ISTR PhD Seminar Alumni Quarterly Newsletter

From the Co-Editors

By Lesley Alborough & Elaine Xu

Greetings from Australia and the United Kingdom, and welcome to the third edition of the ISTR PhD Seminar Alumni Newsletter. For those reading the newsletter for the first time, we are Elaine and Lesley and together we co-edit this newsletter from opposite ends of the world.

Our newsletter aims to help keep our growing PhD seminar alumni network informed about the work and stories of colleagues researching and working in the third sector whilst keeping everyone up to date on developments in the field of third sector research. We do this by highlighting relevant research projects, books, publications, and the career pathways of members of our PhD seminar alumni, as well as more experienced ISTR members. Our newsletter also offers advice on researching and working in practice- and research-based roles in the third sector.

In this edition: Shiqi and Ali interview two PhD students who attended ISTR PhD seminars and conferences in the early COVID-19 years; Rachel and Jess speak to an alum who co-founded a consultancy company and juggles academic and practice; Ana and Azam identify academic job and publishing opportunities across the globe; Mercy connects an alum who has questions about recruiting research participants with two academics; Elaine and Azam collate the works of our PhD seminar alumni; Jeonghwa and Peiyao shed light on the PhD programs and dissertation process in the US; and Lesley interviews an alum to gain insights into finding a research job in Belgium.

We hope to continue to find out more about you and invite you to take part in our online survey for the ISTR PhD seminar alumni.

You can get details about how to get in touch with the contributing editors to participate in future editions of the newsletter and how to send us queries and feedback on the last two pages of this newsletter.

We hope you enjoy this issue, and we look forward to hearing from you!

Best wishes for the festive season and the new year!

NEWS & ANNOUNCEMENTS

Stay updated with what’s happening in ISTR and the ISTR PhD seminar alumni network!

COLUMNS

- Alumni Spotlight: Stories from the Field
- Third Sector Career Pathways
- Opportunities for Collaboration & Calls for Papers/Applications
- “Dear Faulty / Practitioner”
- Studying the Third Sector: Methods, Theories & Insights
- Tips for Thesis Writing & Examinations
- Jobs Board & Advice
News & Announcements

Newly elected ISTR Board of Directors (2023–2024)

Board Members: Susan Appe (USA)*; Elizabeth Bloodgood (Canada)*; Barbara Ibrahim (Egypt)*; Pablo Marsal Baraldi (Argentina); Shauna Mottiar (South Africa); Stijn Van Puyvelde (Belgium); Fengshi Wu (Australia)*.

Continuing board members: Mario Aquino Alves (Brazil) — President; Carolyn Cordery, President Elect (New Zealand)*; Kin-man Chan (Taiwan); Anna Domaradzka (Poland); Maria Faina Diola (Philippines); Dipendra K C (Thailand); Allison Youatt Schnable (USA); Ruth Simsa (Austria).

*Board members serving their second term

Report and Media Coverage of the 12th ISTR Asia Pacific Conference in December 2022

The recently concluded 12th ISTR Asia-Pacific Conference, organized by the Faculty of Business, Economics and Accountancy within the Universiti Malaysia Sabah (UMS), saw the presentation of 35 papers and 2 roundtables during the 3-day conference.


Save the Date: ISTR Latin America and the Caribbean regional conference in São Paulo, Brazil in October 2023

- PhD seminar: October 7-8, 2023
- Main Conference: October 9-11, 2023

Stay up to date with calls for contributions and apply to attend the PhD Seminar @ https://www.istr.org/page/2023LatAm.

Save the Date: 16th ISTR international conference in Antwerp, Belgium in July 2024

- PhD seminar: July 14–16, 2024
- Main Conference: July 16–19, 2024

Stay up to date with calls for contributions and apply to attend the PhD Seminar @ https://www.istr.org/page/ISTR2024.

Book Club: Non-profit Organizations and Co-production

Join author Caitlin McMullin, in conversation with Taco Brandsen, to learn more about the interaction between professionals, volunteers, and the citizenry within a non-profit organizational context. Non-profit Organizations and Co-production: The Logics Shaping Professional and Citizen Collaboration develops a novel framework for analyzing the practices of co-production between citizens and professionals in the non-profit sector. Analyzing organizations in three contexts (Sheffield, England; Lyon, France; and Montreal, Quebec, Canada), the book examines the international differences between non-profits, evidenced by the way that they variously blend or assimilate the logics of the market, state and community, and how this shapes the motivations for and approaches to co-production at the micro-level in each context.

- Wednesday, January 18, 2023 (09:00 New York; 15:00 Copenhagen; 22:00 Hong Kong)

For more information and to register online @ https://www.istr.org/events/EventDetails.aspx?id=1697137&group=.
Panel: Evolution of Nonprofit Management Education in the US & Around the World

Join Roseanne Mirabella, Patrícia Maria Emerenciano de Mendonça, Dipendra KC, and moderator John Casey in an hour-long panel discussion about the evolution of nonprofit management and third-sector education in the US and beyond. The panelists invite you to explore the needs, evolution, opportunities, and challenges of nonprofit management education, both as standalone programs and embedded in other disciplines such as public administration, social work, and political science.

- Wednesday, January 25, 2023 (18:00 Pacific Time; 21:00 Eastern Time)

For more information and to register online @ https://www.istr.org/events/EventDetails.aspx?id=1700122&group=.

Webinar: International Philanthropy and Domestic Politics — The Challenges of Regulatory Space

Northern philanthropy, often instigated by diaspora communities, has enabled Third Sector Organizations in the South to flourish. Indeed, many organizations have become resource dependent on international philanthropic flows to fund their activities. Yet, increasingly, governments are restricting these flows through regulatory and other activities, including a push for social entrepreneurship. In this webinar, panelists comprising Associate Professor Elizabeth Bloodgood, Dr. Dipendra KC, and Professor Jia Xijin, with moderator Associate Professor Fengshi Wu, will examine the regulatory space within the Asia-Pacific and internationally to question what these restrictions mean for the future of Third Sector activities.

- Tuesday, January 31, 2023 (15:00 Australia Eastern Time; 12:00 Kuala Lumpur; 9.30 New Delhi)

For more information and to register online @ https://www.istr.org/events/EventDetails.aspx?id=1697303&group=.

Book Club: Generosidad en México III: Fuentes, cauces y destinos

El Centro de Investigación y Estudios sobre Sociedad Civil (CIESC) ha llevado a cabo por tercera vez el proyecto de Generosidad en México. El proyecto Generosidad en México compila una serie de investigaciones sobre donativos, ya sea de tiempo (voluntariado), en dinero o en especie por parte de la población mexicana, hacia los individuos o las instituciones. Se analizan los resultados de una encuesta propia del CIESC sobre voluntariado, el peso de la filantropía en las donatarias autorizadas como receptoras y también como donantes a partir de la base de transparencia del SAT, la filantropía transfronteriza mediante una gran variedad de fuentes. La primera edición fue en 2012 y la segunda en 2017, en octubre de 2022 presentamos la tercera que, además, incorpora unos casos cortos de fundaciones donantes ante el Covid e introduce la conceptualización de inversión social por parte de las empresas.

- Tuesday, February 7, 2023 (10:00am México; 13:00 Brazil)

For more information and to register online @ https://www.istr.org/events/EventDetails.aspx?id=1697277&group=.

Contribute to the newsletter!

Please email the co-editors if you are an ISTR PhD seminar alumnus (from whichever year) and would like to serve as a contributing editor for the column on Jobs Board & Advice.

Please email the contributing editors of the respective columns if you are an ISTR PhD seminar alumnus and have a story to share. You can also nominate a current ISTR member or an ISTR PhD seminar alumnus to be featured in the newsletter.
Alumni Spotlight: stories from the field

By Ali Baker Hamoudi & Shiqi Peng

This column is all about our alumni—who they are, what they have done, where they have been, and where they are now. Each issue will feature interviews with alumni with practitioner and academic backgrounds who work in different fields and across different geographic regions. Featured alumni will share their experiences as ISTR members, attending the ISTR PhD seminars, and their career pathways. By sharing these stories, we hope our readers can benefit from the wealth of experiences that the ISTR PhD seminar alumni network offers.

How Our ISTR Experiences Shaped Our Research: A Chat with Two PhD Seminar Alum from 2020 and 2021

In this column, we speak to PhD candidates Lu Ke (University of Hong Kong) and Ali Bakir Hamoudi (University College Dublin) who attended ISTR PhD seminars during the first two years of COVID-19 in 2020 and 2021, where lockdowns and strict border controls restricted traveling. Below, they share how the ISTR virtual conferences and PhD seminars supported their research during COVID-19, as well as the research and third sector activities they are involved in.

How would you describe yourself and your work in the third sector: academic/scholar, practitioner, or both?

Lu Ke [LK]:

I describe myself as a ‘pracademic’—a scholar and a practitioner. On the one hand, I’m a PhD candidate in the Department of Social Work and Social Administration at the University of Hong Kong. My research focuses on the scaling of nonprofit organizations. On the other hand, I’m an invited researcher at the China Alliance of Social Value Investment. I’ve engaged in projects, published practical reports on sustainable finance and Environmental, Social, and Governance, and empowered hundreds of social enterprises. In December 2021, I founded a nonprofit organization—Find Charity. Our mission and vision are to build a bridge between the benevolent individuals in China and NPOs with charitable accountability. As of December 2022, we have gathered over 130 volunteers and established an online organizational database of 594 nonprofit organizations in 55 different service areas, including education, poverty alleviation, environment protection, and health.

Ali Bakir Hamoudi [ABH]:

My answer has changed over the years. If you asked me this question 10 years ago, after I received my undergraduate degree, I would, without a doubt, say that I see myself as a practitioner. I was strongly averse to academia and believed it offered little for humanity. I worked in the public sector in Iraq because I believed I could offer my services and bring positive change. After a few years, I realized what I could offer was limited because I had limited knowledge, and that’s when I enrolled in graduate school. After receiving my Master’s degree, I worked in the newly established institute of higher education in Iraq. There, I saw the importance of generating practical knowledge that practitioners can use. But without a doctoral degree, I found I could not contribute much to my field. I later applied for a PhD, and that is where I am now—in my fourth and (hopefully) final year!

Why you were interested in joining ISTR and participating in the PhD seminars? What aspects of the PhD seminars were you most impressed by?

LK:

My first ISTR PhD seminar was in 2021, when I was in the third year of my PhD program. I thought it was essential to connect with my peers and get feedback on my research. Though I would have preferred an in-person PhD seminar, the virtual PhD seminar was still a fantastic experience. Every participant was engaged in the discussions and provided constructive suggestions to each other. I was also wowed by the diversity of attendees attending the PhD seminar. There were participants from different continents and academic disciplines, and of different ages and gender. I’m deeply impressed by the multinational connections of the ISTR PhD seminar alumni community.
My first ISTR PhD seminar was held in 2020. We were supposed to meet in Montreal, but we met online instead. The COVID-19 period was an extremely difficult time for me. I was on the verge of quitting my PhD program. Prior to attending the ISTR PhD seminar, I did not pass my transfer assessment and felt my research was going nowhere. But I thought I would join the PhD seminar in the hope I could get something useful out of it. I was taken aback by what I had gained from attending the PhD seminar. It gave me a new sense of hope that my research had value and I received a very clear set of ideas on how to move forward with my work. I say this without hesitation: the success of my research career is largely because of the ISTR PhD seminars I attended over the years.

How has ISTR influenced your work and research?

ABH:
ISTR has a strong influence on my work. My PhD program is in the School of Social Policy at the University College Dublin, and most researchers in my program focus on studying the public sector. I am one of the few whose research focuses almost entirely on the third sector. Through ISTR, I am connected to the giants in my field of research, and I am treated as an equal member. This has allowed me to excel in my research. My first major publication came about through a collaborative project with other ISTR members and was published in a new book, *A Research Agenda for Civil Society*, in which I have a contributing chapter (see Chapter 6).

LK:
There are both short-term and long-term influences. The short-term influence of the ISTR PhD Seminar was the feedback and great suggestions I received for my research, which gave me ideas and inspirations for developing my thesis and extensions to my work. As for the long-term influence, I’m lucky to have a very active and supportive group with six international PhD. students and our two mentors: Dr. Helen K. Liu from National Taiwan University (Taiwan) and Dr. Megan Paull from Murdoch University (Australia). I keep in regular contact with my cohort of PhD students. In the past year, we have held online meetings every two or three months. We shared and exchanged our current research status, learning process, feelings, and other useful information, such as tips on job searches. I really appreciate my group of international peers and their support.

Do you have any suggestions for the ISTR community and specifically for PhD students and early career researchers?

LK:
I suggest setting up a global profile database and a shareable platform for third-sector researchers, especially those early in their career. For PhD students, being practical is very important. We could invite recent PhD graduates to share their stories with those experiencing challenges with their PhD projects. It would also be a wonderful opportunity for newly graduated PhD students to share key takeaways from their doctoral projects and research and because their degree has been conferred, they can serve as encouragements to their peers.

ABH:
Other than developing a transportation portal that allows us to travel large geographical distances instantaneously, I don’t really have a suggestion to offer. From my experience, ISTR is an extremely supportive community that carries out its mission well. It is unfortunate, however, that I can only meet and interact with my peers via Zoom, which is not as lively as in-person interactions. If ISTR can provide more support and facilitate the visa application process for members from developing countries, that would allow them to attend ISTR conferences in person. Alternatively, ISTR can make it a priority to organize conferences in locations that do not have visa requirements that make it nearly impossible for members from certain countries to travel to.

Lu Ke is a fourth year PhD candidate at the University of Hong Kong’s Department of Social Work and Social Administration and participated in the virtual PhD seminar in 2021. Ali Bakir Hamoudi, a fourth year PhD candidate at University College Dublin’s School of Social Policy, Social Justice and Social Work, attended the ISTR PhD seminar in 2020.

**Note from the column’s contributing editors:** Please get in touch with us if you would like to share your experience about how attending the ISTR PhD seminars and being part of the PhD seminar alumni community have benefitted your research or career. We look forward to amplifying your voices!
Third Sector Career Pathways

By Rachel Biaz & Jessica Joy Gilles

In this column, ISTR PhD seminar alumni and ISTR members will provide insights into the skills, knowledge, and experience necessary to get started in or to excel in a particular career, as well as how to make best use of your doctoral journey to get a head start. Interested in a career in academia? In this Q&A, we speak to Dr. Adriana Loson-Ceballos (ISTR PhD Seminar Alumni 2018) who co-founded Colmena Consulting. She shares with us her experience creating her dream workplace, while holding an academic role at the University of San Diego.

Integrating Practice with Academia: An Interview with Dr. Adriana Loson-Ceballos

Background: Adriana and Jessica Gillies, the contributing editor of this column, formed a friendship during the 13th International ISTR Conference in Amsterdam in 2018, which was hosted by Vrije Universiteit. In keeping with Jessica’s research topic of human trafficking, she makes a conscious effort to be an informed consumer and is careful of where she spends her money and ensures her spending conforms to her values. Well, Adriana blew Jess’s mind when she explained her motive for developing Colmena Consulting, which was underpinned by her desire to earn money from sources that conform with her values. Adriana agreed to an interview for our column, and this is what she had to say.

In our interview, Dr. Loson-Ceballos speaks passionately about her role as an evaluation and research consultant, as well as her experience in co-founding Colmena, a cooperative of changemakers devoted to creating a just social impact sector that is working toward our collective liberation. Dr. Loson-Ceballos describes fellow co-founders at the worker-owned consultancy Colmena (Spanish for hive) as a team of worker-bees, collaborating to create a workplace where they each want to go to work, and which serves philanthropy and nonprofit organizations in the United States.

What motivated your shared focus on practice and academia?

I was constantly in school, and a professional. I think that the biggest frustration that I had was how little the arrows of knowledge actually pointed to one another. I was seeing things the nonprofits were doing that were groundbreaking, super innovative, really powerful, and impactful. Yet, they were not speaking to academia in a way that academia took them seriously.

Meanwhile, academics were collecting all of this data and doing all these things and not really knowing how to communicate their findings to the nonprofits. And so, there was that aspect of it where I thought, these folks are not talking to each other. These folks don’t trust each other.

When I read research that had some sort of stakeholder engagement, it was done in such a way that was very extractive. It privileged this idea that knowledge is out there to be observed, hunted, and consumed, rather than to see folks as partners in the research design and also that it was of utility to them. I wasn’t seeing research serve that utility.

I have found that neat space where I am pushing back on practices and that allows nonprofits to engage their communities in a way that says, “what infrastructure do you need to collaborate better,” versus “prove to me that your work is worth investing in.”

Do you integrate real-world related topics and viewpoints into your teaching?

Yes, it is imperative that research and academia be useful. There is potential for real-world examples to start to elevate practices that academia can do descriptive or exploratory research around. That is the part that I spend a lot of my time on because most of my clients are focused on culture change work, and so it is mostly movement based. This is something that is difficult to process because, first, we are not working in a vacuum. Second, what do we do right now when we are in moments of retrenchment? For example, right now there is a huge white backlash and patriarchal backlash to all the wins that social movements have made in the United States.

What do you do at those junctures when you are supposed to report on progress, but you are in a state of trying to hold on to your wits? Or worse, where you kind of have to backtrack so that you can pivot. I think that real world models like that are interesting because they force us to think about how we track the change that we want
to make. They also force us to think about research and progress in ways that are not linear, so that we understand the journey that we may go on as we create that change. Real-world examples are good for that.

As a practitioner and a scholar, what are your experiences with virtual teaching, learning and practice in and beyond the COVID era?

I’ve attended a lot of conferences that are virtual, and now they are hybrid. Part of me has tried not to attend them to sort of see what we think we should do. I get stuck because I feel like we are in a situation where we pivoted into virtual in a way that tried to mimic in person, rather than reimagine how we would come together if we had designed it to be virtual.

The initial attempts were not good. However, at least in the United States, it was a time when disability justice activists were able to say, we’ve been asking for this for years, for decades even, for spaces to be more accessible and more virtual. As a result, I think there is huge potential to have virtual-ness become an equalizer in whose voices get to be heard.

I also think there is a way to teach virtually. I get more out of teaching virtually than I do in person. There is much more that I can use in terms of technology to enrich the actual way in which things are practiced. It’s much more hands on, and I think that creates a huge benefit.

I think that there are some long-term effects when we really move our point of view from ‘I’m trying to adapt what I was doing, to this new setting’, to ‘this is a new setting, what would we do’? And I think that presents a huge opportunity.

Note from the column’s contributing editors: Please email us if you are an ISTR PhD seminar alum or a current ISTR member working in academia, the private sector, or the third sector, and would like to be featured. You can also nominate another ISTR PhD seminar alum or a current ISTR member to be featured in this column.
Opportunities for Collaboration & Calls for Papers/Applications

By Anna Reggiardo & Nur Azam Anuarul Perai

Have you always wanted to find collaborators to publish a journal article, work on a report detailing best practices, or apply for grants? Would you like to collaborate with other ISTR PhD seminar alumni to write a manuscript, submit grant applications, find guest speakers, or organize a symposium or workshop? Use our column as a resource to find collaborators! This column will list opportunities for our ISTR PhD seminar alumni to connect and collaborate with academic scholars and practitioners/professionals working in the third sector or researching the third sector and its activities.

Calls for Papers and Applications

1. **Call for Practice Papers: Voluntary Sector Review**  
   **Deadline: Open Call**

   Do you have lessons to share that would strengthen the work of voluntary sector organisations? If so, publishing a practice paper in the Voluntary Sector Review could be the way for you to make an impact on how these organisations realise their goals.

   Voluntary Sector Review is an international peer-reviewed journal published by Policy Press in association with the Voluntary Sector Studies Network (VSSN). A unique feature of Voluntary Sector Review is the combination of papers aimed at academic, policy and practice audiences.

   To strengthen the practical impact of academic writing and research, Voluntary Sector Review actively encourages the submission of specific, focused practice papers. A practice paper is shorter and less formal than a full academic research paper and is an opportunity for practitioners and academics to reflect on practice-based learning that could be useful for others working in similar organisations. Information on how to write a practice paper is available on the journal’s website.

   For further information or to discuss whether your project could be the subject of a practice paper, please contact the Practice Editors at Voluntary Sector Review: Alison Body (a.m.body@kent.ac.uk); Francis Davis (francis@davis@gmail.com) or Iwona Nowakowska (insd2@aps.edu.pl).

2. **Call for Papers: 39th EGOS Colloquium [Italy]**  
   **Deadline for submission: January 10, 2023**

   The 39th annual colloquium European Group for Organization Studies (EGOS) 2023 “Organizing for the good life: between legacy and imagination” will take place on July 6–8, 2023, in Cagliari, Italy. Two conference sub-themes may be of particular interest for ISTR members: the 3rd sub-theme on Social Impact in, and through, Civil Society and the 4th sub-theme on Social Movements and Organizations: Outcomes and Secondary Effects.

   Find more information @ https://www.egos.org/2023_Cagliari/SUB-THEMES_Call-for-Short-Papers.

3. **Call for Papers: From Corporate Artification to Artification in the Third Sector**  
   **Deadline of abstract submission: January 31, 2023.**  
   **Deadline of first manuscripts: April 30, 2023.**

   The Journal of Philanthropy and Marketing is inviting submission for papers exploring artification in corporate and non-profit environments. Artification is the process where non-art objects are transformed into and socially accepted as art.

   The co-Editors of this Special Issue are Alex Turrini (Bocconi University, Italy), Marta Massi (Athabasca University, Canada), and Chiara Piancatelli (SDA Bocconi School of Management, Italy).

   The full call can be found @ https://onlinelibrary.wiley.com/pb-assets/Call%20for%20Paper_Artification_Turrini_Massi_Piancatelli[6971]Edited-1666430619707.pdf.
4. **Call for Application: Seminar on Social Entrepreneurship and Philanthropy [France]**  
*Deadline for application: February 1, 2023*

ESSEC Business School and HEC Liège are hosting a seminar on social entrepreneurship and philanthropy on 25-26 May, 2023 in Paris, with Elisabeth Clemens (University of Chicago) and Ignasi Marti (Esade) as guest speakers.

The seminar aims to support junior scholars—doctoral students and postdoctoral researchers—who are doing research on social entrepreneurship and philanthropy, or at the crossroads of both fields. The seminar will enable junior scholars to critically debate the literature on social entrepreneurship and philanthropy and their theoretical underpinnings, learn to develop and craft research papers about social entrepreneurship and philanthropy, strengthen ongoing research and locate it on the “map” of social entrepreneurship and philanthropy, and develop ties with emerging and senior scholars in the burgeoning research community.

All doctoral students and postdoctoral researchers in social and management sciences who are interested in the theme are welcome to apply.

To apply, send a 2-page extended abstract of a research project and your current CV to brandtner@em-lyon.com. Participants will range in seniority and will comprise graduate students who are defining their dissertation work and postdoctoral scholars wrapping up their projects.

More information and the full call can be found @ https://emes.net/news/sephi-seminar-on-social-entrepreneurship-and-philanthropy-call-for-applications.

5. **Call for Papers: 11th International Conference European Research Network on Philanthropy 2023 [Croatia]**  
*Deadline: February 12, 2023*

The 11th International Research Conference of the European Research Network On Philanthropy (ERNOP), on the theme “Philanthropy and crises: Roles and functioning of philanthropy in times of societal upheavals”, will take place from June 29–30, 2023 at the Faculty of Law of the University of Zagreb, Zagreb, Croatia. The conference will welcome scholars from all disciplines and also practitioners of philanthropy.

Professor Michael Meyer, who is the head of the Institute for Nonprofit Management at WU Vienna (University of Economics and Business), will deliver the keynote address. To present at the conference, submissions of a short abstract and a full working paper are required.

More information and the full call can be found at: https://ernop.eu/conference2023/.

6. **Call for Application: 6 Postdoctoral Fellowships–Bruno Latour Fund [France]**  
*Deadline: Spring 2023*

The Sciences Po American Foundation is launching a call for applications for postdoctoral fellowships as part of the Bruno Latour Fund, a postdoctoral research program on environmental and climate transformations.

The scientific program is ambitious in its scope and will host young social scientists at Sciences Po’s Paris campus. The program aims to host young social scientists who wish to build a collective and multidisciplinary initiative on how ecological and climate crises are reshaping the contemporary economic, social, legal and political order, and how they invite us to reconsider our history.

The postdoctoral contracts last 36 months and successful applicants will start in Autumn 2023.

The full call can be found @ https://www.sciencespo.fr/histoire/fr/node/89129.html.
7. **Call for Expression of Interest: Scientific Trainees – Joint Research Centre of the European Commission [5 European countries].**

*Deadline: March 2023*

The JRC is recruiting scientific trainees in thematic areas relevant to the organization.

As the science and knowledge service of the Commission, the mission of the Joint Research Centre is to support EU policies with independent evidence throughout the whole policy cycle. The JRC is located in 5 Member States (Belgium, Germany, Italy, the Netherlands and Spain). The place of traineeship can be one of the following JRC sites: Ispra (Italy), Geel (Belgium), Petten (the Netherlands) or Karlsruhe (Germany).

The JRC focuses on strengthening the knowledge base for policymaking; global challenges (health; culture, creativity and an inclusive society; civil security for society; digital, industry and space; climate, energy and mobility; food, bioeconomy, natural resources, agriculture and environment); innovation, economic development and competitiveness; scientific excellence; territorial development and support for Member States and regions.

More information and the full call can be found @ [https://recruitment.jrc.ec.europa.eu/?type=GT](https://recruitment.jrc.ec.europa.eu/?type=GT).

**Note from the column’s contributing editors:** Please email us if you are an ISTR PhD seminar alum or a current ISTR member and would like to find collaborators for projects related to the third sector and its activities. Do also contact us if you want to disseminate a call for papers or grant applications, especially if it is aimed at PhD students or early career researchers 3–5 years post-PhD, and we will publish the information in the next issue of the newsletter.
“Dear Faculty / Practitioner”

By Mercy Kibe

This column offers a space for young scholars and junior faculty to tap into the wisdom and experiences of seasoned scholars and experienced practitioners as they advance in their career and scholarly journey. It is well known that PhD students, recent PhD graduates, and junior faculty face a myriad of challenges that can impact on their dissertation writing, research projects, or career development. Often, they do not find or develop the support system they need to excel in their academic or career pursuits. Here, we offer an opportunity for them to ask questions and seek advice or guidance.

Difficulties Recruiting Participants for Research

Dear Faculty,

I am currently struggling to recruit participants for my research.

I want to engage with NGO beneficiaries of grants from UK-based philanthropic trusts and foundations based in Africa about their experiences of applying for funding.

I have identified a number of beneficiaries from these trusts and foundations’ annual reports and websites and have now started contacting these groups to ask them to participate in my research.

However, the trusts and foundations I contacted have largely been unresponsive, and those who have responded are seeking some sort of financial compensation.

What is the correct course of action in this case? What are the ethical implications if I offer financial incentives to participants? How will this affect the potential objectivity/subjectivity of my research? What steps can I take to mitigate any negative implications?

— Anonymous

Reply #1:

This is sadly a common difficulty faced by researchers who seek data on beneficiary institutions and especially if the communication and request is made via letter or email. Most non-profits are understaffed and don’t have an information officer or someone dedicated to dealing with public inquiries. They may also not trust a stranger’s motives in asking for grant or financial information.

If possible, try to make an appointment to visit in person. Explain that none of the information given to you will be identified by the organization by name. You might even stop by during business hours to see if a responsible person would be willing to speak with you briefly.

There is no hard and fast rule about giving gifts or small compensation to study respondents, and it may be warranted with individuals who take transportation or are otherwise making an effort to participate in your research. But in this case, I am opposed to paying for information from an organization.

Perhaps you could take a box of chocolates or other small treat for the staff if you visit? I hope this will be helpful. Be persistent and you will succeed!

— Dr. Barbara Ibrahim, The American University in Cairo (Egypt)

Reply #2:

During my career as a professor, I have realized that engaging with international participants can indeed be difficult. Your concerns regarding data quality and authenticity are always an issue.

Almost any attempt to cut across social and economic differences runs a significant potential of duress. For instance, if working with affiliates of an international foundation, I often seek to gain authorization and commitment from the foundation, but this could bias responses toward the power differential inherent in grantee/grantor relationships.

Page 11 of 22
The desire and need for community-based organizations to be compensated for their time and information is perfectly valid and increasingly expected. These organizations are often burdened with information and data requests that provide little to no instrumental benefit to them.

As researchers, we need to think carefully about the data requests we seek from community-based organizations and consider how that information belongs to the respondent and their respective communities.

No easy answers to get this kind of data. Best of luck with your research.

— Professor William A. Brown, Texas A & M University (USA)

Note from the column’s contributing editors: Please email the contributing editors of this column if you are an ISTR PhD seminar alumnus and would like to submit a letter and seek advice from an academic or professional in the private and third sectors, or if you are a current ISTR member (academic or professional) and would like to respond to a letter.
Studying the Third Sector: methods, theories, and insights

By Elaine Xu & Nur Azam Anuarul Perai

Promote your third sector research and evaluation reports, journal articles, book chapters, or doctoral theses in this column, which will primarily showcase the works of our ISTR PhD seminar alumni. If you have developed tools or created resources to study the third sector and its activities, you are also welcome to promote them. Write to us if you would like to be part of our column’s Q&A on the methodological, legal, and ethical aspects related to studying the third sector.

Works Published by Our PhD Seminar Alumni

JOURNAL ARTICLES


REPORTS / ANALYSIS / WORKING PAPERS

Schnable, A., Appe, S., & Richardson, D. 2022. “Grassroots aid survey: Key findings on small international development nonprofits.” https://doi.org/10.7912/96vr-w358

BOOK CHAPTERS

https://doi.org/10.4337/9781800378155.00013


https://doi.org/10.4337/9781800378155.00021

Note from the column’s contributing editors: Please email us if you would like to promote your publications about the third sector. We will prioritize the promotion of works by our ISTR PhD seminar alumni (self-nominations are welcomed).
Tips for Thesis Writing & Examination

By Jeonghwa Yang & Peiyao Li

This column aims to provide valuable information and beneficial suggestions for doctoral students to better prepare for both the thesis examination and writing their thesis. Graduate programs show significant diversity around the world. We plan to describe different systems of doctoral examination and thesis in multiple countries/contexts by checking program descriptions in different countries and collecting information from ISTR PhD seminar alumni. Additionally, postgraduate students sometimes have difficulties obtaining sufficient information related to these tasks and struggle with moving on. In order to better understand their challenges in preparing for examinations and developing theses, we plan to interview junior PhD students to collect their needs and then interview senior PhD students and faculties to provide tips for them. Recommending books or articles about how to write a thesis is also part of our column.

PhD Programs and Dissertation Process: A US Perspective

PhD programs vary throughout the world and even within the same country. The requirements of these programs are different from school to school. In this issue of the newsletter, we are starting with the PhD programs in the United States. This column will provide an overview of PhD programs and dissertation process in the US and to share valuable suggestions from Dr. Ruth Hansen, an ISTR PhD seminar alumnus and an assistant professor at the Institute of Nonprofit Management Studies at the University of Wisconsin-Whitewater.

Process of PhD Programs in the United States

In the United States, there are generally three steps to receive a PhD degree: completing coursework, passing a comprehensive examination/qualifying examination, and defending a dissertation. PhD students will usually take requisite courses for the first two years. Coursework typically comprises core, electives, and dissertation courses. Whilst completing their coursework, students can gain expertise and explore ideas for potential research topics. Once the coursework is completed, doctoral students will take oral and/or written comprehensive exams. The exam’s content would cover the coursework and the student’s research interests. US universities vary in their organization of comprehensive exams.

Dr. Hansen explains how qualifying exams was structured in her PhD program at Indiana University: the exam includes three parts, including general knowledge in nonprofit and philanthropic studies, social science methodology, and a humanities exam about either the history of the philanthropic sector or ethics. Some universities organize a dissertation-oriented comprehensive examination to help students better prepare their dissertation proposal and clarify research questions. Since there is a diversity of the comprehensive exam, it is beneficial for PhD students to ask the program director or advisor for more information about the comprehensive exam at the early stage of the PhD program to better understand the requirements and prepare for it.

A dissertation is the final step of a PhD program in the US. Completing the dissertation is the main part of the program. Students develop their research topics or questions as the first step of the dissertation, followed by conducting a review of the literature, collecting data from diverse sources such as archival data, surveys, interviews, field observations, or experiments, then analyzing data, and finally, writing the dissertation draft. If you successfully defend your dissertation, you will be conferred with your PhD degree!

Strategies for Dissertations

As mentioned above, there are at least four distinct steps to finish a dissertation: (i) developing the idea for the dissertation; (ii) choosing a dissertation format; (iii) collecting data; (iv) analyzing data and writing a dissertation.

Dr. Hansen explains the multiple approaches that students used to develop their dissertation research project. Some students use a deductive approach. They have an original idea and participate in seminars and workshops related to the topic so that they can better develop their research questions. Drawing on her personal experience, she shares that an inductive way is also effective for students to develop the dissertation research questions. She said, “Within every class, I chose whatever really appealed to me and explored that. And then, when I was done with my coursework, I lined up all the projects I’d done, and I asked, ‘What is the through line between these?’ And that’s how I refined my topic.”
Regarding the dissertation format, in many universities, students can choose to write a traditional monograph-style dissertation or three essays. The three-essay dissertation should include an introduction, three distinct papers, and conclusions. Each piece must include a literature review, methodology, and findings. A monograph-style dissertation has at least seven chapters, typically, introduction, literature review, methodology, analysis, findings, discussion, and conclusion.

Dr. Hansen emphasizes that the decision of which format to choose depends on the research questions and what is being accomplished. She gave an example of her monograph-style dissertation, which used both experimental and interview data. She said, “I did a chapter for the experiment. I did a chapter for the interviews, and then I used the conclusion to put them into conversation with each other.” The connection and conversation are critical for a monograph-style dissertation. In her case, she included the discussion for each part of the study within the chapter dedicated to that method.

Research methods and data collection are LAO driven by research questions. The aim is to choose the right methods to answer the research question. Dr. Hansen illustrated it as, “I started from what am I trying to examine? And then how can I examine that?” She also suggests that it is helpful to choose multiple methods classes and seek help from dissertation committee members for support. Different methods courses provide an opportunity for students to get access to diverse potential methods for the dissertation. Moreover, seeking help and learning from the members of the dissertation committee are beneficial approaches, as Dr. Hansen mentioned.

Research students would know that data analysis and writing are time-consuming tasks. Managing one’s time and working productively are critical. Figure 1 (below) shows an example of Dr. Hansen’s strategy for time management. She created the to-do tracker and lists tasks associated with different obligations and roles. The tracker not only helps to keep track on important things but also being able to record accomplishments and crosses things off to keep herself encouraged.

<table>
<thead>
<tr>
<th>This week</th>
<th>Teaching</th>
<th>Research</th>
<th>Service</th>
<th>Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Range</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Done</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Figure 1. To-Do Tracker.*

Another important suggestion Dr. Hansen provides is to leave 15–30 minutes to write the dissertation every day. She mentioned, “It is okay to have just small chunks done because they build over time. If you spend several days where you are focusing on other things, then you get out of the headspace that you need to be in to write your dissertation.”

**Additional Suggestions and Book Recommendations**

In addition to her advice on dissertation writing, Dr. Hansen also offers two valuable suggestions for PhD students to take on board. She first points out that it is important to build network and seek collaboration. The collaboration can be started with conferences, such as ISTR PhD seminars, and classes. Doing a PhD is not the time for students to be shy and feel reluctant to interact with other faculty and ask for collaboration. With regards to maintaining one’s mental health, she suggests PhD students “talk to your peers, have other doctoral students who you can talk to and share things with.” Having a hobby is also helpful. Because “you have something that is not your dissertation to remind you that you are a person, and it also brings joy into your life in another way.”


Dr. Hansen made a significant contribution to this column’s content. We very much appreciate her time and support.

**Note from the column’s contributing editors:** Please email us if you would like to be interviewed or share your experience with thesis writing, defense, and examination with the PhD students and faculty in our alumni network.
Jobs Board & Advice

By Lesley Alborough

The aim of this column is to profile and highlight various existing and emerging jobs boards within academia and the third sector across various regions. We also hope that, in time, this space will become a “go to” for those seeking their first role post-PhD or just their next step in academia or research within the sector. We will also provide CV, resume and application advice that is relevant to the parts of the world the alumni will be job seeking in whether this is in your home country or further afield.

Finding a Research Job in Belgium

Welcome to December 2022’s exploration of third sector research jobs opportunities in a country near (or not so near) to you. The aim of this column is to take readers on a journey through different countries and regions and explore the type of third sector research roles that exist and provide resources and links to job boards and advice.

In this edition, I have ventured into Belgium in Europe. An odd choice perhaps, as the interviewee for this column, Dr. Mieke Berghmans, quips: “would you want to work in Belgium?” Jokes aside, Belgium is a great choice if you are looking for your first job post-PhD. Brussels is not only being the capital of Belgium but also of Europe. It has a well-developed third and international development sector, a vibrant funding sector, and a mature third sector research environment. Teaching and researching in English is accepted and sometimes, you are offered support to learn Dutch and Flemish, the local language. Working in Brussels is a good way to enter and connect with the wider European third-sector research community.

I met Mieke, an ISTR PhD seminar alumni, in Stockholm in 2016. She obtained her PhD in 2019. At that time, she felt ready to apply her unique skill set in international development outside of academia. Prior to graduation, she began reaching out to the international development community in Belgium and joined a co-operative research consultancy shortly after. Mieke spent 6 months in this role and developed her research skill set during that time. However, the work environment was a very fast-paced and having to focus on clients’ research needs left little space for the more in-depth research and high-level thinking that her PhD and academia offered. So, when she was offered the opportunity to apply for a five-year lectureship at Leuven University with her former supervisor, she did, and has been there ever since.

There are trade-offs, however. Mieke has a teaching-focused role, so research takes place in the spaces around her job responsibilities. In fact, this is common for many early career researchers across Europe. What this meant was a choice between committing long(er) hours or settling for doing less research. Whilst Mieke has a fairly long contract, it is not permanent, and she now has to consider what and where her next move may be. She has kindly shared some Belgian job search resources below.

Mieke observes that, like many other regions worldwide, Belgium produces far more PhD graduates than there are roles in academia. Securing a full-time position is hard and often takes years of accepting shorter-term roles to get there. Also, securing post-doctoral positions can be incredibly competitive and these too, are usually short-term contracts. Like the UK, academic job titles do not necessarily tell you what the nature of the job will be, as they vary from institution to institution. When venturing outside of academia, job titles and structures can be just as unclear. However, Mieke says you can get an idea of opportunities in the field by exploring the roles advertised in the resources she provided.

Mieke seemed quite calm about her next steps. Her experience of working both outside of and within academia has prepared her for various research (and non-research) environments and she is much clearer about what she wants and does not want from a research role. Her advice is to cast the net widely and be willing to take on non-traditional roles/routes. Based on my observation of Mieke’s career developments, it’s clear that building and maintaining relationships have been key to her employment post-PhD. It’s worth building in time to maintain these relationships and reaching out to those you know regularly. And keep exploring—we are, after all, researchers.

Job search resources – Belgium:

1. For roles at universities, it’s best to go directly to university websites. Here’s a list of all the universities in Belgium: [https://www.universityguru.com/universities-belgium](https://www.universityguru.com/universities-belgium)
2. VDAB is the official website of the Flanders Employment Service. It lists roles from across all sectors in Flanders and Belgium, including academia. The job board is only in Dutch, however: [https://www.vdab.be/](https://www.vdab.be/)
3. English speakers should head to https://www.jobsinbrussels.com/ which advertises some research roles, but also roles across all sectors.

4. Another useful site is Euro Brussels https://www.eurobrussels.com/, which lists jobs in various sectors including academia and the third sector across Europe.

5. And finally, it is worth keeping up to date with the European Commission’s job website, https://eures.ec.europa.eu/index_en, which lists vacancies across European and Belgium.

Research Degree Scholarship Opportunity

Australia:

Griffith University is offering a scholarship for a PhD student to undertake research on a project entitled Developing a National Rural Volunteering Roadmap (2025-2035), which is funded by an Australian Research Council (ARC) Linkage grant. The multidisciplinary project team is led by Associate Professor Lockstone-Binney and includes Professor Kirsten Holmes (Curtin University), Professor Amanda Davies (University of Western Australia) and Professor Melanie Oppenheimer (Australian National University). The PhD project will be co-supervised by Associate Professor Kevin Filo (Griffith University).

The primary focus of the PhD role is to work under the supervision of the project lead Associate Professor Leonie Lockstone-Binney to investigate the personal (individual) factors affecting volunteering supply in rural Australia to uncover how an individual’s participation in rural volunteering changes over time and at different stages of their life. The evidence base from the PhD project will inform the Roadmap, the key deliverable of the broader project.

Get more information about the research project, scholarship details, and the application process @ https://www.griffith.edu.au/research-study/scholarships/developing-a-national-rural-volunteering-roadmap.

Note from the column’s contributing editor: If you would like to share job opportunities related to the third sector (though not necessarily in the third sector) or would like to dispense advice on job search and applications, please email me. We are also looking for another contributing editor for this column. If you are interested in taking on this role, please email the newsletter’s co-editors at istr.phd.newsletter@gmail.com.
Co-Editors of the Newsletter

Please write to us if you have feedback to share or want to suggest story features.

Dr. Lesley Alborough
Social Research Specialist
Research Environment,
The Wellcome Trust (United Kingdom)
Email: L.Alborough@wellcome.org
Social media: https://twitter.com/ljalborough
Webpage: https://orcid.org/0000-0001-5183-5786

Dr. Elaine Xu, MPRIA
Lecturer in Strategic Communications
School of Humanities, Creative Industries and Social Sciences,
University of Newcastle (Australia)
Email: elaine.xu@newcastle.edu.au
Social media: https://twitter.com/uxeniale

Please email the contributing editors if you are an ISTR PhD seminar alumnus or a current ISTR member and would like to be featured or contribute content. You can also nominate a current ISTR member or an ISTR PhD seminar alumnus.

Alumni Spotlight: Stories from the Field

Dr. Ali Baker Hamoudi
PhD candidate
School of Social Policy,
University College Dublin (Ireland)
Email: ali.hamoudi@ucdconnect.ie
Webpage: https://orcid.org/0000-0003-2522-9525

Shiqi Peng
PhD student
Department of Social Work and Social Administration,
University of Hong Kong (Hong Kong)
Email: sqpeng@connect.hku.hk
Social media: https://www.facebook.com/lilianepsq

Third Sector Career Pathways

Rachel Biaz
LL.D. (Doctor of Laws) candidate
Hebrew University of Jerusalem (Israel)
Email: rachel.zeliger@mail.huji.ac.il
Webpage: https://www.hr-up.net/people/doctoral-candidates/Third-Cohort/Zeliger-Rachel/index.html
Jessica Joy Gilles
Sessional lecturer in Psychology
Southern Cross University (Australia)
& PhD candidate at the University of Sydney Australia
Email: jess.gillies@scu.edu.au

Opportunities for Collaboration & Calls for Papers/Applications

Dr. Anna Reggiardo
Post-doctoral fellow
Department of Cultures, Politics and Society,
University of Turin (Italy)
Email: anna.reggiardo@gmail.com
Social media: https://twitter.com/anna_reggiardo
Webpage: https://www.dcps.unito.it/do/docenti.pl?Show_id=areggiarlo#tab-profilo

Dr. Nur Azam Anuarul Perai
Senior lecturer
Azman Hashim International Business School,
University of Technology Malaysia (Malaysia)
Email: nurazamperai@gmail.com
Webpage: https://business.utm.my/azam_intro/

“Dear Faculty/Practitioner”

Dr. Mercy Kibe
Lecturer & human resource professional
Tangaza University College (Kenya)
Email: mercykibe@gmail.com

Studying the Third Sector: Methods, Theories, and Insights

Dr. Elaine Xu, MPRIA
Lecturer in Strategic Communications
School of Humanities, Creative Industries and Social Sciences,
University of Newcastle (Australia)
Email: elaine.xu@newcastle.edu.au
Social media: https://twitter.com/uxeniale

Dr. Nur Azam Anuarul Perai
Senior lecturer
Azman Hashim International Business School,
University of Technology Malaysia (Malaysia)
Email: nurazamperai@gmail.com
Webpage: https://business.utm.my/azam_intro/
**Tips for Thesis Writing & Examination**

Jeonghwa Yang  
PhD student  
Askew School of Public Administration  
Florida State University (United States)  
Email: jyang9@fsu.edu  
Social media: www.linkedin.com/in/jhyang0420

Peiyao Li  
PhD student  
School of Community Resources and Development  
Arizona State University (United States)  
Email: peiyaoli@asu.edu  
Social media: www.linkedin.com/in/peiyao-li-6200b123b

**Jobs Board & Advice**

Dr. Lesley Alborough  
Social Research Specialist  
Research Environment,  
The Wellcome Trust (United Kingdom)  
Email: L.Alborough@wellcome.org  
Social media: https://twitter.com/ljalborough  
Webpage: https://orcid.org/0000-0001-5183-5786

*We are looking for another contributing editor.*
About ISTR ([https://www.istr.org/](https://www.istr.org/))

Founded in 1992, the International Society for Third-Sector Research (ISTR) is a major international association promoting research and education in the fields of civil society, philanthropy, and the nonprofit sector. ISTR is an organization committed to building a global community of scholars and interested others dedicated to the creation, discussion, and advancement of knowledge pertaining to the third sector and its impact on human and planetary well-being and development internationally. As an organization, ISTR is recognized and respected for its global vision, its commitment to excellence, its collaborative approach, and the values of diversity and pluralism with which it pursues its mission.

About the ISTR PhD Seminars and Our Alumni Network ([https://www.istr.org/page/Emerging](https://www.istr.org/page/Emerging))

ISTR aims to nurture early career third-sector researchers and practitioners through targeted mentorship and investment in their development. We also present the biennial Emerging Scholar Dissertation Award to dissertations contributing to the comparative study of civil society organizations, philanthropy, voluntarism, non-governmental organizations, and related issues. Through the PhD seminars and mentoring program, we support young scholars and practitioners who examine the role and functions of third sector organizations in their countries and communities. We know our efforts will bear fruit in the social, humanitarian, policy, scientific, and cultural spheres. It is our hope that our PhD seminar alumni will continue engaging with the ISTR network, become lifelong members of ISTR, and build the field of third sector studies.

ISTR Regional Networks and Affinity Groups

- [ISTR Africa: African Civil Society Research Network](https://www.istr.org/page/Emerging) [publishes a monthly newsletter, available online]
- [ISTR Asia Pacific: Asia Pacific Researchers Network](https://www.istr.org/page/Emerging) [publishes a monthly newsletter, available online]
- [ISTR Latin America and the Caribbean](https://www.istr.org/page/Emerging) [publishes a monthly newsletter, available online]
- [ISTR Europe and Neighbors](https://www.istr.org/page/Emerging)
- [ISTR Affinity Groups](https://www.istr.org/page/Emerging) (Law and Regulation; Research on Volunteering; Teaching and Learning — each has a Google group)
- Social Innovation [Coming soon!]