

MIRAE KIM, PhD

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ACADEMIC EMPLOYMENT

(Tenure Track) Assistant Professor, Andrew Young School of Policy Studies,
Georgia State University, Atlanta, GA Fall 2017 –

(Tenure Track) Assistant Professor, Harry S. Truman School of Public Affairs,
University of Missouri, Columbia, MO Fall 2014 – Summer 2017

Lecturer, School of Public Affairs and Administration,
Rutgers, the State University of New Jersey, Newark, NJ Winter 2014 – Spring 2014

EDUCATION

Rutgers, the State University of New Jersey, Newark, NJ

Doctor of Philosophy in Public Administration, School of Public Affairs and Administration

Dissertation: Balancing Civic and Market Functions: A Study of Nonprofit Arts Organizations

Committee Chair: Gregg G. Van Ryzin

Committee Members: Marc Holzer, Cleopatra Charles (Grizzle), and Hindy L. Schachter

Managing Editor of *Civic Engagement Magazine*

Research Assistant: Public Service Research Panel, Virtual Museum of Public Service, Cases & Simulations
Portal

Carnegie Mellon University, Pittsburgh, PA

Master of Arts Management, H. John Heinz III College

Capstone Projects: FINCA International: Assessing Value of New CRM Systems for Customer Retention,
The Andy Warhol Museum: Online Advertising Initiative Plan

Seoul National University, Seoul, South Korea

Bachelor of Arts in English Language & Literature

University of Auckland, Auckland, New Zealand

One Year Study Abroad Program

RESEARCH GRANTS

- National Endowment for the Arts Research: Art Works FY 2015: \$10,000
- University of Missouri Research Council grant, FY 2015 for the Nonprofit Organization Research Panel project: \$9,356

PEER-REVIEWED ARTICLES

- **Kim, Mirae**, and Étienne Charbonneau. (in press). “Caught Between Volunteerism and Professionalism: Support by Nonprofit Leaders for the Donative Labor Hypothesis.” *Review of Public Personnel Administration*.
- **Kim, Mirae**, Cleopatra Charles, and Sarah Pettijohn. (in press). “The Dilemma for Small Human Service Nonprofits: Engaging in Collaborations with Limited Human Resource Capacity.” *Public Performance and Management Review*.
- **Kim, Mirae**, and Shuyang Peng. (2018). “The Dilemma for Small Human Service Nonprofits: Engaging in Collaborations with Limited Human Resource Capacity.” *Nonprofit Management & Leadership*, 29(1), 83-103.
- **Kim, Mirae**, and Dyana P. Mason. (2018) “Representation and Diversity, Advocacy, and Nonprofit Arts Organizations” *Nonprofit and Voluntary Sector Quarterly*. 47(1), 49–71.
- Holzer, Marc, Andrew Ballard, **Mirae Kim**, Shuyang Peng, and Felix Deat. (2017) “Obstacles and Opportunities for Sustaining Performance Management Systems” *International Journal of Public Administration*. *Online Advance*. DOI: 10.1080/01900692.2017.1405445
- **Kim, Mirae**, Sheela Pandey, and Sanjay K. Pandey. (2018) “Why do Nonprofit Performing Art Organizations Offer Free Public Access?” *Public Administration Review*. 78(1), 139–150
- Pandey, Sheela, **Mirae Kim**, and Sanjay K. Pandey. (2017). “Do Mission Statements Matter for Nonprofit Performance? Insights from a Study of US Performing Arts Organizations.” *Nonprofit Management & Leadership*. 27(3), 389-410.
- **Kim, Mirae**, Dyana P. Mason, and Huafang Li. (2017). “Experimental Research for Nonprofit Management: Charitable Giving and Fundraising” in *Experiments in Public Management Research*, edited by Oliver James, Sebastian Jilke, and Gregg G. Van Ryzin [BOOK CHAPTER]
- **Kim, Mirae**. (2016). “The Relationship of Nonprofits’ Financial Health to Program Outcomes: Empirical Evidence from Nonprofit Arts Organizations.” *Nonprofit and Voluntary Sector Quarterly*, 46(3), 525-548. *2016 Createquity Arts Research Prize Award Article
- **Kim, Mirae**. (2016). “Characteristics of Civically Engaged Nonprofit Arts Organizations: The Results of a National Survey.” *Nonprofit and Voluntary Sector Quarterly*, 46(1), 175–198. *2018 Best Nonprofit and Voluntary Sector Quarterly Article
- Levine Daniel, Jamie, and **Mirae Kim**. (2018). “The Scale of Mission-Embeddedness as a Nonprofit Revenue Classification Tool: Different Earned Revenue Types, Different Performance Effects?” *Administration & Society*, 50(7), 947–972.
- **Kim, Mirae**, and Cleopatra Charles. (2016). “Assessing the Strength and Weakness of the DataArts Cultural Data Profile (CDP) in Comparison with the NCCS 990 Data.” *Journal of Public Budgeting, Accounting, and Financial Management*, 28(3), 337-361.

- Sloan, Margaret, Cleopatra Charles, and **Mirae Kim**. (2016). “Nonprofit Leader Perceptions of Operating Reserves and their Substitutes.” *Nonprofit Management & Leadership*, 24(4), 417–433.
- Charles, Cleopatra, and **Mirae Kim**. (2016). “Do Individual Donors Care About Results? An Analysis of Nonprofit Arts and Cultural Organizations.” *Public Performance and Management Review*, 39(4), 864-887.
- Grizzle, Cleopatra, Margaret Sloan, and **Mirae Kim**. (2015). “Factors that Influence the Size of Nonprofit Operating Reserves.” *Journal of Public Budgeting, Accounting, and Financial Management*, 27(1), 67-98.
- Sloan, Margaret, Cleopatra Grizzle, and **Mirae Kim**. (2015). “What Happens on a Rainy Day? How Nonprofit Human Service Leaders Create, Utilize, and Maintain Operating Reserves.” *Journal of Nonprofit Education and Leadership*, 5(3), 190-202.
- **Kim, Mirae**. (2015). “Socioeconomic Diversity, Political Engagement, and the Density of Nonprofit Organizations in U.S. Counties.” *American Review of Public Administration*, 45(4), 402-416.
- **Kim, Mirae**, Sheela Pandey, and Sanjay K. Pandey. (2015). “Tension between Social Mission and Market Orientation: Free Admissions at Arts Organizations.” *Academy of Management Proceedings*. 10.5465/AMBPP.2015.15739a
- **Kim, Mirae**. (2014). Review of the book “Citizenship and Governance in a Changing City: Somerville, MA” by Susan Ostrander, *Nonprofit and Voluntary Sector Quarterly*, 43(6), 1134-1136. [BOOK REVIEW]
- **Kim, Mirae**, and Gregg. G. Van Ryzin. (2014). “Impact of Government Funding on Donations to Arts Organizations: A Survey Experiment.” *Nonprofit and Voluntary Sector Quarterly*, 43(5), 910-925.

OTHER PUBLICATIONS

- **Kim, Mirae**. “Being in Academia; Doing Public Service” appeared in *Civic Engagement* Spring 2014 issue.
- **Kim, Mirae**. “Virtual Museum of Public Service-VMPS deepens the understanding and commitment to civic engagement” appeared in *Civic Engagement* Spring 2013 issue.
- **Kim, Mirae**. “Healing Spaces: Volunteers create “dream rooms” for seriously ill children” appeared in *Civic Engagement* Nov/Dec 2010 issue.
- **Kim, Mirae**. “River Watch: Students join effort to protect Toms River, NJ” appeared in *Civic Engagement* Nov/Dec 2010 issue.

HONORS & AWARDS

- 2018 Best Nonprofit and Voluntary Sector Quarterly (NVSQ) Article
- 2016 Createquity Arts Research Prize Award
- Peter Frumkin’s Penn Social Impact Doctoral Fellows Program, University of Pennsylvania, 2014
- Pi Alpha Alpha, Rutgers University—Newark, 2014
- Nominated for Dean's Dissertation Award, Rutgers University—Newark, 2014
- Graduate Student Excellence Award, Rutgers University—Newark, 2013
- Asian Junior Scholar Paper Competition Award, at the American Society for Public Administration (ASPA) Annual Conference, 2012, 2014

- Best Conference Paper Award-the Honorable Mention (PhD Student), at the Northeast Conference on Public Administration (NECoPA), 2012
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference scholarship, 2011, 2012, 2013
- The Graduate Student Government Association's Travel Award, Rutgers University—Newark, 2011-2014
- Rutgers SPAA Conference Travel Support, Rutgers University—Newark, 2010-2014
- Posner Center Exhibition Research Fund (\$3,000), Carnegie Mellon University, 2009
- Heinz MAM Merit-Based Scholarship, Carnegie Mellon University, 2007-2009
- Public Service Career Opportunity Fund, Carnegie Mellon University, 2008-2009

ACADEMIC SERVICE & MEMBERSHIP

- Associate Editor, *Journal of Public and Nonprofit Affairs*
- Associate Editor, *International Review of Public Administration*
- Manuscript Referee:
 - *Journal of Public Administration Research and Theory*
 - *Public Administration Review*
 - *The American Review of Public Administration*
 - *Nonprofit and Voluntary Sector Quarterly*
 - *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*
 - *Nonprofit Management & Leadership*
 - *The Journal of Arts Management, Law, and Society*
 - *International Journal of Arts Management*
 - *Journal of Public and Nonprofit Affairs*
 - *Perspectives on Public Management and Governance*
 - *Policy & Society*
 - *Journal of Public Budgeting Accounting and Financial Management*
 - *International Review of Public Administration*
 - *Chinese Public Administration Review*
 - *Academy of Management*
 - *Journal of Cultural Economics*
 - *Journal of Strategy and Management*
- Member: *The American Society for Public Administration*, *Association for Research on Nonprofit Organizations and Voluntary Action*, and *The Korean Association for Public Administration*
- The National Endowment for the Arts (NEA) FY 2016 Research Grants Panelists
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Early Scholars Section Board at Large (2017-2019)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Research Committee (2017)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference Scholarship Committee (2015)
- University of Missouri, Truman School of Public Affairs MPA Committee (2016 - 2017)
- University of Missouri, Nonprofit Management Certificate Program Coordinator at Truman School of Public Affairs (2014 - 2017)
- University of Missouri (MU) Student Financial Aid Committee (2015 - 2017)
- University of Missouri, Truman School of Public Affairs Career & Alumni Services Advisory Board (2015 - 2017)
- University of Missouri, Carnahan Fellowship Selection Committee, Truman School of Public Affairs (2014 - 2017)

COURSES ASSIGNMENT

- Financing and Resource Development for Nonprofit Organizations (Georgia State University)
- Introduction to the Nonprofit Sector, Graduate Level (Georgia State University)
- The Nonprofit and Voluntary Sector, Graduate Level (University of Missouri)
- Research Methods and Inquiry in Public Affairs II, Graduate Level (University of Missouri)
- Budgeting and Financial Management in Nonprofit Sector, Graduate Level (University of Missouri)
- Human Resources Management and Development in Public and Nonprofit Sector, Graduate Level (University of Missouri)
- Nonprofit Budgeting, Graduate Level (Rutgers University)
- Reporting Performance, Public Performance Measurement Online Certificate Program (Rutgers University)

DISSERTATION COMMITTEE SERVICE

- Candidate: Shicun Cui (Doctoral student), Andrew Young School of Policy Studies, Georgia State University, committee as an inside member
- Candidate: Darima Butitova (Doctoral student), Truman School of Public Affairs, University of Missouri, committee as an inside member
- Candidate: Andrew Wesemann (Doctoral student), Truman School of Public Affairs, University of Missouri, committee as an inside member
- Candidate: Catherine Comley Adams (Doctoral student), Educational Leadership and Policy Analysis, University of Missouri, committee as an outside member
- Candidate: Dana Schuermann (Master student), Missouri School of Journalism, University of Missouri, committee as an outside member

INVITED PRESENTATIONS

- *Professionalism, Civic Activism, and Challenges Facing Nonprofit Organizations*, at the University of Southern California Sol Price School of Public Policy, Center on Philanthropy and Public Policy - Nonprofit Research Seminar Series in Los Angeles, CA, November, 2017.
- *What Makes Nonprofit Service Organizations More Active in their Civic Roles? The National Survey of Nonprofit Arts Organizations*, at the Indiana University SPEA Nonprofit Management Conference in Bloomington, IN, April, 2015.
- *Civically Engaged Arts Organizations*, at the Americans for the Arts 2015 Annual Convention in Chicago, IL, June, 2015

CONFERENCE PRESENTATIONS

- *Beethoven, Baumol and Bloat*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Austin, TX, November, 2018.
- *Nonprofit Financial Sustainability and Benefits-based Revenue Diversification Strategy: The Case of Nonprofit Arts Organizations*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Austin, TX, November, 2018.

- *The Nature of Inter-Organizational Collaboration and Nonprofit Autonomy*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Austin, TX, November, 2018.
- *Benefits-Based Revenue Diversification Strategy for Nonprofit Arts Financial Sustainability*, at the Association for Public Policy Analysis and Management (APPAM) Conference in Washington, DC, November, 2018.
- *Online Experiment Study for Nonprofit Revenue Diversification: Government Funding, Fundraising for Donations, and Earned Revenues*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017.
- *The Relationship Between Organizational Capacity, Board Competencies and Board-Staff Relationships: A Mixed-Methods Study*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017.
- *A Survey Experiment on the Effects of Nonprofit Reputation on Charitable Giving*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017.
- *Conceptualizing Arts Nonprofits as Civic Actors: Findings from the National Survey of Nonprofit Arts and Culture Organizations*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017.
- *Unpacking Resource Dependence Theory in Nonprofit Sector: A Focus on Nonprofit Organizational Autonomy*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Grand Rapids, MI, November, 2017.
- *Perceived and Actual Financial Standing of Nonprofit Organizations*, at the Academy of Management (AOM) Conference in Atlanta, GA, August, 2017.
- *Professionalization, Voluntarism and Collaboration: The Limited Capacity in Small-Sized Human Service Nonprofits* at the Public Management Research Conference (PMRC) in Washington, DC, June, 2017.
- *Current Practices of Performance Management Systems and Challenges in Human Service Nonprofits* at the Public Management Research Conference (PMRC) in Washington, DC, June, 2017.
- *The Dilemma for Small Human Service Nonprofits: Engagement in Networks and Working with A Limited Number of Salaried Staff* at the 2017 Governance Conference for Practitioners and Researchers in Kansas City, MO, April, 2017.
- *Current Practices of Performance Management Systems and Challenges in Human Service Nonprofits* at the American Society for Public Administration (ASPA) Conference in Atlanta, GA, March, 2017.
- *Perceived and Actual Financial Standing of Nonprofit Organizations: The Influence of Discrepancy on Organizational Stability*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Washington, D.C., November, 2016.
- *The Reciprocal Relationship between Organizational Capacity and Board Competencies*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Washington, D.C., November, 2016.
- *Immigrant Dispersion and the Growth of Nonprofits Serving Ethnic and Immigrant Populations*, at the American Society for Public Administration (ASPA) Conference in Seattle, WA, March, 2016.
- *Debunking One Myth about Nonprofit Performance Measurement: Nonprofit Arts Donors Do Not Care About Performance Results*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Chicago, IL, November, 2015.
- *Examining the Level of Advocacy in the Nonprofit Arts and Cultural Sector*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Chicago, IL, November,

2015.

- *A Study of Leaders' Characteristics at Entrepreneurial Nonprofit Arts and Cultural Organizations*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Chicago, IL, November, 2015.
- *Dual Identity Dilemma for Nonprofits: Free Admission Tickets to Arts Organizations*, at the Public Management Research Conference (PMRC) in Minneapolis, MN, June, 2015
- *Does Mission Matter for Social Enterprise? A Study of US Arts and Culture Organizations*, at 2015 Nonprofit Governance Conference in Kansas City, MO, April, 2015.
- *Charitable Giving to Nonprofits: Problem or Solution to Income Inequality?* at the American Society for Public Administration (ASPA) Conference in Chicago, IL, March, 2015.
- *What Kind of Revenue Diversification? Balancing Mission-Based Objectives, Market-Based Revenue, and Organizational Stability*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014.
- *Examining the Accuracy of Financial Measures in The Cultural Data Project*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014.
- *The Performance of Arts and Cultural Non-Profit Organizations: Does Mission Matter?* at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014.
- *The Disconnect Between Academic Understanding of Nonprofit Operating Reserves and Nonprofit Leader Perceptions*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Denver, CO, November, 2014.
- *Balancing Civic and Market Functions: A Study of Nonprofit Arts Organizations*, at the Association for Public Policy Analysis and Management (APPAM) Conference in Albuquerque, New Mexico, November, 2014.
- *The Balance Between Dual Roles of Nonprofits: Training Grounds for Civic Engagement and Social Service Providers*, at the American Society for Public Administration (ASPA) Conference in Washington, DC, March, 2014.
- *Revenue Diversification and Program Stability in Nonprofit Arts Organizations*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Hartford, CT, November, 2013.
- *Building the Capacity of Nonprofit Arts Organizations as an Important Partner of Civil Society*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Hartford, CT, November, 2013.
- *Understanding the Role of Nonprofit Arts Organizations as an Essential Part of Civil Society*, at the Northeast Conference on Public Administration (NECoPA) in Newark, DE, November, 2013.
- *Citizens, Performance Reporting, and Knowledge of Local Government*, at the Public Performance Measurement and Reporting (PPMR) Conference in Trenton, NJ, September, 2013.
- *Learning about Local Government: What Information Sources Do Citizens Use and Trust?* at the American Society for Public Administration (ASPA) Conference in New Orleans, LA, March, 2013.
- *Government Funding and the Willingness to Donate to Arts Organizations: Results of a Survey Experiment*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Indianapolis, IN, November, 2012.
- *Voluntary Organization Membership and Citizens' Political Participation*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Indianapolis, IN, November 2012.
- *Economic Inequality and the Density of Nonprofit Organizations*, at the Northeast Conference on Public Administration (NECoPA), in Boston, MA, November, 2012.
- *The Influence of Tragedy on the propensity of Charitable Giving*, at the Association for Budgeting &

Financial Management (ABFM) Conference in New York, NY, October, 2012.

- *Do Governance Decisions Impact Organizational Financial Preparedness?* at the Association for Budgeting & Financial Management (ABFM) Conference in New York, NY, October, 2012.
- *Hurdles between Measuring Performance and Using Data for Performance-Oriented Public Management*, at the Public Performance Measurement and Reporting (PPMR) Conference in Trenton, NJ, September, 2012.
- *Factors that Influence the size of Nonprofit Operating Reserves: Based on Interviews with 16 Human Service Nonprofit Organizations*, at the International Society for Third-sector Research (ISTR) International Conference in Siena, Italy, July 2012.
- *Lessons Learned from the Best Practice of South Korea: The Effectiveness of E-People in Restoring Public Trust and Combating Corruption*, at the American Society for Public Administration (ASPA) Conference in Las Vegas, NV, March, 2012.
- *The Influence of Government Funding on Nonprofit Arts Organizations in New Jersey*, at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Toronto, OT, November, 2011.
- *A Look at The Factors that Influence the Size of Nonprofit Operating Reserves: Can NPOs Afford “Not” to Have an Operating Reserve?* at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference in Toronto, OT, November, 2011.
- *The Influence of Changes in Government Funding on the Management of Non-Profit Arts Organizations*, at the Northeast Conference on Public Administration (NECoPA) in New York, NY, October, 2011.

MEDIA COVERAGE

- Fresh Research Podcast Episode 8: Too Many Nonprofits? + Nonprofit Collaboration, published in The NonProfit Times <http://www.thenonprofittimes.com/tag/mirae-kim/>
- Expert Opinions at Wallet Hub. (<https://wallethub.com/charity-calculator/#mirae-kim>)
- Segedin, Andy. "Arts Donors Not Impressed by Organizational Efficiency." *The Nonprofit Times*, September 13, 2016 (<http://www.thenonprofittimes.com/news-articles/arts-donors-not-impressed-organizational-efficiency/>)
- McCambridge, Ruth. "Study of Arts Nonprofits Shows Donations Drop as Audience Numbers Rise." *Nonprofit Quarterly*, September 8, 2016 (<https://nonprofitquarterly.org/2016/09/08/study-of-arts-nonprofits-shows-donations-drop-as-audience-numbers-rise/>)
- Burns, Mike. "Nonprofit Boards and Accountability #NonprofitBoards." *Nonprofit Board Crisis*, September 8, 2016 (<http://nonprofitboardcrisis.typepad.com/mbblog/2016/09/nonprofit-boards-and-accountability-nonprofitboards.html>)
- "For Arts Nonprofits, Attendance at Events Unlikely to Influence Donors." *Phys.org*, September 9, 2016 (<http://phys.org/news/2016-09-arts-nonprofits-events-donors.html>)
- Jennifer Spitulnik "The Role of Nonprofits." *Syndicate Mizzou*, March 10, 2016 (<http://syndicatemizzou.org/articles/show/169>)