitable-states/8555/#dyana-mason>

CONFERENCE PARTICIPATION (*paper presentation unless otherwise noted*)

Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, San Diego, CA, November 21-23, 2019. (papers to be presented)

- An Experimental Test of Online Entrepreneur Mentoring Programs (with Saurabh Lall and Li-Wei Chen)
- Online Experiment Study for Nonprofit Revenue Diversification: Government Funding, Fundraising for Donations, and Earned Revenues (with Mirae Kim)
- Nonprofit Associations and the Diffusion of Diversity and Inclusion Practices Across Professional Fields and Trades
- Exploring Innovations in Nonprofit Advocacy Research Methods: A Systematic Review of the Literature (with Kevin Ward, Rachel Fyall, Gowun Park and Kate Hannick)

Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Annual Conference, Los Angeles, CA, October 16-19, 2019

- Embracing our Citizenship(ness): Scholar, Teacher, and Community Impact Perspectives (with Tara K. Bryan, Karabi Bezboruah and Robbie Robichau) (panel discussion).

National Academic Centers Council (NACC), Bi-Annual Conference, London, UK, July 16-17, 2019

- Teaching Advocacy in the Nonprofit Classroom - An Action-Oriented Approach (with Jennifer A. Jones)
- Diversity and Inclusion Practices in Nonprofit Associations

Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Austin, TX, November 14-17, 2018

- An Analysis of Online Volunteer Mentors (with Saurabh Lall and Li-Wei Chen)

2018 Social Enterprise @ Goizueta / University of Oregon Research Colloquium: Accelerating and Incubating Early Stage Entrepreneurs, Eugene, OR, June 12, 2018

- Matchmaking and Mentoring: A Study of Online Mentoring for Entrepreneurs (with Saurabh Lall and Li-Wei Chen)

West Coast Nonprofit Data Conference, Salt Lake City, UT, April 27-28, 2018

- Matchmaking and Mentoring: An Experimental Study of Online Entrepreneurial Support (with Saurabh Lall and Li-Wei Chen).
- Diversity and Inclusion Practices in Nonprofit Associations

Social Pedagogy International Conference, Puebla, Mexico, February 22-24, 2018.

- Institutional Logics, Hybridity and Women's Empowerment in an International Development Program
- Nominal Group Technique as a Pretest/Posttest Measure of Global Citizenship in a Nonprofit Study Abroad Program (with Michael Thier)

Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Grand Rapids, MI, November 16-18, 2017

- Online experimental study of nonprofit revenue diversification (with Mirae Kim)
- Nominal Group Technique as a Pretest/Posttest Measure of Global Citizenship in a Nonprofit Study Abroad Program (with Michael Thier)
- The Relationship Between Organizational Capacity, Board Competencies and Board-Staff Relationships: A Mixed-Methods Study (with Mirae Kim)
- Institutional Logics, Hybridity and Women's Empowerment in an International Development Program

West Coast Nonprofit Data Conference, Seattle, WA, April 21-22, 2017

- The Reciprocal Relationship between Organizational Capacity and Board Competencies (with Mirae Kim)
- Speaking Past Each Other: Hybridity, Collaboration and Institutional Logics in International Context

Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Washington, DC, November 17-19, 2016

- The Reciprocal Relationship between Organizational Capacity and Board Competencies (with Mirae Kim)
- Structural Injustices in Nonprofit and Philanthropic Studies Education: Three Pedagogical Approaches to Address Topics of Injustice (with Jennifer Jones, Lindsey McDougale and Shena Ashley), panel discussion
- Global Citizenship and the Study of International Nongovernmental Organizations (with Michael Thier)
- Examining the Level of Advocacy in the Nonprofit Arts and Cultural Sector (with Mirae Kim)

Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Chicago, IL, November 19-21, 2015

- Crisis on the Border: Strategic Capacity Building in Nonprofit Immigration Organizations (with Emily Fiocco)
- A New Way to Measure Latent Constructs in Nonprofit Surveys
- Who is Chosen? The Selection of Nonprofit Leaders by their Boards

Academy of Management Annual Meeting, Vancouver, British Columbia, August 7-11, 2015.

- Ideology and Advocacy in Nonprofit Organizations: A Leadership Perspective

Public Management Research Conference (PMRC), Minneapolis, MN, June 11-15, 2015.

- Advocacy in Nonprofit Organizations: A Leadership Perspective

Advancing the Field(s) of Nonprofit Management: New Structures, New Solutions at Indiana University, Bloomington, IN April 16-18, 2015.

- Crisis on the Border: Strategic Capacity Building in Nonprofit Immigration Organizations (with Emily Fiocco)

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Denver, CO November 20-22, 2014.

- Advocacy in Nonprofit Organizations: A Leadership Perspective

Association for Public Policy Analysis and Management Annual Conference (APPAM), Albuquerque, NM November 6-8, 2014

- Ideology and Advocacy in Nonprofit Organizations: A Leadership Perspective, poster presentation

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Hartford, CT November 21-23, 2013

- Strategic Ideology in Nonprofit Advocacy Organizations
- The Effect of Publicity on Charity: A Cross-Cultural Field Experiment of Image Motivation, poster presentation

Public Management Research Conference (PMRC), Madison, WI June 20-22, 2013
"Strategic Ideology in Nonprofit Advocacy Organizations."

- Intrinsic Motivation and Organization Performance: A Multi-Year Test

Western Political Science Association meeting, Los Angeles, March 28-30, 2013

- Strategic Capacity Building: Theory, Method, and the Case of Faith-Based Initiatives (with Anthony Bertelli)

International Society for Third Sector Research (ISTR) conference, Siena, Italy, July 11-13, 2012

- Strategic Capacity Building: Theory, Method, and the Case of Faith-Based Initiatives (with Anthony Bertelli)

American Political Science Association Conference in Seattle, WA, September, 2011

- "The Statistical Measurement of Accountability Concepts in American Governance" (with Anthony Bertelli, Jennifer Connolly and David Gatswirth), *Awarded the 2012 Kaufman Award from the American Political Science Association for the best paper in the public administration section at the annual meeting.*

Public Management Research Conference, Syracuse, NY June 2-4, 2011

- The Impact of Ideology on Local Public Welfare Expenditures, poster presentation.
- The Statistical Measurement of Accountability Concepts in American Governance (with Anthony Bertelli, Jennifer Connolly and David Gatswirth).

ACADEMIC EMPLOYMENT

USC Graduate School Dissertation Fellow, 2013-2014
Recipient of Dissertation Completion Fellowship

Research Assistant, 2010-2013
University of Southern California

Book projects:

- *The Political Economy of Public Sector Governance*, by Anthony M. Bertelli (Cambridge University Press, 2012).
- *Policy Agendas in British Politics* by Peter John, Anthony Bertelli, Will Jennings and Shaun Bevan (Palgrave Macmillan, 2013).
- *Public Policy Investment: Priority Setting and Conditional Representation in British Statecraft* by Anthony M. Bertelli and Peter John (Oxford University Press, forthcoming)

Research Associate, 2010-2013

Bedrosian Center on Governance and the Public Enterprise, University of Southern California
Projects and Project Management: Survey of statewide elected officials, measurement of federal employee surveys, comparative policy investment research. Worked with, Ph.D. students and undergraduate and masters' students managing research projects and papers.

Co-Instructor, Government and Business (Undergraduate)
University of Southern California

Teaching Assistant 2010-2014
University of Southern California

- Policy and Nonprofit Management (Core Nonprofit Emphasis)
- Management of Nonprofit and Public Organizations (Undergraduate)
- Human Behavior in Organizations (Core MPA)
- Policy Formulation and Implementation (Core MPP)
- Public Administration and Society (Core MPA)

PROFESSIONAL EXPERIENCE

- Executive Director, Capital Pride Alliance, 2009-2010
- Executive Director, Equality Virginia, 2003-2008
- Field Director, The Commonwealth Coalition, 2006
- Field Organizer and Membership Organizer, Human Rights Campaign, 2000-2003
- Major Donor Associate and Citizen Outreach Director, Fund for the Public Interest, 1993-2000

OTHER PROFESSIONAL EXPERIENCE

- Consultant, Progressive USA, 2012-2014
- Research Assistant, Nicolas Berggruen Institute, Summer 2011

- Consultant, Southside Health Education Foundation, Summer 2011
- Consultant, Virginia Network of Nonprofit Organizations, 2008-2010

AD HOC REVIEWING

Co-Editor, special issue of *Journal of Behavioral Public Administration*, 2019
 Chapter Reviewer, “*Teaching Nonprofit Management*”
Journal of Public Administration Research and Theory
Nonprofit and Voluntary Sector Quarterly
Nonprofit Management & Leadership
Voluntas: International Journal of Voluntary and Nonprofit Organizations
Journal of Civil Society
Journal of Public Policy
Public Management Review
American Journal of Political Science
Public Policy and Administration
American Politics Research
Journal of Public Personnel Management

UNIVERSITY SERVICE

Co-convener, Equity and Inclusion Initiative (PPPM)
 Member, Advisory Board, Center for the Study of Women in Society (CSWS)
 Faculty Advisor, UO Student Chapter of the Association of Fundraising Professionals (AFP)
 Member, Graduate Employee Committee (PPPM)
 Member, PhD Program Committee (PPPM)
 Member, Teaching and Learning Committee (PPPM)
 Member, Masters in Nonprofit Management Committee (PPPM)
 Member, Masters in Public Administration Committee (PPPM)
 Member, Queer Ally Coalition (QAC) at UO
 Member, Undergraduate Committee (PPPM), 2015-2018
 Member, Engaging Diverse Communities Faculty Search Committee (PPPM), 2017-2018
 Member, Faculty Search Committees, 2015
 Member, Academic Affairs Committee, School of Architecture and Allied Arts (AAA), 2015-2016

PROFESSIONAL SERVICE

Member, Best Paper Award Committee, Association for Research on Nonprofit Organizations and Voluntary Action, 2020
 Committee Member, Task Force on Sexual Harassment, Association for Research on Nonprofit Organizations and Voluntary Action, 2020
 Chair, Poster Award Committee, Association for Research on Nonprofit Organizations and Voluntary Action, 2019
 Committee Member, Emerging Scholars Award, Association for Research on Nonprofit Organizations and Voluntary Action, 2017

Conference “Buddy” for first time ARNOVA attendees, 2017- 2018
Track Chair, Management, Leadership, & Strategy Track, Association for Research on Nonprofit Organizations and Voluntary Action, 2016 -2018
Diversity Committee, Association for Research on Nonprofit Organizations and Voluntary Action 2015 – 2016
Academy of Management Annual Meeting 2014, 2015, and 2016-2017 Public and Nonprofit Division (Conference reviewer)
Public Management Research Conference, 2015 (Conference reviewer)

COMMUNITY SERVICE

Board Member, Whole Earth Nature School, 2017 - Present
Board Member, Stronger U.S., 2015- 2017
Instructor, Sustainable City Year Project, University of Oregon, 2015-2017 (class developed various nonprofit-related projects with the cities of Redmond, Albany and La Pine, OR)

PROFESSIONAL MEMBERSHIPS

Public Management Research Association
American Political Science Association
Association for Research on Nonprofit Organizations and Voluntary Action
International Society for Third Sector Research
Academy of Management
Scholars Strategy Network

GRANT AWARDS

2019 – \$20,000 - National Institute on Transportation and Communities (NITC) – Principal Investigator
2018 – \$201,359 - Innovation Growth Lab \$ – Co-Investigator
2017 – \$44,000 - American Society of Association Executives Foundation (ASAE) – Principal Investigator
2017 – \$4,800 - Underrepresented Minority Program Grant, University of Oregon – Principal Investigator
2017 – \$6000 - Center for the Study of Women in Society, University of Oregon – Principal Investigator
2016 – \$4380 Kvarsten Faculty Development Grant and Underrepresented Minority Program, University of Oregon – Principal Investigator
2014 – \$2000 - New Faculty Research Award
2013 - \$30,000 - USC Graduate School Dissertation Completion Fellowship

OTHER RECOGNITION

2018 – Invited as a “guest coach” for UO Women’s Basketball game, January
2017-2018 – Accepted to the Difference, Power and Agency faculty workshop at the University of Oregon

2015 – Teacher of the Year by students of the Department of Planning, Public Policy and Management

2014-2015 –Faculty Fellows Program, University of Oregon Center on Diversity and Community

2013 – Emerging Scholar Award at the Association for Research on Nonprofit and Voluntary Action (ARNOVA) Annual Conference, November 21-23, Hartford, CT

2013 –AoM Public and Nonprofit division doctoral consortium, Florida (by invitation)

2012 – Doctoral consortium at ISTR bi-annual meeting, Siena, Italy (by invitation)

2012 –Herbert Kaufman Award from the American Political Science Association for the best public administration paper at the 2011 Annual Meeting

2010 – 2013 Awarded USC Price School of Public Policy Ph.D. Graduate Fellowship