

Shahrin Shabnam Upoma
Hubert H. Humphrey School of Public Affairs
University of Minnesota Twin Cities
301 19th Avenue South, Minneapolis, MN 55455
Email: upoma001@umn.edu

EDUCATION

Ph.D. in Public Affairs The University of Texas at Dallas	May, 2021
M.Sc. in Economics University of North Texas	May, 2016
B.S.S in Economics University of Dhaka	September, 2013

ACADEMIC APPOINTMENTS

Assistant Professor Hubert H. Humphrey School of Public Affairs, University of Minnesota-Twin Cities, Minneapolis, MN	August 2023-Present
President's Postdoctoral Fellow Hubert H. Humphrey School of Public Affairs, University of Minnesota-Twin Cities, Minneapolis, MN	August 2021- Aug 2023
Graduate Teaching Assistant Public and Nonprofit Management, The University of Texas at Dallas, Richardson, Texas.	August 2017- May 2021
Graduate Academic and Teaching Assistant Department of Economics, University of North Texas Denton, TX.	August 2014-May 2016

RESEARCH

Book chapters

- Upoma, S., & Siddiqui, S.** (Forthcoming). Diversity, Religiosity, and Intersectionality: The case study of Muslim Americans. To be included in *Handbook on Diversity, Equity and Inclusion in Public Administration*, edited by Meghna Sabharwal, Sean McCandless, and Shilpa Vishwanath.
- Upoma, S., & Sabharwal, M.** (2023). Human Resources Management in Nonprofit Organizations. In N. Riccucci (Eds), *Public Personnel Management* (pp. 205-221). Routledge.

Roach, C. M., **Upoma, S.**, Sabharwal, M., & Renderos, H. (2021). Human Resource Reforms in South Asia, the Caribbean, Latin America, and the United States. In Hildreth, W. B., Miller, G., Rabin, J., & Miller, G. J. (Eds.), *Handbook of Public Administration* (4th ed., pp. 249-271). Routledge.

Book review

Upoma, S. (2020). *Muslim Women, Social Movements and the 'War on Terror'* by Narzanin Massoumi. *Journal of Muslim Philanthropy & Civil Society*, 4(1), 84-88.

MANUSCRIPTS IN PREPARATION

Shahrin Upoma & Salman Habib. One size does not fit all: Adoption of women-focused entrepreneurship policies in developing countries.

Meril Antony*, Rachel Emas* & **Shahrin Upoma**. Teaching Future Faculty: Pedagogical Training in Public Administration PhD Programs in the US (*Denotes equal authorship, names are in alphabetical order)

Shahrin Upoma. The Path from Staff to CEO: Broken Rung to Glass Ceiling and Everything in Between.

Shahrin Upoma. Who is Taking My Money? Gender impact on donor behavior.

Shahrin Upoma. Double-edged sword? More like a four-edged Shuriken: Female leaders in faith-based nonprofit organizations.

Khaldoun AbouAssi, **Shahrin Upoma** & Perrin Kennedy. Intersectionality as a Driver of Membership Behavior in Associations.

Shahrin Upoma. How the Other Half Gives: A Systematic Review of Gender Differences in Charitable Giving.

Shahrin Upoma, Romeo Abraham, & Varaidzo Zvogbo. Do women portray more inclusive behavior? Assessing the impact of the gender of a supervisor on disability inclusion in the public sector.

Shahrin Upoma, Nabila Parijat & Meghna Sabharwal. Asian Indians in STEM: Redefining the Bamboo Ceiling.

Shahrin Upoma. The Sky is Falling: Gender inequality during COVID-19.

Shahrin S. Upoma. Comparative analysis of civil service reforms and their effect on accountability (Systematic literature review).

OTHER RESEARCH PROJECTS

Shahrin Upoma. (Co-Principal Investigator). Muslim American Women and Philanthropy. Muslim Philanthropy Initiative, Lily Family School of Philanthropy, IUPUI (Ongoing).

HONORS AND RECOGNITION

University of Minnesota

- **2022 UMN Postdoc Award for outstanding contribution to Diversity, Equity, and Inclusion in the Academic community**, University of Minnesota-Twin Cities.

University of Texas at Dallas

Teaching Awards:

- **Best Instruction by a TA**, 2020, School of Economic, Political and Policy Sciences Teaching Award, the University of Texas at Dallas.
- **Honorable Mention, Presidential Teaching Award**, 2021, Center for Teaching and Learning, the University of Texas at Dallas.
- **Nomination for the Presidential Teaching Award**, 2020, Center for Teaching and Learning, the University of Texas at Dallas.

Academic awards and scholarships:

- **Student Diversity Award, 2021**, The Office of Diversity & Community Engagement, University of Texas at Dallas.
- **Douglas J. Watson Fellowship Award, 2020**, School of Economic, Political and Policy Sciences, the University of Texas at Dallas.
- **Graduate Studies Scholarship (GSS), 2017- 2021**, School of Economic, Political and Policy Science, The University of Texas at Dallas

University of North Texas

- **International Education Scholarship award, 2015-16**, University of North Texas, Denton, Texas
- **Texas Public Educational Grant (TPEG), 2015-2016**, University of North Texas, Denton, Texas.

Professional Awards and Recognition

- **Emerging Scholars Award, 2021**, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference 2021.
- **Emerging Scholars Award**, The Muslim Philanthropy Initiative, IUPUI, 2021.
- **Wallace O. Keene Conference Scholarship, 2021**, American Society for Public Administration (ASPA) Annual Conference.
- **Doctoral Fellow, 2020**, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference.
- **Gould Scholarship Award, 2020**, ASPA Section on International and Comparative Administration (SICA), Anaheim, California.
- **ASPA Section on Professional and Organizational Development (SPOD) National Conference Scholarship Award, 2020**, Anaheim, California.
- **ASPA Founders' Fellow, 2019**, Washington, DC.
- **Muslim Philanthropy Initiative Scholarship, 2019**, Lilly Family School of Philanthropy, IUPUI
- **Travel Enrichment Experience Scholarship, 2019**, Western Social Science Association (WSSA)
- **ASPA Section for Women in Public Administration (SWPA) National Conference Scholarship Award, 2018**, Denver, Colorado

- **First prize in Poster Session, 2012**, 1st World Congress of Global Partnership for Young Women & 2nd Global Partnership Program, UNWP, Seoul, South Korea
- **Government Merit Scholarship, 2008-12**, University of Dhaka, Bangladesh

Grants

- **Ph.D. Research Small Grants Award, 2020**, Office of Research, University of Texas at Dallas (awarded)
- **Sal Martino Grant for Diversity, Equity and Inclusion Research, 2020**, The Center for Association Leadership (Not awarded)
- **Ph.D. Research Small Grants Award, 2019**, Office of Research, University of Texas at Dallas (awarded)

CONFERENCE PRESENTATIONS (Selected)

** denotes presenting author*

2023 Khaldoun AbouAssi, **Shahrin Upoma*** & Perrin Kennedy. Intersectionality as a Driver of Membership Behavior in Associations. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Orlando, FL.

Shahrin Upoma* & Shariq Siddiqui. Diversity, Religiosity, and Intersectionality: A Case-study of Muslim Americans. NASPAA Annual Conference, Pittsburgh, PA.

Shahrin Upoma* & Shariq Siddiqui. Religion within Intersectionality. Social Equity Leadership Conference, Kansas City, MO.

Shahrin Upoma, Romeo Abraham* & Varaidzo Zvobgo. Do Women Portray More Inclusive Behavior? Assessing the Impact of Supervisor's Gender on Accessibility Policies in Local Government. American Society for Public Administration (ASPA) Annual Conference (Virtual).

Shahrin Upoma. Women Leaders in Faith-based Nonprofits: Broken Rung to Glass Ceiling and Everything in Between. American Society for Public Administration (ASPA) Annual Conference (Virtual).

2022 **Shahrin Upoma**. How the Other Half Gives: A Systematic Review of Gender Differences in Charitable Giving. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Raleigh, NC.

Kathy Quick, & **Shahrin Upoma**. Mid-career leadership for equity curriculum design. 2022 NASPAA Annual Conference, Chicago, IL.

Shahrin Upoma. The Sky is Falling: Gender inequality during COVID-19. Southeastern Conference for Public Administration Annual Conference, Lexington, KY.

Shahrin Upoma. Who is taking my money? The Impact of Gender Similarity on Donor Behavior. Public Management Research Conference (PMRC), Phoenix, AZ, May 25-28, 2022.

Shahrin Upoma. The Sky is Falling: Gender inequality during COVID-19. American Society for Public Administration (ASPA) Annual Conference, Jacksonville, FL, March 18-22, 2022.

Shahrin Upoma. The intersection of Religion and Gender Identity: A Case of Muslim American Women. American Society for Public Administration (ASPA) Annual Conference, Jacksonville, FL, March 18-22, 2022.

2021 Shahrin Upoma. Who is taking my money? The Impact of Gender Similarity on Donor Behavior. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Atlanta, GA, November 18-20, 2021.

Shahrin Upoma. Double-edged sword? More like a four-edged Shuriken: Female Leaders in Faith-based Nonprofit Organizations. West Coast Nonprofit Data Conference (Virtual), April 8-9, 2021.

Shahrin Upoma. The path from staff to CEO: Female leadership and the 'Broken Rung' phenomenon in nonprofit organizations. Conference of Minority Public Administrators (Virtual), February 25-28, 2021.

Shahrin Upoma. One size does not fit all: Adoption of women-focused entrepreneurship policies in developing countries. Conference of Minority Public Administrators (Virtual), February 25-28, 2021.

2020 Shahrin Upoma. Advancing Through the Stained-Glass Ceiling: Female Leaders in Muslim Nonprofit Organizations. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference (Convened virtually), November 11-13, 2020.

Shahrin Upoma. Understanding Why People do not Give: Giving to Nonprofits for Women and Girls. West Coast Nonprofit Data Conference, Austin, TX, April 24-25, 2020 (Conference canceled)

Shahrin Upoma. The Rhetoric and the Reality of Government Policies Aiding Women's Empowerment through Entrepreneurship in Developing Countries. Riggs Symposium. American Society for Public Administration (ASPA) Annual Conference, Anaheim, CA, April 3-7, 2020 (Conference canceled).

2019 Shahrin Upoma. The Impact of Microfinance on Empowering Women: What do the numbers tell us? Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, San Diego, CA, November 21-23, 2019.

Shahrin Upoma. Women in Leadership Positions of Muslim Nonprofit Organizations: The Impact of Stained Glass-Ceiling. Symposium on Muslim Philanthropy and Civil Society, Lily Family School of Philanthropy, IUPUI, Indianapolis, IN, November 4-5, 2019.

Shahrin Upoma. The Gap Between the Rhetoric and Reality of Government Policies Aiding Women's Empowerment in Developing Countries. Southeastern Conference for Public Administration (SeCoPa), Baton Rouge, LA, September 5-7, 2019.

Shahrin Upoma*, Meghna Sabharwal, and Roli Varma. Asian Indian Women in STEM:

Breaking the Glass Ceiling. Western Social Science Association (WSSA) Annual Conference, San Diego, CA, April 24-27, 2019.

Shahrin Upoma. Does Civil Service Reforms Increase the Accountability of Public Service Personnel and Organizations? A Comparative Analysis. American Society for Public Administration (ASPA) Annual Conference, Washington, DC, March 8-12, 2019.

2018 Shahrin Upoma. Success and Failures of Public Policies in Adopting Women-Focused Entrepreneurship Programs in South-East Asian Countries. Western Social Science Association (WSSA) Annual Conference, San Antonio, TX, April 5-7, 2018.

INVITED PRESENTATIONS

- Guest Lecturer, Social Equity and Policy Analysis course, L. Douglas Wilder School of Government and Public Affairs, Virginia Commonwealth University, Fall 2022.
- Work Choices Post-Ph.D. ASPA Webinar, February 2022.
- Navigating the Job Market, School of Public Affairs and Administration, Rutgers University, Newark

TEACHING EXPERIENCE

University of Minnesota

Assistant Professor

- PA 5011 Dynamics of Public Affairs Organization
- PA 5055 Qualitative Research Methods and Analysis
- PA 5104 Strategic Human Resource Management

Postdoctoral Fellow

- PA 5104 Strategic Human Resource Management
- PA 5055 Qualitative Research Methods and Analysis

University of Texas at Dallas

Instructor of Record

- PA 4355 - Managing Nonprofit Organizations
- PA 3379/SOC 3379 – Diversity in the Public Sector
- PA 3333 - Human Resource Management: Leading a Diverse Workforce

Graduate Teaching Assistant

- PA 4340 – Creating High-performance Organizations
- PA 4370 – Leadership, Democracy, and Ethics
- PA 2325 – Introduction to Public Service
- PA 4355 – Management of Nonprofit Organizations
- EPPS 6316 – Applied Regression

University of North Texas

Graduate Academic and Teaching Assistant

- Econ 4850/5850 – International Trade
- Econ 1100 – Principles of Microeconomics
- Econ 1110 - Principles of Macroeconomics

GRADUATE STUDENT ADVISING

- MPP Advisor, Osahon Akpata, Humphrey School of Public Affairs, University of Minnesota
- MPA Advisor, Julia Olson, Humphrey School of Public Affairs, University of Minnesota
- Masters' thesis committee member: Amanda Steepleton, St. Catherine University, St. Paul, Minnesota.

PROFESSIONAL MEMBERSHIPS

- American Society for Public Administration (ASPA)
 - ASPA Section on International and Comparative Administration (SICA)
 - South Asian Section for Public Administration (SASPA)
 - ASPA Section for Women in Public Administration (SWPA)
 - The section on Democracy and Social Justice (SDSJ)
 - ASPA Section on Nonprofits
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
 - Early Scholars Section (ESS), ARNOVA
- Public Management Research Association (PMRA)
- The Public Administration Theory Network (PA Theory Network)
- Southeastern Conference for Public Administration (SeCoPA)

SERVICE:

Humphrey School Service

- Alumni Board Liaison, 2023-2024
- Organizing committee, the Nonprofit Leadership Conference, cohosted by the Humphrey School of Public Affairs and the Minnesota Council of Nonprofits, 2023-2024

Editorial Service

- Special Issue Co-Editor, *Public Administration and Development* **with** Section on International and Comparative Administrative (SICA)

Ad-hoc Reviewer

- *Public Administration Review*
- *Public Management Review*
- *Review of Public Personnel Administration*
- *Journal of Public Affairs Education*
- *Journal of Public and Nonprofit Affairs*

- *Journal of Education in Muslim Societies*
- *Journal of Muslim Philanthropy & Civil Society.*

Discipline Service

- **Track chair**, 2023-2024, ARNOVA
- **Treasurer**, 2020-2023, Early Scholars Section, ARNOVA
- **Secretary**, 2022-2023, Section on International and Comparative Administration (SICA).
- **Conference Programming Committee Member**, 2023, ASPA Frederick Center
- **Member at large**, ASPA Section on Nonprofits
- **Co-Chair**, 2020-2021, Membership Committee, ASPA Section on Professional and Organizational Development (SPOD).
- **Scholarship and National Awards Committee**, 2020-2021, ASPA Section for Women in Public Administration (SWPA)
- **Newsletter Committee**, 2020-2022, ASPA Section on International and Comparative Administration (SICA)
- **Student ambassador**, 2020-2021, South Asian Section for Public Administration (SASPA), ASPA
- **Co-Organizer**, Public & Nonprofit Management Doctoral Student Brownbag, the University of Texas at Dallas, 2019-2020
- **Rapporteur**, 11th Annual South Asia Network of Economic Research Institute (SANEI) Conference (In collaboration with Bangladesh Institute of Development Studies (BIDS), 2011
- **Community Volunteer**, ActionAid Bangladesh, 2012-2014.

TRAINING, CERTIFICATION, AND WORKSHOPS:

- **NASPAA NEXT Class of 2022**, NASPAA Annual Conference, Chicago, IL 2022.
- **Early Career Teaching and Learning Program 2022-23**, Center for Educational Innovation, University of Minnesota
- **Racial Equality and the Law, Fall 2020**. The University of Akron.
- **Academic Writing Workshop, Summer 2020**. Office of Graduate Education, the University of Texas at Dallas.
- **Graduate Teaching Seminar, Spring 2020**. Center for Teaching and Learning, the University of Texas at Dallas.
- **Graduate Teaching Certificate. 2020**. Office of Graduate Studies & Center for Teaching and Learning, the University of Texas at Dallas.
- **Ally Training for Social Equity, Diversity, and Inclusion**. American Society for Public Administration Annual Conference, 2019, Washington, DC.
- **NGO Experience and Training Program on Women Empowerment**. World Congress of Global Partnership by UN WOMEN, 2012, Seoul, South Korea.

PRIOR PROFESSIONAL EXPERIENCES

Market Research Analyst

PENH Studio, LLC., Houston, Texas.

October 2016-July 2017

Financial Analyst

United Finance Ltd., Dhaka, Bangladesh.

June 2013-July 2014

Project Associate

World Bank, Dhaka, Bangladesh.

June 2012-July 2012

TECHNICAL SKILLS AND LANGUAGES:

- STATA, SAS, R, LISREL, SPSS, Tableau, Microsoft Office, Blackboard, Canvas.
- Language: English (fluent), Hindi (Intermediate), Bengali (Native)