TIANA MARRESE

Rutgers University-Newark, School of Public Affairs and Administration
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RESEARCH INTERESTS

public and nonprofit management | labor and wages | prosocial behaviors | volunteering | public economics | public policy | data science | statistics | econometrics

EDUCATION

University of Pennsylvania, School of Social Policy and Practice 2025
Ph.D., Social Welfare
Dissertation: *Paid and Unpaid Labor Across Sectors, A Three Paper Dissertation*
Committee: Femida Handy (Chair), Chao Guo, Alex Rees-Jones

Humboldt-Universität zu Berlin, School of Business and Economics 2021
M.Sc., Economics and Management Science

Carnegie Mellon University, Mellon College of Science 2018
B.Sc., Mathematics: Operations Research and Statistics

PROFESSIONAL APPOINTMENTS

Rutgers-Newark, School of Public Affairs and Administration 2025-Now
Assistant Professor

PUBLICATIONS

Refereed Journal Articles

2026 **Marrese, T.**, Liu, Y., & Handy, F. (Forthcoming). The Gendered Path of Least Resistance: First Entry and Exit Behaviors of Public and Nonprofit Employees. *Public Administration Review*.

Sealey, A., **Marrese, T.** & Handy, F. (2026). Who participates where? Civic participation in voluntary sector organizations in the advanced industrial democracies. *Comparative Sociology, 25(1),* 157-193. https://doi.org/10.1163/15691330-bja10156

Venth, A., Ruiz, S., **Marrese, T.** & Handy, F. (2026). Continuity and Change: Students' Environmental Practices from Home to Campus. *Journal of Environmental Education,* 1-12. https://doi.org/10.1080/00958964.2026.2631983

2025 **Marrese, T.** & Handy, F. (2025). From Service to Sector: Understanding Pathways into Nonprofit and Public Sector Employment. *Nonprofit and Voluntary Sector Quarterly*. https://doi.org/10.1177/08997640251386741

Choi, D., **Marrese, T.**, Ferris, A., Cnaan, R. A. & Handy, F. (2025). Revisiting the Religion and Generosity Relationship: Takeaways from the COVID-19 Pandemic. *Social Compass.* https://doi.org/10.1177/00377686251387999

Marrese, T., Handy, F., Cnaan, R. A., Choi, D. & Ferris, A. (2025). Volunteering Under Crisis: How Resource Perceptions Relate to Formal and Informal Civic Participation Before and During COVID-19. *Nonprofit Policy Forum.* https://doi.org/10.1515/npf-2024-0051

2024 Ferris, A., **Marrese, T.**, Cnaan, R. A., Choi, D. & Handy, F. (2024). Who Volunteers at Refugee and Immigrant Nonprofits? Two Studies Exploring Volunteering at Nonprofits Serving Refugees and Immigrants. *Nonprofit Policy Forum*, *24*(2), 1-28. https://doi.org/10.1515/npf-2023-0066

2023 **Marrese, T.**, Greenspan, I., Katz-Gerro, T. & Handy, F. (2023). Intergenerational transmission of pro-environmental behaviors: do grandparents' environmental behaviors influence grandchildren? *Sociological Spectrum*, *44*(1), 1-15. https://doi.org/10.1080/02732173.2023.2274021

Choi, D., Ferris, A., **Marrese, T.**, Cnaan, R. A. & Handy, F. (2023). The Implications of the COVID-19 Pandemic on Recruitment and Retention of Volunteers and Donors in the US. *Human Service Organizations: Management, Leadership & Governance*, *48*(3), 1-15. https://doi.org/10.1080/23303131.2023.2232844

Journal Articles in R&R and Under Review

2026 **Marrese, T.** & Handy, F. (1st R&R). Beyond Donative Labor: A Replication Study on Nonprofit Wage Differentials in the Hospital Industry. *Voluntas.*

Marrese, T. & Lecy, J. (Under Review) Precarious Purpose: Gender, Leadership, and the Glass Cliff in the Nonprofit Sector. *Nonprofit and Voluntary Sector Quarterly.*

Journal Articles in Preparation

2026 **Marrese, T.** Sectors and Their Generous Employees: A Study of Prosocial Behaviors Between Public, Nonprofit, and For-Profit Workers. (Considering submission to *Journal of Public Administration Research and Theory*).

Choi, J., **Marrese, T**. & Wu V. C. S. The Empathetic Bot: Can AI Enhance Citizen Satisfaction in Citizen-State Interactions? (Considering submission to *Review of Public Personnel Administration*).

Marrese, T. & Piatak, J. The Meaning of Work: People's Perceptions of Pay and Attraction Across Sectors. (Considering submission to *Public Administration Review*).

Professional Publications, Research Reports, and Other Media

2026 **Marres, T.** (Forthcoming). Human Resource Management in Social Enterprises. In *Encyclopedia of Social Enterprise.*

Marrese, T. (2026, May 9). *A Brief Introduction to Nonprofit Data* [Video], with the Center for Nonprofit Leadership and Development of Rutgers School of Public Affairs and Administration. YouTube. https://www.youtube.com/watch?v=dYVeReP53hs

2023 **Marrese, T**. (2023). Book Review: The Intersector: How the public, nonprofit, and private sectors can address America's challenges, by Gitterman, DP & Britto, N. (Eds). *Nonprofit and Voluntary Sector Quarterly, 52*(4), 1134-1137. https://doi.org/10.1177/08997640231158587

2022 Cnaan, R. A., Handy, F., **Marrese, T.**, Choi, D., & Ferris, A. (2022). Generosity trends and impacts: Before and during the COVID-10 pandemic in the USA. *Generosity Commission, Giving USA. https://sp2.upenn.edu/wp-content/uploads/2014/07/Generosity-Trends-and-Impacts.pdf*

RESEARCH AND TRAVEL SUPPORT

2025 Emerging Scholars Program, Assoc. for Research on Nonprofit and Voluntary Action ($100 awarded)

Debra Mesch Doctoral Fellowship for Research on Women's Philanthropy, "Beyond the control variable: Unpacking gender's role in the entry and exit of nonprofit and public employment across one's lifetime," Women's Philanthropy Institute, Indiana University ($5,000 awarded)

2024 Research Grant for "The Empathetic Bot: Can AI Enhance Citizen Satisfaction in Citizen-State Interactions," Institute for Humane Studies, George Mason University (Co-PI, $3,000 awarded) (With Jung Ho Choi and Viviana C. S. Wu)

Doctoral Fellow Award, Oxford-Penn Social Impact Fellowship Program (£3,000 awarded)

PhD Student Travel Conference Fund Award, University of Pennsylvania, School of Social Policy and Practice ($448 awarded)

GAPSA Research Travel Grant, University of Pennsylvania ($800 awarded)

2023 GAPSA Research Travel Grant, University of Pennsylvania ($496 awarded)

2022 Doctoral Summer Research Fellowship Award, University of Pennsylvania (PI, $5,100 awarded)

Diversity Scholars Seminar, Assoc. for Research on Nonprofit and Voluntary Action ($1,000 awarded)

SEMINAR INVITES AND CERTIFICATES

2024 Doctoral Fellowship Seminar, Assoc. for Research on Nonprofit and Voluntary Action

PhD Seminar, International Society for Third-Sector Research

2023 Diversity Scholars Seminar, Assoc. for Research on Nonprofit and Voluntary Action

Certificate in College and University Teaching, Center for Excellence in Teaching, Learning and Innovation, University of Pennsylvania

PRESENTATIONS

Invited Talks and Symposia

2026 Rutgers University, Newark, School of Public Affairs and Administration, Winter Training Program for Central Police University of Taiwan, 12 Jan., "Data Science and Public Administration"

2024 University of Maryland, School of Public Policy, Research Seminar Series, 27 Mar., "Volunteering as a pathway to nonprofit and public sector employment: An analysis of millennials," with Femida Handy.

2023 Symposium on Public Policy for Nonprofits, 22 Sep., "Nonprofit Wage Disparity and the Call for Accessible Childcare".

Panels, Sessions and Selected Conference Presentations

2026 International Society for Third-Sector Research, 14-17 Jul.

1. Presentation, “Precarious Purpose: Gender, Leadership, and the Glass Cliff in the Nonprofit Sector,” with Jesse Lecy.

Public Management Research Conference, 4-6 Jun.

2. Presentation, “Precarious Purpose: Gender, Leadership, and the Glass Cliff in the Nonprofit Sector,” with Jesse Lecy.

2025 Assoc. for Research on Nonprofit and Voluntary Action Conference, 21-23 Nov.

1. Organized Panel, “Leadership in Transition: Recruitment, Selection, and Impact of Nonprofit Executive Succession.”

2024 Assoc. for Research on Nonprofit and Voluntary Action Conference, 20-22 Nov.

1. Organized Panel, “Gender and the Nonprofit Sector: Current Understandings and Future Trajectories.”
2. Professional Development Workshop, “Advancing Data Infrastructure for the Nonprofit Sector: A Tour of New Resources and Tools,” with Jesse Lecy and Thiya Poongundranar.

International Society for Third-Sector Research Conference, 16-19 Jul.

1. Presentation, “Nonprofit Wage Differentials, A Systematic Review,” with Husel Husile.

2023 Assoc. for Research on Nonprofit and Voluntary Action Conference, 16-18 Nov.

1. Presentation, “Hospitals, Data, and Sectors: Utilizing Administrative Data Across Various Platforms to Understand Hospital Wage Differences,” with Femida Handy.

Assoc. for Nonprofit and Social Economy Research, 28-29 May

1. Presentation, “(In)formal Behaviors: The Unobserved Demographics of Americans Practicing Prosocial Behaviors,” with Femida Handy and Ram Cnaan.
2. Presentation, “Longitudinal Analysis of Hourly Earnings for Nonprofit, Private, and Government Workers Between 1994 and 2018,” with Femida Handy.
3. Presentation, “Who Participates Where? Civic Participation in Voluntary Sector Organizations in the Advanced Industrial Democracies,” with Anthony Sealey and Femida Handy.

TEACHING EXPERIENCE

Instructor – Graduate Level

Economics for Public Administration (online, async)	Spring 2026, Fall 2026
Economics for Public Administration (in-person)	Fall 2025, 2026
Nonprofits and Urban Revitalization: The Phila Story (online, sync)	Summer 2024

Instructor – Undergraduate Level

Intro to Data Science for Government and Nonprofits (in-person) Fall 2025

Teaching Assistantship – Graduate Level

Microfinance and Women's Empowerment in India (travel course) Spring 2024
Economics of Human Behavior and Organizational Life (online, sync) Fall 2023
Nonprofits and Urban Revitalization: The Phila Story (online, sync) Summer 2023

Teaching Assistantship – Undergraduate Level

Philanthropy and Health (in-person) Fall 2023, Fall 2024
In partnership with the Learning by Giving Foundation (2023)

RESEARCH EXPERIENCE

2021-2022 Co-Investigator, University of Pennsylvania
Generosity Trends and Impacts: Before and During the COVID-19 Pandemic in the USA
Funded by: The Giving Institute and Giving USA

2020-2021 Graduate Research Assistant, Humboldt-Universität zu Berlin
School of Business and Economics, Dr. Anastasia Danilov

PROFESSIONAL SERVICE

2026 At-Larger Member, Data and Analytics Section, ARNOVA

Journal reviewer for Nonprofit Management and Leadership, Nonprofit and Voluntary Sector Quarterly, Nonprofit Policy Forum

2025 At-Larger Member, Data and Analytics Section, ARNOVA

Journal reviewer for Nonprofit and Voluntary Sector Quarterly, Human Service Organizations: Management, Leadership & Governance, Public Management Review, Volunteer Sector Review

2023 Journal reviewer for Human Service Organizations

2021-2023 Doctoral Student Steering Committee

COMMUNITY INVOLVEMENT AND VOLUNTEERING

2021-Now Board and Executive Member, Friends of Clark Park

INDUSTRY EXPERIENCE

2018-2019 Financial Engineer, Fannie Mae, Washington D.C.

PROFESSIONAL AFFILIATIONS

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
International Society for Third-Sector Research (ISTR)
Public Management Research Association (PMRA)