

# TIANA MARRESE

Rutgers University-Newark, School of Public Affairs and Administration  
111 Washington St, Newark, New Jersey  
Email: tiana.marrese@rutgers.edu | Website: tianamarrese.github.io

## RESEARCH INTERESTS

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

## EDUCATION

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**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

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

## PUBLICATIONS

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### Refereed Journal Articles

2025      **Marrese, T.** & Handy, F. (Forthcoming). From Service to Sector: Understanding Pathways into Nonprofit and Public Sector Employment. *Nonprofit and Voluntary Sector Quarterly*.

Choi, D., **Marrese, T.**, Ferris, A., Cnaan, R. A. & Handy, F. (Forthcoming). Revisiting the Religion and Generosity Relationship: Takeaways from the COVID-19 Pandemic. *Social Compass*.

**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 Submission

- 2025 **Marrese, T.**, Liu, Y., & Handy, F. (1<sup>st</sup> R&R). 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. (1<sup>st</sup> R&R). Who participates where? Civic participation in voluntary sector organizations in the advanced industrial democracies. *Comparative Sociology*.
- Venth, A., Ruiz, S., **Marrese, T.** & Handy, F. (1<sup>st</sup> R&R). Continuity and Change: Students' Environmental Practices from Home to Campus. *Journal of Environmental Education*

### Journal Articles in Preparation

- 2025 **Marrese, T.** & Handy, F. Beyond Donative Labor: A Replication Study on Nonprofit Wage Premiums in the Hospital Industry. (Considering submission to *VOLUNTAS*)
- Marrese, T.** & Lecy, J. Precarious Purpose: Gender, Leadership, and the Glass Cliff in the Nonprofit Sector. (Considering submission to *PAR*).
- Choi, J., **Marrese, T.** & Wu V. C. S. The Empathetic Bot: Can AI Enhance Citizen Satisfaction in Citizen-State Interactions? (Considering submission to *Public Administration*).

## Professional Publications, Research Reports, and Other Writings

- 2025      **Marres, T.** (Forthcoming). Human Resource Management in Social Enterprises. In *Encyclopedia of Social Enterprise*.
- 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

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- 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

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- 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

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### Invited Talks and Symposia

- 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 and Sessions

- 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.

### Selected Conference Presentations

- 2024      International Society for Third-Sector Research Conference, 16-19 Jul.  
             1. Marrese, T. & Husile, H. Nonprofit Wage Differentials, A Systematic Review.
- 2023      Assoc. for Research on Nonprofit and Voluntary Action Conference, 16-18 Nov.  
             1. Marrese, T. & Husile, H. Nonprofit Wage Differentials, A Systematic Review.

2. Marrese, T. & Handy, F. Hospitals, Data, and Sectors: Utilizing Administrative Data Across Various Platforms to Understand Hospital Wage Differences.

- 2023 Assoc. for Nonprofit and Social Economy Research, 28-29 May
1. Marrese, T., Handy, F. & Cnaan, R. (In)formal Behaviors: The Unobserved Demographics of Americans Practicing Prosocial Behaviors
  2. Marrese, T. & Handy, F. Longitudinal Analysis of Hourly Earnings for Nonprofit, Private, and Government Workers Between 1994 and 2018
  3. Sealey, A., Marrese, T. & Handy, F. Who Participates Where? Civic Participation in Voluntary Sector Organizations in the Advanced Industrial Democracies
- 2022 Canadian Political Science Association Conference, 1-3 Jun.
1. Sealey, A., Marrese, T. & Handy, F. Who Participates Where? Civic Participation in Voluntary Sector Organizations

## TEACHING EXPERIENCE

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### Instructor – Graduate Level

Economics for Public Administration (in-person)	Fall 2025
Nonprofits and Urban Revitalization: The Philadelphia Story (online)	Summer 2024

### Instructor – Undergraduate Level

Intro to Data Science for Government and Nonprofits (in-person)	Fall 2025
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### Teaching Assistantship – Graduate Level

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

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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

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School of Business and Economics, Dr. Anastasia Danilov

## **PROFESSIONAL SERVICE**

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- 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**

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- 2021-2025    Board and Executive Member, Friends of Clark Park

## **INDUSTRY EXPERIENCE**

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

## **PROFESSIONAL AFFILIATIONS**

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- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
- International Society for Third-Sector Research (ISTR)
- Association for Nonprofit and Social Economy Research (ANSER)

## **SKILLS**

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- R, Stata, SAS, and Python for statistical analysis and visualization
- R Shiny for interactive data visualization and presentation