Shahrin Shabnam Upoma
Hubert H. Humphrey School of Public Affairs
University of Minnesota Twin Cities
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EDUCATION

Ph.D. in Public Affairs May, 2021
The University of Texas at Dallas

M.Sc. in Economics May, 2016
University of North Texas

B.S.S in Economics September, 2013
University of Dhaka

ACADEMIC APPOINTMENTS

Assistant Professor August 2023-Present
Hubert H. Humphrey School of Public Affairs, University of Minnesota-Twin Cities

President's Postdoctoral Fellow August 2021- Aug 2023
Hubert H. Humphrey School of Public Affairs, University of Minnesota-Twin Cities

Graduate Teaching Assistant August 2017- May 2021
Public and Nonprofit Management, University of Texas at Dallas

Graduate Academic and Teaching Assistant August 2014-May 2016
Department of Economics, University of North Texas

TEACHING

- PA 5041 Qualitative Methods for Policy Analysts
- PA 5011 Dynamics of Public Affairs Organizations
- PA 5055 Qualitative Research Methods and Analysis
- PA 5104 Strategic Human Resource Management

RESEARCH

Peer-reviewed Journal Articles

AbouAssi, K., **Upoma, S.** & Walls, C. Mirror, Mirror: Congruence of Intersectional Identity and Volunteering in Membership Associations. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 1-13.

Antony, M*., Emas, R*., & **Upoma, S***. (2024). Teaching future faculty: Pedagogical training in public administration PhD programs in the US. *Journal of Public Affairs Education,* 1–20. (*Denotes

equal authorship; names are in alphabetical order)
Winner of the JPAE Spotlight Paper Award at the 2025 NASPAA Annual Conference

Book chapters

Upoma, S., & Siddiqui, S. (2024). Diversity, Religiosity, and Intersectionality: The Case Study of Muslim Americans. In M. Sabharwal, S. McCandless, and S. Vishwanath (Eds), *Handbook on Diversity, Equity, and Inclusion in Public Administration.* Edward Elgar Publishing.

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 W. B. Hildreth, G. Miller, & E. L. Lindquist (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.

Blog posts

Upoma, S. (2025, September 04). *From division to dialogue: How nonprofits can lead through interfaith solidarity*. *Siddiqui Philanthropy Action Research Review*. https://sparphilanthropy.substack.com/p/from-division-to-dialogue-how-nonprofits

Community Engaged Research Project

- Rushford Event Center Governance and Leadership Development (2025-Present)
- Research, Maps, and Storytelling: Tools for Identifying and Responding to the Non-Emergency Medical Transportation Needs of the Arrowhead Region of Minnesota (2025-Present)
- Pathways to Nature: Riverbend Nature Center (2024–2025)

CONFERENCE PRESENTATIONS (Selected)

**** Denotes presenting author***

2026 **Shahrin Upoma*,** Romeo Abraham & Zeeshan Noor. Moving Beyond Satisfaction: Sense of Belonging Among Employees with Disabilities. American Society for Public Administration (ASPA) Annual Conference, Hollywood, CA.

2025 **Shahrin Upoma**. Building Community-Led Nonprofit Governance: Trust, Leadership, and Sustainability in Rural Redevelopment. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Indianapolis, IN.

Ruoning Han & **Shahrin Upoma***. Beyond the Bottom Line: Gender, Governance, and Outreach Performance in Microfinance Institutions. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Indianapolis.

Shahrin Upoma, Nausheena Hossain & Fatima Saied. Muslim American Women in Philanthropy and Nonprofit Leadership: Emerging Research and Perspectives. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Indianapolis, IN.

Thanh Hoang, Zeeshan Noor, **Shahrin Upoma** & Seth Wright. Flipping the AI Narrative: From Student Misuse to Public Sector Mastery. The Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Flagstaff, AZ.

Shahrin Upoma, Romeo Abraham* & Zeeshan Noor. Belonging at Work: How Leadership and Identity Shape the Experiences of Employees with Disabilities in the U.S. Public Sector. Southeastern Conference for Public Administration (SECoPa), Coral Springs, FL.

Shahrin Upoma. Humanizing Board Governance through Participatory Leadership. Public Management Research Conference (PMRC), Seoul, South Korea.

2024 **Shahrin Upoma.** Humanizing Board Governance Through Participatory Leadership: Strategies for Effective Transformation. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Washington, DC.

Shahrin Upoma, Vernise Estorcien, Thanh Hoang & Charity Scott. Navigating Academia as Assistant Professors: How Identity Shapes Classroom Dynamics. The Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Washington, DC.

Shahrin Upoma* & Shariq Siddiqui**.** Diversity, Religiosity, and Intersectionality: The Case Study of Muslim Americans. Public Management Research Conference (PMRC), Seattle, Washington.

Shahrin Upoma*, Nabila Parijat & Meghna Sabharwal. Navigating the Bamboo Ceiling: Career Development Challenges and Strategies for Asian Indians in the US. American Society for Public Administration (ASPA) Annual Conference, Minneapolis, MN.

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**.** The Network of Schools of Public Policy, Affairs, and Administration (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 Supervisors' 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 (SECoPa), Lexington, KY.

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

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

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.

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.

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

Shahrin Upoma. The path from staff to CEO: Female leadership and the 'Broken Rung' phenomenon in nonprofit organizations. Conference of Minority Public Administrators.

Shahrin Upoma. One size does not fit all: Adoption of women-focused entrepreneurship policies in developing countries. Conference of Minority Public Administrators.

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 (Virtual.

Shahrin Upoma. Understanding Why People do not Give: Giving to Nonprofits for Women and Girls. West Coast Nonprofit Data Conference, Austin, TX (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 (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.

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.

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.

Shahrin Upoma*, Meghna Sabharwal, and Roli Varma. Asian Indian Women in STEM: Breaking the Glass Ceiling. Western Social Science Association (WSSA) Annual Conference.

Shahrin Upoma. Do Civil Service Reforms Increase the Accountability of Public Service Personnel and Organizations? A Comparative Analysis. American Society for Public Administration (ASPA) Annual Conference.

2018 **Shahrin Upoma.** Successes and Failures of Public Policies in Adopting Women-Focused Entrepreneurship Programs in Southeast Asian Countries. Western Social Science Association (WSSA) Annual Conference.

INVITED PRESENTATIONS

- Presenter, Public Leadership Research Summit, Institute for Public Leadership, University of Maryland, Spring 2026.
- 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

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

- **Rising Star 2026,** Section for Women in Public Administration, American Society for Public Administration.
- **JPAE Spotlight Author, 2025**, Journal of Public Affairs Education, NASPAA Annual Conference.
- **Krishna K. Tummala Award for Emerging Scholars, 2024**, South Asian Section for Public Administration, American Society for Public Administration.
- **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)

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 (SNP)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
  - Early Scholars Section (ESS)

  - Theories, Issues, Boundaries Section (TIBS)
- Public Management Research Association (PMRA)

SERVICE:

Humphrey School Service

- Admissions Committee, 2025-2026
- Revision of Qualitative Research Methods Course at Humphrey, 2025-2026
- Equity and Inclusion Council, 2024-2025
- 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, 2023-2025

Editorial Service

- Associate Editor (Special Issue)**,** *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*
- *Nonprofit Management and Leadership*
- *Voluntary Sector Review*
- *Journal of Public Affairs Education*
- *Employee Relations*
- *International Journal of Public Administration*
- *Journal of Public and Nonprofit Affairs*
- *Journal of Education in Muslim Societies*
- *Journal of Muslim Philanthropy & Civil Society*.

Discipline Service

American Society for Public Administration (ASPA)

- **Chair,** 2024-2026, South Asian Section for Public Administration (SASPA), ASPA
- **Treasurer,** 2024-2026, Section on Nonprofits (SNP), ASPA
- **Board member,** 2024-2027, Section for Women in Public Administration (SWPA), ASPA
- **Secretary,** 2022-2023, Section on International and Comparative Administration (SICA), ASPA
- **Co-Chair**, 2020-2021, Membership Committee, Section on Professional and Organizational Development (SPOD), ASPA
- **Newsletter Committee,** 2020-2022, ASPA Section on International and Comparative Administration (SICA), ASPA
- **Student ambassador**, 2020-2021, South Asian Section for Public Administration (SASPA), ASPA

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

- **Board member,** 2024-2026, Theories, Issues, Boundaries Section (TIBS), ARNOVA
- **Track chair,** 2023-2025**,** ARNOVA Annual Conference
- **Treasurer**, 2020-2023, Early Scholars Section, ARNOVA

Network of Schools of Public Policy, Affairs, and Administration (NASPAA)

- **Chair,** Social Equity Committee, NASPAA Annual Conference, 2025
- **Member,** Staats Emerging Scholars Award Committee, NASPAA Annual Conference, 2025
- **Member,** 2024-25, Teaching & Learning Committee, NASPAA
- **Member,** 2024-25, Diversity and Social Equity Committee, NASPAA
- **Chair**, Staats Emerging Scholars Award Committee, NASPAA Annual Conference, 2024
- **Member,** Dissertation Award Committee, NASPAA Annual Conference, 2024

Public Management Research Association (PMRA)

- Program Committee, Public Management Research Conference, 2026

Other Services

- **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.

TECHNICAL SKILLS AND LANGUAGES:

- STATA, Microsoft Office, Canvas.
- Language: English (fluent), Hindi (Intermediate), Bengali (Native)