

Bo Li

Rockefeller College of Public Affairs and Policy, University at Albany, SUNY

Milne Hall 304, 135 Western Avenue, Albany, NY 12203

Email: bli23@albany.edu

EDUCATION

2023 **Ph.D., Public Policy**, Georgia State University

2016 **Master of Public Administration**, Beijing University of Chemical Technology

2013 **B.A., Public Administration**, Beijing University of Chemical Technology

HONORS & AWARDS

- Best Dissertation Award, the Network of Schools of Public Policy, Affairs, and Administration (NASPAA), 2023
- Provost's Dissertation Fellowship, Georgia State University, 2021-2022
- The Excellence in Teaching Policy Award, Andrew Young School of Policy Studies, Georgia State University, 2020
- Founders' Fellows, American Society for Public Administration (ASPA), 2022
- Doctoral Seminar Fellows, ARNOVA, 2020
- Diversity Scholar and Leader, ARNOVA, 2018, 2019
- National Scholarship, Ministry of Education, China, 2011

PUBLICATIONS

#authorship is equally shared

Refereed Articles

1. **Li, B.** & Kim, M. (2024). Representation, nonprofit leaders of color, and job attraction: A survey experiment, *Review of Public Personnel Administration*.
<https://doi.org/10.1177/0734371X241302514> (Online First)
2. **Li, B.**, Lyon, M. A., Ivonchik, M., Appe, S., Dodge, J., Fox, A., Gil-Garcia, J. R., Rubin, E., Luna-Reyes, L. F. (2025). Using Generative AI in Public Affairs Education and Scholarly Activity: A Much-Needed Reflection, *Journal of Public Affairs Education*, 31(1), 9-17. <https://doi.org/10.1080/15236803.2024.2429195>
3. Kim, M., Liu, C. Y., & **Li, B.** (2024). Blurring the Lines Between Public and Nonprofit Sectors: Local Efforts to Create Inclusive Communities. *State and Local Government Review*, 57(2), 121-140. <https://doi.org/10.1177/0160323X241271258>
4. Kim, M., & **Li, B.**[#] (2023). Financial Challenges of Nonprofits Serving People of Color: Original Survey Results. *Nonprofit and Voluntary Sector Quarterly*, 52(5), 1145–1168.
<https://doi.org/10.1177/08997640221122812>

Book Translation (Chinese version)

1. Li, B., & Cui, S. (2021). *Enterprising nonprofits: A toolkit for social entrepreneurs*. Beijing: Social Sciences Academic Press.

Other Scholarly Activity

1. Kim, M., & Li, B. (2023, March 9). Nonprofits serving or led by people of color get less funding than similar groups led by white executive directors. *The Conversation*. <https://theconversation.com/nonprofits-serving-or-led-by-people-of-color-get-less-funding-than-similar-groups-led-by-white-executive-directors-194981>
(Also in *The Chronicle of Philanthropy* <https://www.philanthropy.com/article/nonprofits-led-by-people-of-color-get-less-funding-than-others>)

CONFERENCE PRESENTATIONS

(All are paper presentations except for notes)

2024

- “Thinking along the same line? A review of workplace diversity and representation in nonprofit studies” With Hongseok Lee. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Washington D.C.
- “Leaders of Color and Diversity Management Practices: A Study of Human Service Nonprofits in Georgia” Academy of Management (AOM) Annual Conference. Chicago, IL.
- “Symbolic representation and coproduction: A survey experiment on principals’ race and parent involvement” With Esther Han. Public Management Research Conference (PMRC) Annual Conference. Seattle, WA.

2023

- “Financial challenges of nonprofits led by people of color: A case of human service organizations” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Orlando, FL.
- “Demographic differences and sector switching: A study of nonprofit workers” With Tingzhong Huang. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Orlando, FL.
- “Gender, race, and sector switching: A study of nonprofit workers” With Tingzhong Huang, Association for Public Policy Analysis & Management (APPAM) Annual Conference. Atlanta, GA.

2022

- “Does a diverse leadership matter? Determinants of nonprofit diversity management practices” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Raleigh, NC.
- “What do employers want? A content analysis of entry-level job advertisements in public management and policy” With Esra Tanyildiz. The Network of Schools of Public Policy,

Affairs, and Administration (NASPAA) Annual Conference. Chicago, IL.

- “*Pandemic shock and resilience: Socio-demographic vulnerability of community-level nonprofit services*” With Lewis Faulk, Mirae Kim, Tianyu Chen. Public Management Research Conference (PMRC) Annual Conference and International Society for Third Sector Research (ISTR) Annual Conference.
- “*Understanding job seekers’ decision making: Race and leadership in nonprofit organizations*” With Mirae Kim. Midwest Political Science Association Conference (MPSA) Annual Conference. Hybrid.
- “*Leaders of color and organizational management: A study of nonprofit human service organizations in Georgia*” American Society for Public Administration (ASPA) Annual Conference. Jacksonville, FL.

2021

- “*Is collaboration a harder task for leaders of color? A study of nonprofit human service organizations in Georgia*” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Hybrid. Atlanta, GA.
- “*Symbolic representation and nonprofit leaders of color: A survey experiment*” European Group for Public Administration (EGPA) Ph.D. Symposium for Doctoral Students and Junior Researchers. Online. (Also served as a discussant)
- “*Symbolic representation, nonprofit leaders of color, and organizational attractiveness: A survey experiment*” With Mirae Kim. Public Management Research Conference (PMRC) Annual Conference. Online.

2020

- “*Leaders of color and nonprofit financial outcomes: A study in Atlanta, Georgia*” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Virtual.

2019

- “*Does nonprofit administrative capacity obscure the benefit of revenue diversification? A study of racial/ethnic serving nonprofits*” With Mirae Kim. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. San Diego, CA.
- “*Is crowding out due to donor reactions, fundraising, or administrative capacity?*” With Esther Han and Mirae Kim. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. San Diego, CA.
- “*Financial challenges of nonprofits serving racial/ethnic minorities: Results of a national survey*” With Mirae Kim. Association for Budgeting and Financial Management (ABFM) Annual Conference. Washington, DC.
- “*Ethnic minority disadvantage in the nonprofit sector: Variations in the financial health of racial/ethnic serving nonprofits*” With Mirae Kim. Public Management Research Conference (PMRC) Annual Conference. Chapel Hill, NC.

2018

- “*Commercialization of the nonprofits: Industry and time effects*” With Tracy Shicun Cui. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Austin, TX.
- “*Does race matter? The function of civic association on political participation*” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Asia Conference. Hong Kong, China.

OTHER PRESENTATIONS

1. Racial Diversity and Nonprofit Organizations, Office of New York State Comptroller, 2024
2. Navigating the Academic Job Market, Georgia State University, 2024

TEACHING

Undergraduate and Graduate Courses, UAlbany, SUNY

RPAD 506 Foundations of Public Management (Spring 2024, Fall 2024, Spring 2025)
RPAD 302 Understanding Public Organizations (Spring 2024, Spring 2025)
RPAD 640 Nonprofit Financial Management (Fall 2023)

Undergraduate and Graduate Courses, Georgia State University

PMAP 3213 Nonprofit Financial Resources (Spring 2022, Spring 2023)
**Cross-listed with PMAP 8213 Financing and Resource Development for Nonprofit Organizations
PMAP 4041 Policy Data Analysis (Fall 2019, Fall 2020 Online, Spring 2021 Hybrid)

SERVICE

Department of Public Administration and Policy, University at Albany

- Member, Executive Committee
- Member, Undergraduate Committee

Professional Service

- Member, Editorial Board of *Nonprofit and Voluntary Sector Quarterly (NVSQ)*, 2024-present.
- Member, Advisory Council, Community of Color Index, Equitable Giving Lab, Lilly Family School of Philanthropy, Indiana University, 2024 - 2025.
- Journal Reviewer, *Nonprofit and Voluntary Sector Quarterly*, *Nonprofit Management and Leadership*, *Review of Public Personnel Administration*, *Journal of Urban Affairs*, *Chinese Public Administration Review*
- Conference Reviewer, Academy of Management (AoM), 2024, 2025