

SUPARNA DUTTA

duttas5@vcu.edu

EDUCATION

Virginia Commonwealth University, Richmond, VA

L. Douglas School of Government and Public Affairs

PhD, Public Policy and Administration, expected May 2019

Dissertation: “ Understanding the Impact of Board Inclusion on Board Effectiveness in the Nonprofits and the Role of Critical Mass of Demographic Minority as a Moderator”

Committee: Drs. Myung Jin, Nancy Stutts, Richard Huff, Andrew Schoeneman

Columbia University, New York, NY

School of Professional Studies and The Earth Institute

MS, Sustainability Management, 2012

Capstone: “Distributed Energy Generation and Green Infrastructure: How Transit-Oriented Development is Leading to Community Redevelopment in Bridgeport, CT”

Academic Advisor: Dr Peter Eisenberger

Birla Institute of Management Technology, Greater NOIDA, UP, India

MBA, Marketing and HR Management, 2002

University of Calcutta, Kolkata, WB, India

B.Sc.(Honors) Economics, Political Science, Mathematics, 2000

RESEARCH AND TEACHING INTERESTS

Nonprofit Management

Social Equity

Gender Studies

Community Development and Sustainable Growth

Public and Social Policy Analysis

Comparative Policy Analysis

Organizational Theory and Behavior

Monitoring and Evaluation

Diverse Workforce Management

WORKS IN PROGRESS

- “How Do Gender Sensitive Multistakeholder Projects Improve the Subjective Well-being of Participating Communities?” Article manuscript in progress to be submitted in Fall 2018
- “Rural Women as Change-Makers: Role of Increased Participation of Women in Grassroots Governance and Development in South Asia” Article manuscript in progress to be submitted Spring 2019
- “Are More Inclusive Nonprofit Boards More Effective?” Article manuscript in progress, to be submitted Fall 2018
- “Can a Critical Mass of Women Board Members in Nonprofits Moderate the Relationship between Board Inclusion and Board Effectiveness?” Article manuscript in progress, to be submitted Fall 2018

CONFERENCE ACTIVITIES

The abbreviated form of these conferences have been used here:

[APPAM- Association for Public Policy Analysis and Management](#)

[ARNOVA-Association for Research on Nonprofit and Voluntary Actions](#)

[ASPAA- American Society for Public Administration](#)

[NASPAA- Network of Schools of Public Policy, Affairs, and Administration](#)

[NeCOPA-Northeastern Conference of Public Administration](#)

- “Rural Women as Change-Makers: Role of Increased Participation of Women in Grassroots Governance and Development in South Asia.” Proposal submitted for Riggs Symposium, Panel on Public Administrative Trends in South Asia, ASPA Annual Conference, 2019, Washington DC (submitted)
- “The Problem of a Leaky Pipeline in Doctoral Studies in American Universities: Where are the Students and Professors of Color?” NASPAA Annual Conference 2018, Atlanta, GA (upcoming)
- “Understanding Impact of Gender and Racial and Ethnic Minority Board Membership on Board Effectiveness in US Nonprofits: Does Critical Mass of these Demographic

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Minorities Moderate the Relation Between Board Composition and Effectiveness?"

[ARNOVA Annual Conference 2018, Austin, TX \(upcoming\)](#)

- “Understanding Impact of Gender and Racial and Ethnic Minority Board Membership on Board Effectiveness in US Nonprofits: Does Critical Mass of these Demographic Minorities Moderate the Relation Between Board Composition and Effectiveness?” [NeCOPA 2018, Baltimore, MD](#)
- The Glass Ceiling and Double Jeopardy faced by Minority Women STEM Instructors in the US Universities: is Race a moderator?” [Society for Study of Social Problems Annual Meeting 2018, Philadelphia, PA](#)
- “Are Minority Female STEM Faculty Victims of Double Jeopardy? An Investigation into Glass Ceiling Effect in the US Education System” [ASPA Annual Conference 2018, Denver, CO](#)
- “The Glass Ceiling and Double Jeopardy faced by Minority Women STEM Instructors in the US Universities: is Race a moderator?” [Graduate Research Symposium 2018, College of William and Mary, 17th Annual Conference, Williamsburg, VA](#)
- “Evidence based research on How Gender Sensitive Multi-Stakeholder Projects Improve the Subjective Well-being of Participating Communities” [NeCOPA 2017, Burlington, VT](#)
- “Can Gender Sensitive Local Development Projects Improve the Subjective Well-being of the Participating Communities?” [Graduate Research Symposium 2017, College of William and Mary 16th Annual Conference, Williamsburg, VA](#)
- “Building a Well-managed, Inclusive, High-performing Public/ Non-profit Organization with an Increasingly Diverse Workforce: Insights from Organizational Behavior Theories” [ASPA Annual Conference 2017, Atlanta, GA](#)
- “Are Minority Female STEM Faculty Victims of Double Jeopardy? An Investigation into Glass Ceiling Effect in the US Education System” [APPAM Regional Student Conference 2017, Washington DC](#)
- “How Do Gender Sensitive Multistakeholder Projects Improve the Subjective Well-being of Participating Communities?” [ASPA International Young Scholars’ Workshop 2017, India](#)

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- “Can Gender Sensitive Local Development Projects Improve the Subjective Well-being of the Participating Communities?” [APPAM Regional Student Conference 2016, Washington DC](#)

Best Paper Award

“Can Gender Sensitive Local Development Projects Improve the Subjective Well-being of the Participating Communities?” [Graduate Research Symposium, College of William and Mary, 2017](#)

TEACHING EXPERIENCE

[Freelance Online Writing Tutor/ Thesis and Dissertation Coach](#)

My students have rated me highly on the following credentials:

- In-depth understanding of diverse teaching methods and learning styles
- Successfully conveying material and explaining difficult concepts to students in simple manner
- Conversant in citation/referencing styles for college essays, graduate level research work/thesis/dissertation (APA, MLA etc.)
- Conversant in various writing styles (essay, policy analysis, policy briefs, concept paper, reflection paper) and quantitative applications (especially relevant for graduate work)
- Excellent interpersonal and assessment skills
- Strong teaching presentation verbal and written communication

GRADING, TEACHING, AND RESEARCH ASSISTANTSHIP

- Grading Assistant, *Financial Management in Government*, Virginia Commonwealth University, 2018
- Grading Assistant, *Principles of Public Administration*, Virginia Commonwealth University, 2018
- Teaching Assistant, *Principles of Nonprofit Management*, Virginia Commonwealth University, 2017-2018

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- Grading Assistant, *Land use Planning and Infrastructure*, Virginia Commonwealth University, 2016
- Teaching Assistant, *Public Policy Analysis*, Virginia Commonwealth University, 2017-2018
- Teaching Assistant, *Comparative Social Equity*, Virginia Commonwealth University, 2017-2018
- Teaching Assistant, *Seminar in Public Administration*, Virginia Commonwealth University, 2017-2018
- Teaching Assistant, *Designing Earthlings*, The Earth and Environmental Sciences, The Earth Institute, Columbia University, 2010-2012
- Research Assistant, **Center for Urban and Regional Analysis**, Virginia Commonwealth University, 2014-2015, data analysis and background research for the following community development /re-development/assessment projects:
 - Metro View: Metro View is a unique, regional information and analysis system. Its purpose is to provide citizens, political decision makers, businesses and investors with a holistic, yet highly detailed picture of how the region works
 - 30 Years of Impact: How the Main Street Program has Revitalized VA Community
 - A Program Targeting Model and Impact Analyses (2015) “project:HOMES”
Creates a dynamic model to enable project:HOMES to determine the need for its Rehabilitation and Weatherization services within any census tract location in the Richmond Metropolitan Statistical Area
 - Better Housing Coalition: Impacts of a Quarter Century of Community Revitalization Work

SCHOLARSHIPS AND FELLOWSHIPS

- **PhD Pathway Fellowship, 2018**
This research fellowship was awarded by the **Network of Schools of Public Policy, Affairs, and Administration (NASPAA)** in the summer of 2018 for conducting research, design and administer surveys, analyze data, and consolidate findings that would aid NASPAA to understand low graduation rates among doctoral students from underrepresented minority communities
- **Excellence in Virginia Government Graduate Scholarship Award, 2018-2019**
This competitive scholarship of amount \$2,500 is awarded to one graduate student from within Wilder School, who exhibits a commitment to community service and a deep interest in the practice of government and public services
- **Jeffrey S Cribbs, Sr. Endowed Scholarship Award, 2017-2018**
This competitive scholarship of amount \$ 1,500 is awarded to a graduate student from within Wilder School for academic excellence and commitment to public or philanthropic services
- **International Student Scholarship Award, 2017-2018**
This competitive scholarship of amount \$3000 is awarded to selected international students across schools and programs in Virginia Commonwealth University for remarkable academic achievement and potential
- **Graduate Assistantship, 2014-2015, 2015-2016, 2017-2018, L. Douglas Wilder School of Government and Public Affairs, Virginia Commonwealth University, (stipend and full tuition waiver)**
- **David Gould Scholarship, 2017**
Awarded by the Section on International and Comparative Administration (SICA) of American Society for Public Administration (ASPA), this scholarship is awarded up to 2 SICA-nominated graduate student presenters, each year, to cover ASPA's conference-related expenses. Amount awarded \$1,000
- **Sierra Club Academic Scholarship, 2017**
Awarded by the Sierra Club, of amount \$5,000
- **Edwin Barry Fellowship, 2017**

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Awarded by the Population Institute, of amount \$5,000

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

- Member, American Society for Public Administration
- Member, Association for Public Policy Analysis and Management
- Signing member, Section on African Public Administration, American Society for Public Administration
- Committee member, Section on International and Comparative Administration, American Society for Public Administration (2016-till now)

PROFESSIONAL SERVICES

- **Evaluator** for the official website of Dhaka, in Bengali language, as a part of the Eighth Survey of Digital Governance in municipalities worldwide. Conducted by the E-Governance Institute of Suffolk University in collaboration with Yonsei University and the University of Massachusetts, Boston, this evaluation and review will form a part of the study on comparative analysis of e-governance and contribute to e-governance literature
- **Reviewer** of report “Barriers to Contraceptive Use in Developing World” produced by the Population Institute

MENTORSHIP AND STUDENT ADVISORY

- **Peer mentor** to incoming international PhD students in Wilder School
- International student **language partner**, Columbia University, assisting international students with language barrier in English overcome the communication challenges

SELECTED PROFESSIONAL EXPERIENCE

Project Management

Global Integrity, Washington DC, 2013

Project type: Global Governance and Accountability

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Client: World Wide Web Foundation

Project description: The 2013 Web Index measures the Web's growth, utility and impact on people and nations across 81 countries, and features an expanded and enhanced data set, particularly in the areas of gender, open data, surveillance and security.

Program Management

Toxics Link, Delhi, India, 2006-2010

Program areas: Chemicals and Health, Waste Management, Green Initiatives for marginalized communities in India

Monitoring and Evaluation

American Forest Foundation, Washington DC, 2013

Monitoring and evaluation of foundation's programs

Financial Management

ICICI Prudential Life, India, 2002-2006

SKILLS

- Proficient in Excel, Access, Powerpoint, and various MS Office applications, Atlas.ti, Nvivo, SPSS, various CRM, project management, web-based survey tools
- Bilingual or native proficiency in English, Hindi, Bengali