

ZEESHAN NOOR, PH.D.
ASSISTANT PROFESSOR / PROGRAM DIRECTOR
Institute for Nonprofit Administration & Research
Louisiana State University in Shreveport
Bronson Hall, Room 115 | One University Place | Shreveport, LA 71115
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EDUCATION

Doctor of Philosophy, Public Affairs, May 2021
The University of Texas at Dallas | Richardson, TX

Dissertation: *“Digital Media Use by Nonprofit Organizations: Relationships, Causations, and Comparisons”*

Dissertation committee: Sarah Maxwell, Ph.D. (Chair), Elizabeth Searing, Ph.D. (Co-Chair), James Harrington, Ph.D., Paul Battaglio, Ph.D., Douglas Kiel, Ph.D., and Shariq Siddiqui, Ph.D., J.D. (External).

Master of Public Administration, May 2015
The University of Texas-Pan American (now Rio Grande Valley) | Edinburg, TX

Master of Arts in Mass Communication, June 2007
University of Karachi | Karachi, Pakistan.

Bachelor of Commerce, December 2004
University of Karachi, | Karachi, Pakistan.

RESEARCH INTERESTS

- Nonprofit Management
- Philanthropy
- Volunteering
- Communication and Social Media Engagement
- Diversity, Equity, and Inclusion (DEI)
- Organizational Leadership
- Survey-based Research

TEACHING INTERESTS

- Nonprofit Management
 - Philanthropy and Humanitarianism
 - Human Resource Management
 - Fundraising and Grant Writing
 - Communication
 - Managing a Diverse Workforce
 - Research Methods
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ACADEMIC WORK EXPERIENCE

August 2024 - Present

Assistant Professor / Director, MS in Nonprofit Administration, Institute for Nonprofit Administration & Research (INAR)

Louisiana State University in Shreveport | Shreveport, LA

June 2022 - August 2024

Research Manager / Affiliate Faculty

Indiana University Lilly Family School of Philanthropy | Indianapolis, IN

January 2023 - May 2024

Lecturer / Student Advisor

Zakat Foundation Institute | Plainfield, IN

May 2021- May 2022

Postdoctoral Research Associate, Muslim Philanthropy Initiative

Indiana University Lilly Family School of Philanthropy | Indianapolis, IN

January 2021 - May 2021 / August 2017 - December 2017

Teaching Assistant, Public and Nonprofit Management program

The University of Texas at Dallas | Richardson, TX

June 2020 - August 2020

Instructor, Public and Nonprofit Management Program
The University of Texas at Dallas | Richardson, TX

January 2018 - December 2020

Research Assistant, Public and Nonprofit Management Program
The University of Texas at Dallas | Richardson, TX

January 2018 - December 2020

Journal Staff, *Public Administration Review*
Editorial Assistant (UT Dallas)

September 2014 - May 2015

Graduate Research Assistant
Office of Institutional Research & Effectiveness
The University of Texas-Pan American (now Rio Grande Valley) | Edinburg, TX

September 2013 - May 2014

Graduate Teaching Assistant
Department of Public Affairs & Security Studies
The University of Texas-Pan American (now Rio Grande Valley) | Edinburg, TX

TEACHING EXPERIENCE

August 2024 - Present

Assistant Professor | Institute for Nonprofit Administration & Research (INAR); Louisiana State University
in Shreveport | Shreveport, LA

- NPA 763: Seminar in Planned Giving | Fall 2024 & Spring 2025 (Graduate)
- NPA 734: Nonprofit Governance and Decision Making | Spring 2025 (Graduate)

May 2023 – May 2024

Affiliate Faculty / Co-Instructor | Indiana University Lilly Family School of Philanthropy | Indianapolis, IN

- P558: Principles and Practices of Fundraising | Spring 2024 (Graduate)
- P535: Law of Nonprofit Organization | Spring 2024 (Graduate)
- PHST P530: Applied Muslim Philanthropic and Humanitarian Leadership Capstone Course | Summer 2023 (Graduate)

January 2023 – May 2024

Lecturer | Zakat Foundation Institute | Plainfield, IN

- ZFI 502: Understanding the Global Institutions of Aid and Development | Spring 2024 & Fall 2023 (Graduate)
- ZFI 501: Realizing the Localization Agenda | Spring 2023 & Summer 2023 (Graduate)

August 2017 – May 2021

Instructor | Public and Nonprofit Management Program; The University of Texas at Dallas, | Richardson, TX

- PA 4355: Management of Nonprofit Organizations | Summer 2020 (Undergraduate)

August 2017 – May 2021

Teaching Assistant | Public and Nonprofit Management Program; The University of Texas at Dallas, |
Richardson, TX

- EPPS 2301: Research Design in the Social and Policy Science | Spring 2021 (Undergraduate)
 - PA 7320: Advanced Human Capital Research and Theory | Fall 2019 (Graduate)
 - PA 2325: Introduction to Public Service | Fall 2017 & Spring 2018 (Undergraduate)
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PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

Noor, Z., Wasif, R., & Siddiqui, S. (2024). Volunteering in the Middle of Crisis and Politicization: The Role of Religiosity, Political Ideology, and Personal Experiences in Volunteerism Among Muslims and Christians During COVID-19. *Nonprofit and Voluntary Sector Quarterly*, 0(0).

DOI: <https://doi.org/10.1177/08997640241258501>

- Noor, Z., & Hersey, L.** (2024). Evolution of the “Hierarchy of Engagement” Model Over a Decade: Examining Social Media Use to Inform, Activate, and Create Community." *Journal of Philanthropy and Marketing*, 29(4). DOI: <https://doi.org/10.1002/nvsm.1877>
- Wasif, R., Siddiqui, S., & **Noor, Z.** (2024). Navigating identity through social media: Twitter use of Muslim-American nonprofits. *Voluntary Sector Review*, 1-22.
DOI: <https://doi.org/10.1332/20408056Y2024D000000018>
- Noor, Z.,** Schwoerer, K., & Siddiqui, S. (2023). Gender and Muslim philanthropy: the role of prosociality in women’s giving intention during COVID-19. *Voluntary Sector Review*, 1-20.
DOI: <https://doi.org/10.1332/20408056Y2023D000000003>
- Noor, Z.,** Wasif, R., Siddiqui, S., & Khan, S. (2021). Racialized minorities, trust, and crisis: Muslim-American nonprofits, their leadership and government relations during COVID-19. *Nonprofit Management and Leadership*. DOI: <https://doi.org/10.1002/nml.21486>
- Sabharwal, M., Varma, R., & **Noor, Z.** (2021). Ethnic Organizations and Adaptation: A Case Study of Indian Immigrant Engineers in the US, *Perspectives on Global Development and Technology*, 20(4), 317-335. DOI: <https://doi.org/10.1163/15691497-12341598>

BOOK CHAPTERS

Chapter 5: Social Media for Nonprofits (forthcoming)

Zeeshan Noor

Book: “*Public Relations for Nonprofit Organizations.*” Under contract with Sagamore-Venture Publishing.

REPORTS

Noor, Z., Siddiqui, S., Paarlberg, A., Saleem, S., & Cheema, J. (2023). Understanding nonprofit governance and DEI practices among marginalized communities for a more just & inclusive society. *Indiana University Lilly Family School of Philanthropy*. <https://scholarworks.iupui.edu/handle/1805/32005>

Siddiqui, S., Cheema, J., **Noor, Z.,** Hughes, M., Wasif, R., Samad, A., & Mofawaz, M. (2023). Muslim American Giving Report: Motivations of Giving.

<https://scholarworks.indianapolis.iu.edu/items/dbec8a85-3807-4f11-8a38-818ab5920aa2>

BOOK REVIEWS

Giving to God: Islamic Charity in Revolutionary Times, University of California Press, 2019.

Noor, Z. (2019). Giving to God: Islamic Charity in Revolutionary Times. *Journal of Muslim Philanthropy & Civil Society*, 3(1).

<https://scholarworks.iu.edu/iupjournals/index.php/muslimphilanthropy/article/view/2584>

MANUSCRIPTS UNDER REVIEW

Zeeshan Noor & Paige Moore, “Kind Enough to Vax? Decoding the Relationship between Prosociality and COVID-19 Vaccination Intent in American Adults.” *Revise & Resubmit requested by the Journal of Health and Human Services Administration*.

Zeeshan Noor, Shariq Siddiqui, Jehanzeb Cheema & Paige Moore, “Impact of Discrimination on Civil Rights Causes Support through Donations and Volunteering among U.S. Adults: Insights from a National Survey.” *Revise & Resubmit requested by the Journal of Public and Nonprofit Affairs*.

Zeeshan Noor & James Harrington, “Doing God’s Work Like Never Before: Analyzing Social Media Use of Faith-Based Nonprofits in the Context of Resource Dependency and Dialogic Communication Theories.” *Under review in the Journal of Media and Religion*.

MANUSCRIPTS IN PREPARATION

Zeeshan Noor & Jehanzeb Cheema, “*Who cares? An Experimental Study on the Impact of Social Norms on Support for DEI Initiatives among Public and Nonprofit Employees.*”

Shahrin Upoma & **Zeeshan Noor**, “*Adapting to the New Normal: Post-pandemic Hiring Practices in Public and Nonprofit Organizations*”

Zeeshan Noor, “*Same Cause, Different Strategies: Targeted Social Media Use by Public and Nonprofit Organizations in A Comparative Context*”

Zeeshan Noor & Sarah Maxwell, “*Generalists Versus Specialists: Are Public Affairs Programs Teaching What Nonprofit Employers Want?*”

REPORTS IN PREPARATION

Minority Accommodations in American Prisons Project Report 2025

Zeeshan Noor, Abdul Samad & Mariam Ajmal.

GRANTS

- **MLFA-IFANCA Minority Accommodations in American Prisons Project Exploratory Research Grant (\$40,000), 2022**
Muslim Legal Fund of America
 - **AEMS Mapping the Terrain Grant (\$3,000), 2022**
The International Institute of Islamic Thought
 - **Doctoral Research Grant (\$2,500), 2020**
Intuitive Solutions (Philanthropic Division)
 - **Young Scholars Development Grant (\$1,500), 2020**
Muslim Philanthropy Initiative, Indiana University Lilly Family School of Philanthropy
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CONFERENCE PRESENTATIONS (SELECTED)

2024 American Society for Public Administration Conference

- Zeeshan Noor, Shariq Siddiqui & Jehanzeb Cheema, *“Impact of Discrimination on Civil Rights Causes Support through Donations and Volunteering among U.S. Adults: Insights from a National Survey.”*

2023 Association for Research on Nonprofit Organizations and Voluntary Action Conference

- Zeeshan Noor, Shariq Siddiqui & Jehanzeb Cheema, *“Impact of Discrimination on Civil Rights Causes Support through Donations and Volunteering among U.S. Adults: Insights from a National Survey.”*

2022 American Society for Public Administration Conference

- Zeeshan Noor & Paige Moore, *“Kind Enough to Vax? Decoding the Relationship between Prosociality and COVID-19 Vaccination Intent in American Adults.”*

2022 Association for Research on Nonprofit Organizations and Voluntary Action Conference

- Zeeshan Noor, Rafeel Wasif & Shariq Siddiqui, *“Volunteering in the Middle of Crisis and Politicization: The Role of Religiosity, Social and Political Capital, and Personal Experiences in Volunteerism among Muslims and Christians during COVID-19”*
- Zeeshan Noor & Leigh Hersey, *“Evolution of the ‘Hierarchy of Engagement’ Model over a Decade: Examining Social Media Use to Inform, Activate, and Create Community.” Under review at the Journal of Philanthropy and Marketing”*

2022 International Society for Third-Sector Research Conference

- Zeeshan Noor, Shariq Siddiqui & Patrick Dwyer, *“Doing Your Part to Pitch In: An Experimental Study to Analyze Muslim’s Charitable Giving through the Lens of Social Norms Theory”*

2022 American Society for Public Administration Conference

- Zeeshan Noor, *“Same Cause, Different Strategies: Targeted Social Media Use by Public and Nonprofit Organizations in a Comparative Context”*

2021 Association for Research on Nonprofit Organizations and Voluntary Action Conference

- Zeeshan Noor, *“Gender and Muslim Philanthropy: The Role of Prosociality in Women’s Giving Behavior During COVID-19”*

2021 American Society for Public Administration Conference

- Zeeshan Noor, Shariq Siddiqui & Paul Battaglio, *“When the Going Gets Tough: How Global Countries’ Handling of the Pandemic Helped or Hurt their Citizens’ Trust in the Government.”*

2020 Association for Research on Nonprofit Organizations and Voluntary Action Conference

- Zeeshan Noor, Rafeel Wasif, Shariq Siddiqui & Sabith Khan, *“Racialized Minorities, Trust, and Crisis: Muslim-American Nonprofit Leadership and Government Relations Amid COVID-19”*
- Zeeshan Noor, Patrick Dwyer & Shariq Siddiqui, *“Faith-based Giving in Times of Crisis: Factors Influencing Muslim Charitable Giving for COVID-19 Relief”*

2019 Association for Research on Nonprofit Organizations and Voluntary Action Conference

- Zeeshan Noor & James Harrington, *“A Comparative Empirical Analysis of Social Media Behavior among*

Faith-Based Nonprofits in the United States.”

2019 American Society for Public Administration Conference

- Zeeshan Noor & James Harrington, “*Leadership and Online-fundraising: Examining the Impact of Leadership Characteristics and Style on Online Fundraising Strategy in Nonprofit Organizations*”

2019 Annual Regional Conference of Southeastern Conference for Public Administration

- Meghna Sabharwal, Roli Verma & Zeeshan Noor, “*Is the Need to Belong to Ethnic Associations in the U.S. Dying among Highly-Skilled South-Asian Immigrants?*”
- Zeeshan Noor & Doug Goodman, “*Diversity and Inclusion Policy Impact on Public Sector Employees Motivation and Retention. An analysis of Executive Order 13583: Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*”

2019 Symposium on Muslim Philanthropy & Civil Society by the Indiana University Lilly Family School of Philanthropy

- Zeeshan Noor, “*Social Media Behavior of the US-Based Muslim Nonprofits: An Analysis of Accomplishments and Missed Opportunities*”

2018 American Society for Public Administration Conference

- Zeeshan Noor & James Harrington, “*A Comparative Empirical Analysis of Social Media Behavior among Faith-Based Nonprofits in the United States*”

2015 American Society for Public Administration Conference

- Zeeshan Noor (Moderator): “*Cultural Competency: Scanning the Horizon for New Issues in Professional & Organization Development*”

2014: 8th Annual Research Conference by the Department of Social & Behavioral Sciences, The University of Texas - Pan American (now Rio Grande Valley)

- Zeeshan Noor & Lissette Reyes, “*Examining the Importance of Students Learning Outcome Assessment*”
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ACHIEVEMENTS

AWARDS

- **ARNOVA Emerging Scholar Award, 2021**
Association for Research on Nonprofit Organizations and Voluntary Action
- **David Gould Scholar Award, 2021**
American Society for Public Administration’s Section on International and Comparative Administration
- **President's Teaching Excellence Award for Teaching Assistant, 2021 (Nominee)**
The University of Texas at Dallas
- **RGV Millennial of the Year, 2016 (Nominee)**
Rio Grande Valley Millennials

FELLOWSHIPS/SCHOLARSHIPS

- **APPAM Equity and Inclusion Young Professional Fellow, 2023**
Association for Public Policy Analysis and Management
- **Wallace O. Keene Conference Scholarship, 2021**
American Society for Public Administration
- **ARNOVA Doctoral Fellow, 2020**
Association for Research on Nonprofit Organizations and Voluntary Action
- **ARNOVA Diversity Fellow, 2019**
Association for Research on Nonprofit Organizations and Voluntary Action
- **Muslim Philanthropy Initiative (MPI) Scholarship, 2019**
Indiana University Lilly Family School of Philanthropy, IUPUI
- **WSSA-Travel Enrichment Experience Scholarship, 2018**
Western Social Science Association
- **Graduate Studies Scholarship (GSS), 2017-2021**
School of Economic, Political and Policy Science, The University of Texas at Dallas
- **Graduate Research Assistantship, 2013-2015**
School of Graduate Studies, University of Texas-Pan American (now Rio Grande Valley)

HONOR SOCIETIES

- **Pi Alpha Alpha Inductee, 2015**
National Association of Schools of Public Affairs and Administration

OTHER PROFESSIONAL ACHIEVEMENTS

- Secured more than \$90,000 in grants and endowments for the Edinburg Housing Authority within the span of a year (2015-2016)
 - Led the development of communication and digital media strategy for Public Administration Review (2017-2020)
 - Managed social media accounts of the Public and Nonprofit Management program at UT Dallas. Significantly contributed to the enhancement of program visibility, which led to the improvement in the ranking of the US News and World Report graduate program from the 67th position to the 53rd position within a year (2018-2019).
 - Won two 2016 Texas Chapter National Association of Housing and Redevelopment Officials Awards for the best Annual and Year in Review reports for the Edinburg Housing Authority
 - Participated in eight award-winning communication campaigns at Manhattan International, Ltd. and MCOM Private, Ltd (Pakistan).
 - Delivered successful presentations to the General Secretary of the Election Commission of Pakistan, which played a pivotal role in the improvement of the election process during the 2013 general elections.
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DISCIPLINE SERVICE AND VOLUNTEER WORK

- **DEI Council Member** of the Indiana University Lilly Family School of Philanthropy's Diversity, Equity, and Inclusion (DEI) Advisory Council Committee, 2022 - 2023.
- **Associate Editor** for the *Journal of Muslim Philanthropy & Civil Society*, 2021 – 2023.
- **Editorial Assistant** for *Public Administration Review*, 2018 – 2020.
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
 - **Program Committee Member**, 8th Annual ARNOVA-Asia Conference, 2024
 - **Board Member**, ARNOVA Membership Committee, 2023 - 2024 term.
 - **Chair** for the Muslim Philanthropy and Civil Society Common Interest Group of ARNOVA, 2019 – 2022.
- American Society for Public Administration (ASPA)
 - **Chair** of the ASPA's Section on Professional and Organization Development (SPOD), 2023 – 2025 term; **Chair-Elect**, 2021-2023; **Publication Chair**, 2019 - 2021.
 - **Co-Chair** for the ASPA Annual Global Public Administration Capstone Panel Committee, 2020 – present.
 - **Professional Development Chair** of the Indiana Chapter of ASPA (INASP), 2023 – 2024.
 - **Student Representative** for the ASPA's South Asian Section on Public Administration (SASPA), 2019 – 2020.
 - **Publication Co-Chair** for the ASPA's Section for Women in Public Administration (SWPA), 2018 – 2020; *Nominated for the 2020 Patricia Yearwood Chapter/Section Newsletter Award.*
 - **Newsletter Sub-Editor** for the ASPA's Section on International and Comparative Administration (SICA), 2014 - 2015; *Won the 2015 Patricia Yearwood Chapter/Section Newsletter Award.*
- **Ad-hoc Reviewer**
 - Nonprofit and Voluntary Sector Quarterly
 - Voluntas: International Journal of Voluntary and Nonprofit Organizations
 - Nonprofit Management & Leadership
 - Voluntary Sector Review
 - Public Administration Review
 - Journal of Public Affairs Education
 - Journal of Muslim Philanthropy & Civil Society
- **Volunteer Consultant**, Edinburg Housing Authority, August 2016 - July 2017

- **Board Member**, RGV Millennials, Edinburg, TX, January 2015 - December 2017
 - **Board Member**, BroModels, McAllen, TX, September 2015 - July 2016
 - **Vice President**, Association of Public Affairs (APA) - The University of Texas-Pan American (now Rio Grande Valley), August 2014 - May 2015
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AFFILIATIONS

- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA); 2017 - present
 - International Society for Third Sector Research (ISTR); 2019 - present
 - American Society of Public Administration (ASPA); 2014 - present
 - Association of Public Policy Analysis and Management (APPAM); 2018 - present
 - Western Social Science Association (WSSA); 2018 - present
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CERTIFICATIONS AND TRAINING

- **Certificate in Fund Raising Management** (in progress), Expected in May 2025
Fundraising School, Indiana University Lilly Family School of Philanthropy | Indianapolis, IN
 - **Advanced Graduate Teaching Certificate**, Spring 2021
The University of Texas at Dallas | Richardson, TX
 - **Ally Training for Social Equity, Diversity, and Inclusion**, April 2019
American Society for Public Administration Annual Conference | Washington, D.C.
 - **Global Health & Humanitarianism Certificate (Online)**, December 2015
The University of Manchester | Manchester, England
 - **Teaching Academy Boot Camp**, April 2014
The University of Texas-Pan American (now Rio Grande Valley) | Edinburg, TX
 - **Diploma in Graphics Design**, December 2003
Institute of Management and Information Technology | Karachi, Pakistan
 - **Computer Hardware Certificate**, September 2002
Faran Club Computer Institute | Karachi, Pakistan
-

PROFESSIONAL WORK EXPERIENCE

May 2015 - June 2016

HR Associate / Community Facilitator

Edinburg Housing Authority | Edinburg, TX

October 2012 - June 2013

Senior Creative Manager

MCOM Private, LTD | Islamabad, Pakistan

January 2010 - September 2012

Senior Concept Writer

Manhattan International, LTD | Karachi, Pakistan

January 2009 - December 2009

Concept Writer

Manhattan International, LTD | Karachi, Pakistan

January 2008 - December 2008

Creative Executive

Manhattan International, LTD | Karachi, Pakistan

January 2007 - December 2007

Junior Copy Writer

Manhattan International, LTD | Karachi, Pakistan

TECHNICAL SKILLS AND LANGUAGES

- Qualtrics; Stata; Adobe Photoshop; InDesign; Word Press; Canvas; Moodle; Populi; Soft Chalk
 - Fluent in English, Urdu, and Hindi.
-