

# Salman Bin Habib

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## EDUCATION

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Ph.D. **Public Affairs**, specialized in Nonprofit Finance May 2027 (expected)  
School of Economic, Political, and Policy Sciences, University of Texas at Dallas

Title of Dissertation: “**Donative vs Commercial Revenue Reliance in Nonprofits: Financial Vulnerability and Program Strategy in the U.S. and Canada**”

**Committee members:** Elizabeth Searing (Chair), Eugenia Gorina, Allison Russell

M.S. **Social Data Analytics and Research** May 2027 (expected)  
School of Economic, Political, and Policy Sciences, University of Texas at Dallas

*Relevant coursework:* Applied Regression, GIS Fundamentals, Methods of Data Collection, Python Programming for Social Science, Survey Research

M.S. **Marketing Research and Analysis** 2021 – 2023  
McCoy College of Business, Texas State University

*Relevant coursework:* Research Methods, Qualitative Research, Marketing Analytics, AI and Data Visualization, Python for Marketing Analytics

B.A. **Business Administration** Aug 2019  
School of Business & Economics, North South University, Bangladesh

## PUBLICATIONS

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### *Manuscripts Submitted for Review*

**Habib, S. B.**, & Searing, E. (Revise and Resubmit). Currency of culture: Impacts of Charity Navigator's "Culture and Community" Beacon. *Nonprofit Voluntary Sector Quarterly*

**Habib, S. B.**, Searing, E., & Grasse, N. (Under Review). A financial rating system for Canadian charities: A replication of Trussel and Greenlee (2004). *Voluntas*

Parijat, N., & **Habib, S. B.** (Revise and Resubmit). Are merit and diversity in conflict? Examining diversity and inclusion in the US federal government. *Journal of Social Equity and Public Administration*.

**Habib, S. B.**, & Parijat, N. (In Press). Microfinance and Social Finance. *Encyclopedia of Social Enterprise*. (Edward Elgar Publishing, U.K.) [Under contract].

**Habib, S. B.**, & Parijat, N. (In Press). Yunus: The Man and His Contributions to Social Enterprise. *Encyclopedia of Social Enterprise*. (Edward Elgar Publishing, U.K.) [Under contract].

**Habib, S. B.**, & Parijat, N. (Under Review). Policy Disruptions and Administrative Burden: Analyzing the Evolution of DACA through Punctuated Equilibrium Theory. *Public Administration Quarterly*.

Hasib, M., **Habib, S. B.**, & Searing, E. (Under Review). Correlational and causal regression analysis. In J. A. Kerlin & Y. Chandra (Eds.), *The Elgar companion to research methods for social enterprise*. Edward Elgar Publishing Ltd. [Under contract].

## *Manuscripts in Preparation*

**Habib, S. B.**, & Gorina, E. (In progress). The impact of Texas Senate Bill 2 on municipal tax rates: Evidence from 1,100 cities.

Harrington, J., **Habib, S. B.**, Elliott, E., & McCaskill, J. (In progress). Partisan pathways: Exploring state-level politics in U.S. blockchain and cryptocurrency laws.

**Habib, S. B.**, & Hasib, Md Al. (In progress). Bureaucratic Encounters and Democratic Trust: Evidence from a 2x2 Survey Experiment on Transparency and Financial Penalties.

Benavides, A., Tao, J., **Habib, S. B.**, & RC, J. (In progress). Exploring homelessness migration in Texas and its implications for public service.

## **TEACHING EXPERIENCE**

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**PA 3306: Advanced Research and Writing for the Policy Science** Spring 2025, Fall 2026

School of Economic, Political and Policy Sciences, University of Texas at Dallas  
*Primary Instructor* | Format: Face-to-Face (Lecture)

- Designed and taught an upper-level undergraduate course examining the relationship between theory and research in the policy sciences
- Guided students in developing independent research projects on social policy domains (education, welfare, family, health care, workplace diversity)
- Integrated emphasis on research design, proposal writing, and implications for public policy

**PA 3310 / PSCI 3310: Managing Government Organizations** Fall 2025

School of Economic, Political and Policy Sciences, University of Texas at Dallas  
*Primary Instructor* | Format: Face-to-Face (Lecture)

- Taught an upper-level undergraduate course on management responsibilities, functions, and activities in government and nonprofit organizations
- Examined organizational dynamics, political values, and administrative challenges in the public and nonprofit sectors

## **ACADEMIC APPOINTMENTS**

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**Teaching Associate (Instructor)** Jan 2025 – present

School of Economic, Political and Policy Sciences, University of Texas at Dallas

**Teaching Assistant** Aug 2023 – present

School of Economic, Political and Policy Sciences, University of Texas at Dallas

- Assigned to two professors per semester, providing instructional support (grading, review sessions, course administration) and research support (data analysis, literature reviews, visualization)
- Conducted data analysis in STATA and Python for nonprofit finance and blockchain policy projects

**Research Assistant (Social Media Marketing Analyst)** June 2022 – Jan 2023

Ingram School of Engineering, Texas State University

- Designed and managed digital engagement strategies that increased web and social traffic tenfold
- Applied analytics and SEO to improve visibility of research and outreach initiatives

**Graduate Instructional Assistant** Aug 2021 – May 2022

McCoy College of Business Administration, Texas State University

- Assisted Dr. Linda Alkire and Dr. Karen Smith with undergraduate business courses, supporting over 150 students
- Graded assignments, managed attendance, and facilitated student engagement in large lecture settings
- Contributed to faculty research projects through data collection, analysis, and interpretation for scholarly publications

**Research Assistant** (Reported to Dr. Harisur Rahman) 2018 – 2019  
Department of Political Science & Sociology, North South University, Bangladesh

- Assisted faculty with class preparation and course materials
- Mentored undergraduate students during office hours and outside class

## HONORS AND AWARDS

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**Graduate Student Assembly (GSA) Travel Award** (\$500) Fall 2025  
University of Texas at Dallas

Received competitive funding to present at the 2025 ARNOVA Annual Conference in Indianapolis. Presented replication research on nonprofit financial vulnerability using Canadian charity data to test and refine the Trussel and Greenlee (2004) model, contributing to transparency and methodological rigor in nonprofit scholarship

**Betty and Gifford Johnson Travel Awards** (\$1750) Spring 2026  
University of Texas at Dallas

Awarded competitive funding to present research on the impact of Texas Senate Bill 2 on municipal tax rates at the 2026 American Society for Public Administration (ASPA) Annual Conference in Hollywood, CA

**Graduate Student Assembly (GSA) Travel Award** (\$500) Spring 2025  
University of Texas at Dallas

Received competitive funding to present at the ASPA Annual Conference in Washington, D.C. Presented research on Exploring homelessness migration in Texas and its implications for public service.

**ASPA Conference Travel Award** (\$250) Spring 2025  
Texas Chapter of the American Society for Public Administration (ASPA)

Received travel support for research presentation at the 2025 ASPA Annual Conference on homelessness migration policy

**H.C. Vivian Memorial Endowment Scholarship** (\$3,000) 2022 – 2023  
McCoy College of Business, Texas State University

## SELECTED CONFERENCE PRESENTATIONS

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**Habib, S. B., & Gorina, E.** (2026). The impact of Texas Senate Bill 2 on municipal tax rates: Evidence from 1,100 cities. *Presented at the American Society for Public Administration (ASPA) Annual Conference*, Hollywood, CA, March 20–March 24, 2026.

**Habib, S. B., Searing, E., & Grasse, N.** (2025). A financial rating system for Canadian charities: A replication of Trussel and Greenlee (2004). *Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference*, Indianapolis, IN, November 20–22, 2025.

**Habib, S. B., Searing, E., & Grasse, N.** (2025). A financial rating system for Canadian charities: A replication of Trussel and Greenlee (2004). *Presented at the Association for Budgeting and Financial Management (ABFM) Annual Conference*, Atlanta, GA, October 23–25, 2025.

Harrington, J., **Habib, S. B.**, Parijat, N., Elliott, E., & McCaskill, J. (2025). Power, politics, and the blockchain boom. *Presented at the Public and Nonprofit Management (PNM) Research Conference*, University of Texas at Dallas,

Richardson, TX, April 12, 2025.

Benavides, A., Tao, J., **Habib, S. B.**, & RC, J. (2025). Exploring homelessness migration in Texas and its implications for public service. *Presented at the American Society for Public Administration (ASPA) Annual Conference*, Washington, DC, March 28–April 01, 2025.

Harrington, J., **Habib, S. B.**, Elliott, E., & McCaskill, J. (2025). Partisan pathways: Exploring state-level politics in U.S. blockchain and cryptocurrency laws. *Presented at the Southern Political Science Association (SPSA) Annual Conference*, San Juan, PR, January 16–18, 2025.

**Habib, S. B.**, & Searing, E. (2024). Currency of culture: Impacts of Charity Navigator's "Culture and Community" Beacon. *Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference*, Washington, DC, November 21–23, 2024.

Parijat, N., **Habib, S. B.**, & Sabharwal, M. (2024). Are merit and diversity in conflict? The US federal government explained. *Presented at the American Society for Public Administration (ASPA) Annual Conference*, Minneapolis, MN, April 12–16, 2024.

## SELECTED PROFESSIONAL & VOLUNTEERING EXPERIENCE

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**At-large Board Member** 2025 – Present  
Nonprofit Finance & Financial Management Section (NFFM) – ARNOVA

- Support the section’s mission by collaborating with fellow board members on conference programming, communications, and membership engagement activities that strengthen scholarly networks in nonprofit finance and financial management.

**Communications Coordinator** 2025 – Present  
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

- Manage four organizational social media channels by designing and producing original content aligned with ARNOVA’s mission
- Coordinate with the communications team and other divisions to ensure consistent branding and messaging across platforms

**Global Ambassador (ICGA), Delegations and Diplomacy Committee Chair** 2025 – Present  
International Center, The University of Texas at Dallas

- Appointed to represent UT Dallas in hosting international delegations and supporting global engagement initiatives
- Coordinate high-profile delegations (government and U.S. State Department), planning agendas and onsite logistics while aligning alumni, corporate, and advancement activities to reinforce relationships

**PhD Colloquium Coordinator** 2025 – Present  
Public and Nonprofit Management, The University of Texas at Dallas

- Coordinate an eight-part PhD Colloquium Series under the supervision of Dr. Sean McCandless, including academic workshops, career development sessions, and networking events
- Lead planning, promotion, and logistics to foster engagement and knowledge-sharing among doctoral students in Public Affairs

**Liaison Officer, School of Economic, Political and Policy Sciences (EPPS)** 2025 – Present  
Graduate Student Assembly, The University of Texas at Dallas

- Advocate for EPPS graduate students by identifying recurring concerns, connecting students to university resources, and communicating clear pathways for support and resolution
- Strengthen graduate student engagement by representing EPPS within the Graduate Student Assembly, amplifying

student perspectives, and fostering community through responsive, student-centered outreach

**Social Media and Website Coordinator**

2024 - 2025

South Asian Section for Public Administration (SASPA), ASPA

- Managed digital outreach and content strategy for SASPA, a section of ASPA dedicated to advancing public administration scholarship related to South Asia

**Marketing Intern**

Feb 2023 – July 2024

Abracon LLC., Austin TX

- Developed promotional materials, optimized web content, and supported SEO/social media campaigns

**Business Analyst**

July 2020 – June 2021

InsideMaps Inc., USA

- Handled customer communications and QA gates for 100+ digital assets, using standardized checklists to keep releases on schedule and within specs
- Coordinated with engineering to resolve production issues and update playbooks, reducing error rates by 20%

**Communications Specialist (Consultant)**

Sept 2018 – May 2019

GSL Education, Manchester, UK

- Created promotional and informational email campaigns with segmented lists that achieved a 10% conversion rate
- Updated Salesforce records and coordinated recruitment communications to support timely candidate outreach and tracking

**PROFESSIONAL AFFILIATIONS AND SERVICES**

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**Peer Reviewer**

*Review of Public Personnel Administration*

*Nonprofit Management & Leadership*

*Public Management Review*

*Voluntas*

**PROFESSIONAL AFFILIATIONS**

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**The American Society for Public Administration (ASPA), Member** 2023 – Present

**Association for Research on Nonprofit Organizations and Voluntary Action, Member** 2024 – Present

**Association of Fundraising Professionals (AFP), Member** 2024 – Present

**Association for Public Policy Analysis & Management (APPAM), Member** 2025 – Present

**Public Management Research Conference (PMRC), Member** 2025 – Present

**The Association for Budgeting and Financial Management (ABFM), Member** 2025 – Present