



November - December 2016

NACC News publishes information about the Nonprofit Academic Centers Council and its members. We invite you to contribute your news and encourage you to share this newsletter with colleagues, the nonprofit community, and all others you think might find it of interest.

Message from the President

Dear NACC Members,

I always like the end of the year because it gives us an opportunity to look back and reflect on the year gone by and at the same time look forward to the exciting things coming in 2017.

Obviously, the biggest bit of NACC news this year was the vote by NACC members to move forward with the development of an accreditation process for standalone nonprofit and philanthropy programs. The decision to move forward came after an incredibly thoughtful discussion at our annual member meeting in November where it passed overwhelmingly.

It is clear a lot of work needs to be done in the new year as we begin this exciting new NACC adventure. I hope you will help in that process by joining the NACC accreditation task force. We will need help in designing a business plan, hammering out the specific parts of accreditation, clarifying the way accreditation and membership might work best together, and helping to identify ways to use technology to help ensure a smooth process. If you have already volunteered,



thank you so much. If you have yet to volunteer don't worry there is still time. Just reach out to our amazing executive director Erin Vokes at e.vokes@csuohio.edu.

The second big change is the growth and expansion of the NACC News. Under the guidance of the wonderful Linda Serra we have added sections to the newsletter, changed the look and feel of it and made it a publication worth reading every month.

In addition, to these events 2016 was quite a year for NACC. Here are a few more highlights

- We held a successful executive board planning retreat
- We expanded the number of executive board members from 9 to 11
- We held a ground breaking accreditation summit at Texas A&M
- We added 1 new NACC member, Carleton University, with 4 additional pending applications currently under review
- We participated and led panels at both NASPAA and ARNOVA on accreditation

We are hoping to build on this record of success in 2017. A few of the projects and milestones are listed below.

- The 2017 NACC Conference will be held at the Indiana University Lilly School of Philanthropy, tentatively scheduled for July 31st to August 2nd.
- Presentation of NACC Accreditation Task Force Strategic Plan in June of 2017.
- Implementation of Board Max Board management software
- Expansion of opportunities for programs to share ideas and programs with other NACC members.
- Publication of Special Accreditation Edition of the Journal of Nonprofit Education and Leadership.

It is clear that NACC is BACK and we have a lot to be thankful for and excited about. So on behalf of the NACC board I wish you and your family and very happy holidays and fantastic New Year.

Matt Hale
Seton Hall University

NACC Volunteer Corp: Calling All Members

Please join us to help create a strong and growing organization that works to serve nonprofit organizations. If you will, consider joining one of the groups that are engaged in a variety of NACC projects, including the Nu Lambda Mu Undergraduate Committee, the Accreditation Task Force, and the Membership Committee. Additional opportunities are available. To learn more about how you can be part of and contribute to a powerful NACC please contact Erin Vokes at e.vokes@csuohio.edu. We look forward to hearing from you.

Accreditation

In this issue of NACC News we offer a summary of an article by Crystal Evans, Assistant Professor, Nonprofit Management, Regis University, and M.D. Kinoti, Associate Professor, Master of Nonprofit Management, Regis University. The full article will soon be published in a special issue on accreditation in the Journal of Nonprofit Education and Leadership.

“Are we there yet? Evaluating nonprofit management as a profession for program accreditation”



“Is nonprofit management a unique profession?” Crystal Evans and M.D. Kinoti examine the field of nonprofit management and accreditation using the six characteristics Darrell Pugh (1989) developed to evaluate Public Administration’s position as a unique profession. If nonprofit management status of being a authors contend accreditation.

Pugh’s

of mind (i.e., a self-awareness); (2) a corpus of social ideal; (4) ethical standards; (5) formal interests; and (6) a “hall of fame” to recognize The authors evaluate nonprofit management



programs have reached the unique progression, the they are qualified for

characteristics are (1) a case theory and knowledge; (3) a organizations to promote its outstanding leaders." (p. 1). through the same lens.

Criteria 1: Do those within the nonprofit sector have a “case of mind”?

This is a mindset among academics and practitioners demonstrating that those within the field recognize it as unique. From a legal position, the nonprofit sector is distinguished as a separate sector. The question though is not of legal recognition but of the mindset of individuals within the field. The authors recognize several nonprofit scholars who argued for nonprofit management standing as a unique profession, including statements such as, “Nonprofit Management is unique because nonprofit organizations are different from businesses and governmental entities – often reliant on the support of donors and the world of volunteers, pursuing missions derived from values and principles, (Worth, 2012, p.7) and "a growing consensus that nonprofit management is distinct in a variety of ways that requires separate attention in university programs of education and research" (Young, 1999, p.13).

Criteria 2: Do those within the nonprofit sector have a corpus of theory and knowledge?

Pugh argued that public administration fulfilled this requirement on the basis of one published textbook. The authors note that nonprofit management surpasses this benchmark with many textbooks and dedicated journals. In addition, they cite the nonprofit sector theory that distinguishes nonprofits from

other sectors. For example, gap theory states that nonprofits arise because of failures in governments and business, which is evidence it is different from government and business.

Criteria 3: Do those within the nonprofit sector share a social ideal?

The authors suggest looking at the vast body of motivational theory and nonprofit employees' research. The intrinsic motivation of nonprofit employees is well documented and the authors cite the work of several scholars that substantiate this claim. Leete, (2000), argues that compared to for-profit employees, nonprofit workers are disproportionately reliant upon intrinsic motivation evidenced by their willingness to accept wage inequality when compared to the for-profit sector.

Criteria 4: Do those within the nonprofit sector have ethical standards?

The authors cite ethical standards in place within sub-sectors including national and local associations and groups of NPOs that formulate specific codes of ethics to guide staff, boards and other stakeholders. Another key component of ethical standardization includes accreditation for specific sub-sectors such as the Certified Fund Raising Executives (CFRE International, 2014), Certified Grant Writers (American Grant Writers' Association, Inc. 2015) and Certified Animal Welfare Administrators (Society for Animal Welfare Administrators, 2015).

Criteria 5: Do those within the nonprofit sector have formal organizations to promote interests?

The list of organizations promoting nonprofit interests includes the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), the International Society for Third Sector Research (ISTR), and the Nonprofit Academic Centers Council (NACC).

Criteria 6: Does the nonprofit sector have a hall of fame?

The authors ask that we consider that the nonprofit hall of fame is not an individual but an organization, the Young Men's Christian Association (YMCA). The YMCA of the 1800s operated on a scale that required professionalization of management. Ultimately, YMCA leaders developed curriculum and educated association leaders in a school designed for managing nonprofits. Perhaps the YMCA could be considered the father of Nonprofit Management.

Concluding, the authors propose that all six criteria are met for considering nonprofit management a profession. They suggest that scholars and practitioners seek to determine the implications of this uniqueness. Formal academic program accreditation may be the next logical step in developing the profession just as it was for Public Administration.

References

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The Board's Perspective

This feature of NACC News is intended to present the motivations of Board members as they serve the organization. The questions they are asked to loosely answer are how they perceive their contribution and to describe their views of NACC now and in the future.



Renee Irvin, our first Board member to talk about her role on the NACC Board, is Associate Professor of Planning, Public Policy, and Management at the University of Oregon. In addition to teaching, Renee directs the Master of Public Administration Program, the Master of Nonprofit Management Program, and the Graduate Certificate in Nonprofit Management Program. Her research interests are focused on the economics of the nonprofit and philanthropic sectors. This includes regulatory oversight of nonprofits, endowment funding, comparative nonprofit/for-profit outcomes performance, rural philanthropy and economic development. She teaches Resource Development for Nonprofit Organizations, Public and Nonprofit Financial Management, and Public Sector Theory.

Renee joined NACC's Board in 2014. She served as Secretary, and now as President-Elect.

A Grumpy Pragmatist in Her Happy Spot

Given the task of describing my motivation for serving on NACC's board, I quickly confess that my motives are selfish. The same reasons that drew me to submit my university for membership in NACC are true for board service; only the dosages of service and reward are higher.

Empire building. I enjoy building programs and NACC is in an exciting phase of growth and accomplishment.

Camaraderie and commiseration. Where else can you whine with others about the difficulty of recruiting tenure-track faculty in our field, the indifference of home departments that don't share the same nonprofit/philanthropy-first perspective for the curriculum, or the ranking system in our field?

Theft and poaching. I come to NACC meetings and conferences looking for good administrative and curricular ideas to steal from other universities. I also keep a constant watch for potential nonprofit/philanthropy-first faculty members to poach.

Visibility. University of Oregon is far off the beaten path – far from the seats of power on the East Coast, and far from the media glare of swing-state notoriety. We’ve built robust nonprofit/philanthropy programs that attracts excellent students (who get excellent jobs), but nobody would know if we weren’t engaged on a national or international scale.

A strong field. High-quality, visible university programs all over the world will build name recognition for our degree programs, including mine. I still hear students say “I never knew such a degree existed!” Let’s end that. We need to build the field together in order for us to boost our own programs. This works in the opposite direction, too. Burgeoning growth of low-quality programs in our field will give us all a poor reputation and waste students’ money; our collective action to promote quality is imperative for all of us in this academic field and for the sector itself.

It’s not all personal glory and theft, however. I am comfortable in a role behind the scenes, penciling out how a future project can be efficient and affordable. (When I was a child, I was fascinated by the book Cheaper by the Dozen.) As a board member, I’ve found my happy spot in helping to design an accreditation process and budget that might actually work, and which doesn’t break our members’ spirits nor budgets. In addition, I’d like to think that I bring a certain grumpy pragmatism to board meetings that is sometimes helpful. So there you have my personal charge as a NACC board member; stay grumpy and selfish, and get the job done.

On My Mind

Representatives of NACC Member Institutions Speak

NACC News offers brief articles contributed by representatives of member institutions. This column offers an opportunity to the faculty of member institutions to present their thinking and begin an exchange of ideas about issues that affect the nonprofit sector.

A COMMUNITY-CENTRIC APPROACH TO NONPROFIT COURSE DESIGN

Kathleen Hale, JD, PhD
Auburn University
MPA Program Director



The community-centric approach to course design holds promise for higher education instruction in the nonprofit field. At its core, this approach seeks to foster in students a combination of the knowledge, skills, and values needed to navigate public decision processes, with the motivation to make a difference in the civic life of our communities. The approach provides an adaptable platform for building skills that apply across the diverse array of substantive topics that occupy the nonprofit space, the various higher education configurations of nonprofit programs, and the range of experiences that students bring to nonprofit courses.

The community-centric approach rests on a reciprocal relationship of co-production in building knowledge between students and communities. It is grounded in the assumption that our graduates have a responsibility to use the knowledge and skills that they have gained to work with others for the public good. It is also based on the notion that higher education is responsible to the public good and should continually revisit its connections to its communities.

The community-centric course revolves around particular experiences as learning outcomes. These include collaborative design, willing community partners, and extensive meetings with community. In the ideal case, these meetings take place primarily within the community. Students and community members interact and deliberate about the possible nature and definition of problems and work together to develop courses of action, and strategies for implementation, evaluation, and feedback. Evaluative rubrics focus on student and community experiences that are participatory, emergent, reflective, iterative, and process-oriented.

Auburn MPA Program faculty including Dr. Kathleen Hale and Dr. Kelly Krawczyk have instituted the approach in courses on nonprofit management and international NGOs, which are offered in the Auburn Graduate Certificate in Nonprofit Organizations and Community Governance. The Nonprofit Graduate Certificate is an elective option within the Auburn MPA Program and also a stand-alone credential. For comparative purposes, Auburn MPA is offered in a public university within a relatively large Political Science Department; approximately 60% of MPA students choose the nonprofit concentration.

The community-centric approach is not without its challenges. Students are typically enthusiastic. However, the approach is intensive and time consuming, and community interactions rarely occur in connection with typical class meeting times. The nature of problem-solving is inherently ambiguous and complex, and success is elusive. Some students have reservations about collective work with community members over and above the usual reticence that some students display regarding group work. Students commonly seek additional faculty interaction and support to understand the essentially open-ended and inconclusive nature of community-based activities. This is particularly true given the typical semester grading timeframe. Because a project is rarely completed within a semester, community-centric course learning outcomes tend to focus on process rather than results, which can be unfamiliar or frustrating for some students.

Faculty experience time pressures given their typical teaching loads and the work involved in providing support to students as they interpret the community-centric process. Intensive teaching activities may engender risk when colleagues interpret scholarly publications related to such work. Although, clearly, community-centric activities result in scholarly publication, there is the caveat that applied research and pedagogy scholarship may not be valued highly in some institutions.

Not least, community members can resist having to interact with faculty or students, or with a changing array of either. Community members will see situations differently, and will define conditions or problems in different ways. Community members who do become involved are often invested in the status quo or in change, or may fear outside co-optation of their goals.

Although inherently ambiguous, the community-centric design approach is also promising. The focus on community blurs disciplinary lines under the larger heading of public service. Through a real-time, real-world lens, students develop critical skills and knowledge that translate across all types of communities and concerns. This strategic approach –which focuses on collaborative problem solving, co-production of knowledge, and active learning – can be expanded to other courses in a public service curriculum beyond the nonprofit concentration. Auburn MPA is considering implementation of a community-centric approach in its core MPA courses.

It is important to note that community-centric course design is as much a commitment in spirit as an actual practice, and is not fully realized in every course, every semester. Resource challenges are significant. And yet, this approach may offer new value as NACC members consider how best to instill skills, work ethic, and cultural appreciation that prepare students for nonprofit work. The heart of the nonprofit experience resides in communities – whether it appears in the form of direct client service, fundraising, philanthropy, or advocacy. From this perspective, a community-centric approach can offer new insight into the talents that our communities need and that our students can bring to them.

Dr. Hale teaches graduate and undergraduate courses in Intergovernmental Relations and Federalism, Nonprofit Management, and Nonprofit Law, as well as several graduate courses in the MPA and PhD Programs. Before coming to Auburn, Kathleen served as senior research staff, legal counsel, and policy advisor to state and local government agencies and officials, and nonprofit organizations at the national, state and local level. She is active in service to NASPAA, the accrediting body for graduate programs in public service, including as a member and chair of the Executive Council of the Nonprofit Section of NASPAA (2010-2013). Dr. Hale is currently the MPA Program Director and Director of Graduate Programs in Election Administration, an initiative to professionalize public administration of elections. She is also the 2011 recipient of the Award for Excellence in Teaching and Learning in Community and Civic Engagement from the Auburn University College of Liberal Arts.

Nu Lambda Mu

Great News! A record breaking number of Fall Semester Nu Lambda Mu applicants were inducted into our international honors society. A total of 74 graduate students representing NACC member institutions were accepted. A hearty thank you to all representatives who actively encouraged their students to apply. The NLM is an honor developed to recognize the excellence of nonprofit graduate students who have distinguished themselves while following their academic paths toward their professional dreams. Congratulations to these students and their universities. A special thank you to

our top four universities who had the most inductees this semester: Arizona State University (12), DePaul University (9), Seattle University (7) and University of Notre Dame (7).

The Fall Semester NLM Inductees

Deyanira Avila,
DePaul University

Darryl Jones II,
Lindenwood University

Clara Reynolds,
University of Tampa

Ann Barrington,
Seattle University

Rebecca Judy,
Seattle University

Phyllis Richards,
*University of Wisconsin-
Milwaukee*

Robert Billings,
Arizona State University

Macey Kilgore, Georgia
Southern University

Alexis Roeckner,
Arizona State University

Julie Brill,
Regis University

Valerie Kopetzky,
University of Notre Dame

Catherine Rogerson,
University of Central Florida

Dominique Brown,
Lindenwood University

Agnieshka Korzeniowski,
DePaul University

Yissel Salafsky,
Arizona State University

Aimee Leigh Burmeister,
*University of Wisconsin-
Milwaukee*

Harumi LaDuke,
Seattle University

Christopher Sanchez,
Baruch College, CUNY

Roger Cabe,
University of Notre Dame

Elizabeth Lankford,
University of Notre Dame

Mary Scheuermann,
North Park University

Christine Camene,
*University of Missouri-St.
Louis*

Erin Lynch,
Lindenwood University

Kaily Serralta,
Seattle University

Coya Castro,
North Park University

Brandon Martin,
Baruch College, CUNY

Reba Singleton,
University of Central Florida

Pamela Chambers,
Cleveland State University

Christine Meador,
Cleveland State University

Karen Smaalders,
Seattle University

Morgan Cox,
DePaul University

Charlotte McHenry,
University of Tampa

Debbie Sokolov,
North Park University

Christy Dargus,
Arizona State University

Lindsey McIntyre,
University of Notre Dame

Eric Spicer,
Arizona State University

Leah de Vries,
Baruch College, CUNY

Barbara McNally-Brown,
Baruch College, CUNY

Jacqueline Stogsdill,
DePaul University

Ann Marie Doyle,
University of Tampa

Anna M. Midkiff,
Arizona State University

Colton Strawser,
Bay Path University

John Dumey,
The New School

Chamain Moss-Torres
University of Tampa

Rachel Ulanowski,
DePaul University

Scott Eisenhart,
University of Delaware

Bobbi Jo Nichols,
Regis University

Laura Unkefer,
Arizona State University

Abigail Elsener,
Arizona State University

Carissa Oberlin,
Arizona State University

Linda Uveges,
Cleveland State University

Sean FitzGerald,
Indiana University

Gerald Oliver,
*The University of Texas at
Austin*

Gaynell Victoriano,
*Louisiana State University
Shreveport*

Lacquitta Fullilove-Berry,
University of Tampa

Crystal Oswald-Herold,
Seattle University

Kathleen Wade,
University of Notre Dame

Shannon Gazze,
University of Notre Dame

Courtney Paige,
DePaul University

Alisha Wilkinson,
University of Notre Dame

Ashley Habelt,
DePaul University

Rachel Patterson,
*Louisiana State University
Shreveport*

Brittany Williams,
DePaul University

Christopher Haines,
Arizona State University

Megan Peters,
DePaul University

Wanda Marie Parker Doss,
*Louisiana State University
Shreveport*

Mya Harden,
University of Central Florida

Katherine Peterson,
North Park University

Jonathan Short,
Arizona State University

Isabel Hovey,
*The University of Texas at
Austin*

Matthew Price,
Seattle University

Natalia Winberry
Arizona State University

Kayla Johnson,
Baruch College, CUNY

Markay Reeves,
*Louisiana State University
Shreveport*

NACC Member Institutions whose students were accepted during the Fall 2016 semester:

Arizona State University (12)	DePaul University (9)
Seattle University (7)	University of Notre Dame (7)
Baruch College, CUNY (5)	University of Tampa (5)
Louisiana State University Shreveport (4)	North Park University (4)
Cleveland State University (3)	University of Central Florida (3)
Lindenwood University (3)	Regis University (2)
The University of Texas at Austin (2)	University of Wisconsin-Milwaukee (2)
Bay Path University (1)	Georgia Southern University (1)
Indiana University (1)	The New School (1)
University of Delaware (1)	University of Missouri-St. Louis (1)

Board Report

Each issue of NACC News provides a summary of the discussions and decisions of the previous month's Board of Director's meeting.

November 23, 2016

Stuart Mendel, Treasurer's Report: A snag in the otherwise smooth flow of the November Membership Meeting was the absence of afternoon break snacks. It turned out that the snacks were included in the box lunches, without being identified as such. Though this was a small problem, the Board felt it should be acknowledged as the snacks were generously sponsored by NACC member institutions.

In other news, the invoices for membership dues were recently distributed with a new online payment system that will hopefully make payment easier.

Maureen Emerson Feit, Membership Report: The Board discussed a total of five applications being considered for membership. Two have been reviewed by membership review committees, with the remaining three pending further review.

Erin Vokes, Managing Director's Report: Board members will soon receive an invitation to join BoardMax, a board management software with a dashboard to build and share meeting agendas, minutes, store documents, and more. The conference call phone service currently used will be changed to ZOOM, which has video options and will cost less.

Matt Hale, President's Report: In a review of the November membership meeting, the Board noted it was a success on several levels. Participants at the meeting each spoke briefly about their programs and exchanged ideas for current and future program activity. Following, there was a good accreditation discussion that served to modify the principles language. A vote of those attending was 27 in favor with 1 opposed. Of non-members attending 7 voted to approve. The draft proposal language will be revised and distributed electronically to those not attending for their vote.

The tradition of NACC presenting a panel at ARNOVA's annual conference proves to be an excellent way to bring NACC's activities to the larger nonprofit research community. Good conversations and clarification of opportunities for collaboration around the accreditation process emerged. This year our featured panel was "Lessons from the July 13-14, 2016 NACC Nonprofit Curricular Accreditation Summit," chaired by Stuart Mendel. Participants included Robert Ashcraft, Matthew Hale, Renee Irvin, and Patrick Rooney.

An Accreditation Taskforce to implement the vote to move forward was discussed with the topics of a need for a business plan, curriculum mapping and the relationship between membership and accreditation. There are technical and staffing issues to explore along a six month timeline. The next meeting will include instituting a formal taskforce and beginning a process for reporting back to membership.

The Biennial Conference of 2017 will be held in Indiana at the Lilly School of Philanthropy. A steering committee for the conference will begin the process of planning and requesting paper submissions. NACC is also considering hosting a special interim conference in 2018. Details are forthcoming.

Meeting adjourned 1:28 EST.

Thank You

We are grateful to all sponsors who helped create a successful membership meeting last November for their generosity. A slight and only disappointment of the day was the confusion around mid-afternoon snacks. Instead of arriving just before the break, snacks were included in the lunch boxes and were basically unnoticed. We want to acknowledge and thank those organizations that stepped forward to bring NACC members their snacks: **Texas A&M University, Queensland University of Technology, The University of Wisconsin-Milwaukee, and Indiana University.**

NACC Membership News

➤ **The Center on Philanthropy and Public Policy (CPPP)**

The Center on Philanthropy and Public Policy at the University of Southern California has released findings from a yearlong inquiry into the strategies and leadership driving the revitalization of Detroit, and the potential relevance of these forces for other American cities. The analysis, undertaken in partnership with The Kresge Foundation and published in the Winter Issue of the *Stanford Social Innovation Review (SSIR)*, contends that the work underway to transform Detroit represents a potent force for change for legacy cities in the American Rustbelt, and that all cities can learn a great deal from the experience of Detroit. The findings are reported in four articles examining opportunity in urban crisis, the role of philanthropy as catalyst, the importance of building economic flywheels, and the role and importance of cross-sector leadership. *Bold Leadership and the Future of American Cities: Drawing on Detroit*, is being disseminated as a supplement to the Winter 2017 issue, which can be found [here](#), and is also available online via The Center's website: www.cppp.usc.edu , The entire press release can be accessed at http://cppp.usc.edu/ssir_detroit/



➤ **Cass Business School's Centre for Charity Effectiveness** and the FT Non-Executive's Club Collaborate to deliver specialist training for charity trustees:

A first of its kind, the program will prepare and support experienced executives who currently are or are considering taking on a charity trustee role. The first workshop will be held on March 7th 2017. The Charity Commission states that one in five charities have at least one UK trustee vacancy, and many find it difficult to recruit trustees with the right skills. At the same time, City Philanthropy has revealed that one of the main barriers facing senior business people wishing to volunteer is a lack of confidence that their skills are useful to charities.

Cass CCE and FT NEDs' Club have developed a one-day program for corporate leaders who wish to deliver maximum impact as a non-executive director in the charity sector. Using real life examples and case studies, expert speakers will discuss the differences between the nonprofit and other sectors, while giving practical insight into the challenges and opportunities likely to arise when transitioning to the role of charity trustee. Dean of Cass Business School, Marianne Lewis, said, *"Our focus is on helping sectors, organisations and individuals thrive in a dynamic, interconnected world. With this in mind, I am delighted with this collaboration between the Financial Times Non-Executive Directors' Club and the Cass Centre for Charity Effectiveness. This practical and personal approach will ensure delegates understand how to develop maximum impact as a trustee with the opportunity of learning from successful leaders across multiple backgrounds."*



For additional information: <http://www.cass.city.ac.uk/research-and-faculty/centres/cce/professional-development/ft-non-executive-directors-club-cass-cce-partnership>

➤ **Texas A&M University:**



American Society of Association Executives (ASAE) Foundation Research Grant: Dr. William Brown, of Texas A&M University, along with Mark Engle and Ann Cordes of the Association Management Center, have been awarded a research grant from American Society of Association Executives (ASAE) Foundation. The aim of the project is to help association executives and leaders refine or modify recruitment and selection practices that support optimal board performance. This includes understanding how to anticipate, minimize, and resolve challenges in board selection so as to identify, cultivate, and secure competent and capable board members. <http://www.asaefoundation.org/>



➤ **University of Central Florida:**

Alumna's Love of Politics Led to Life of Public Service

Anna Eskamani, a graduate of the MPA/MNM dual degree program, was recently appointed to the State Board of Directors of the League of Women Voters of Florida. Her interest in that organization began when she was an undergrad at UCF in 2008. She worked with local League leadership to offer a reduced membership rate for students, and she helped increase campus wide student membership.



When Eskamani was a new student at UCF, she quickly became engaged in civic organizations, leading to her work as a campus organizer. Eskamani credits the learning environment at UCF for taking her from an "activist to an administrator." It wasn't enough, she said, to just learn how to organize a protest, but to grasp the bigger picture of how to effect real change and lift community efficacy.

Eskamani is currently back at UCF pursuing her Ph.D. in public affairs (public administration track), and is also an adjunct professor in women and gender studies. By her own account, she is "very, very busy. I'm here, there and everywhere." She is also the senior director of public affairs and communications for Planned Parenthood of Southwest and Central Florida.

➤ **Coming Soon....JOI... An Opportunity for NACC Members**

We are pleased to announce the imminent launch of an interdisciplinary journal that will serve as a forum for quality scholarly research and theory development. The Journal of Ideology (JOI) will publish essays to promote innovations of ideology that run counter to conventional theory and premises across the social sciences. Scholars considering joining with us to establish this journal might think of exploring the minority view in a debate of a particular field, discipline, or issue.

JOI editors will welcome articles developed through inductive theory research methods, scholarly discourse, research, and lessons learned from practice. Articles can take the form of case studies that illustrate countervailing evidence to conventional theory. The editors suggest authors prepare their work for rigorous review in which the standards of persuasive argument are the measure for successful publication. Thought leaders are encouraged to co-author and involve new scholars and high performing students in their essays submitted for peer review.

JOI is not focused on any single discipline. As an interdisciplinary journal we intend to develop an editorial board that works as a team to represent that perspective with a commitment to the mission and future of JOI. If you've an interest in serving on the JOI editorial board we welcome you and invite you to contact us for additional information.

Please look for more detailed information about JOI in future issues of NACC News. If you are interested and have questions, please contact editors Stuart Mendel, s.mendel@csuohio.edu, Susan Cruise, scruise@mailbox.sc.edu, or Erin Vokes e.vokes@csuohio.edu.

Job Postings

- **The Austin W. Marx School of Public and International Affairs at Baruch College, City University of New York**, invites nominations and applications for appointment as an Associate or Full Professor of Nonprofit Management (SPIA). The position has tenure or accelerated tenure-track status, depending on qualifications. The areas of research and teaching expertise within the nonprofit sub-field are open. Baruch College is located in New York City at 24th St and Lexington Ave in Manhattan. For more information, see the Baruch Employment Opportunities website at: <http://www.baruch.cuny.edu/hr/jobs/> (The following link should take you directly to the posting <http://tinyurl.com/jyxmmw7>)

Note that review of applications has started, but applications do not formally close until at least Jan 1, 2017. Anyone interested in the position should visit the website

- **Northern Illinois University** anticipates an opening for the Director of the Center for Non-Governmental Organization Leadership and Development (NGOLD) with an expected start date of Fall 2017. The appointment will be at the rank of Associate or Full Professor with tenure; the

field of specialization is open. Review of materials will begin January 13. Complete job description is available here: <http://jobs.niu.edu/JobDetail.cfm?Job=61963>.

NACC NEWS

Looking for a job in a nonprofit academic institution? Go to the Job Opportunities tab on the NACC website for the latest job postings from NACC institutional members.

Please, members, take note: job postings can be added to NACC News and posted on the NACC website. This is a free service and exclusive to members. Email a link to the job posting along with a brief description of the position to Linda Serra.

Do you have news or event notices to share? Please send to Linda Serra.

If you no longer wish to receive NACC News, please send an email to Linda Serra with your email address and the words “unsubscribe NACC News” in the subject line.

Linda Serra, Editor, lindserra@gmail.com. Nonprofit Academic Centers Council, 2121 Euclid Avenue, UR120, Cleveland, OH 44115