

2020 Faculty Fellows

Jessica Magaldi, JD , *Associate Professor, Legal Studies and Taxation, Lubin School of Business*
"Exploring A Social Entrepreneurship Solution to Close the 'Justice Gap'"

Professor Magaldi's research will explore a social entrepreneurship solution to providing affordable and effective legal services to low- and moderate-income individuals who are caught in the "justice gap." Researchers calculate that 80 percent of the civil legal needs of those living in poverty and 40 to 60 percent of the civil legal needs of moderate-income Americans are unmet because they lack access to affordable representation. These populations have incomes too high to qualify for public legal assistance and too low to afford private sector legal representation. Professor Magaldi's interest is in exploring an approach that aligns the interests of lawyers and clients, where lawyers get fair compensation for the value they provide to their clients and clients get much-needed assistance at a price they can afford. Her project will promote social change through entrepreneurship by documenting, evaluating, and analyzing a social entrepreneurship approach whereby a not-for-profit legal incubator assists early-stage attorneys to become individual for-profit entrepreneurs to offer legal services to low- and moderate-income populations. The not-for-profit legal incubator helps the entrepreneurs to build sustainable small firms, with a network of referrals and a commitment to meet the needs of low- and moderate-income clients. Professor Magaldi's research seeks to validate whether this cutting-edge approach to the justice issue is a potentially viable alternative to the traditional not-for-profit legal services model where a not-for-profit entity runs a legal services office for qualifying individuals.

Michael Rubbo, Ph.D., *Assistant Professor, Environmental Studies and Science, Dyson College of Arts and Sciences*
"Quantifying the effectiveness of nonprofits with conservation-based missions in the Hudson River Estuary"

The importance of nonprofits to environmental conservation cannot be understated. Nonprofits with conservation-based missions are one of the fastest growing nonprofit sectors in the nation. A large number of diverse organizations are currently addressing issues such as: climate change, biodiversity loss, water and air quality, environmental justice, and habitat destruction. Despite the importance of these groups to conservation little is known of their effectiveness. This study will characterize the structure and effectiveness of conservation-based nonprofits in the Hudson River Estuary watershed. The first step in this analysis will be a detailed review of the non-profit organizations including organizational structure, budget, program areas, staff, facilities, revenue sources, etc. Conservation priorities for these organizations will be identified and an assessment of how effectively these organizations are meeting these priorities will be conducted. This analysis will be followed by an in-depth survey that will identify any issues that these organizations are facing that limit their ability to address

their conservation priorities. The data collected during the identification phase will also be used to design an analysis that will identify commonalities among the organizations, and group them into classes based on structural characteristics. These classes may be based on factors such as operating budget, staff size or other attributes and will be used to determine if there are relationships between the various types of nonprofits and the issues that limit their effectiveness.

Ibraiz Tarique, Ph.D., Professor and Chair, Management & Management Science, Lubin School of Business

"Conceptualizing Talent Management in Nonprofit Organizations"

Most organizations large or small, public or private, and global or domestic face several challenges including those related to Talent Management (TM), which is generally defined as the management of employees with high levels of human capital (aka Stars, High-potentials, 'A' players, High performers). This project researches TM in nonprofit organizations, asking how it is conceptualized and enacted across the industry. The project will use a systematic literature review methodology to focus on scholarly studies on nonprofit organizations published in academic journals between 2010 and 2019. The project will also include findings from interviews with TM professionals working in selected nonprofit organizations. The goal of the project is to identify in terms of TM, what nonprofit organizations are doing to attract, retain, develop and mobilize talent. In addition, the project will identify major trends emerging in this arena and what the big TM trends would be in 2021-22. Hopefully the findings from this project may guide further academic research on TM in nonprofit organizations and might also inform the work of TM professionals.

Zhan Zhang, Ph.D., Assistant Professor, Information Technology, Seidenberg School of Computer Sciences & Information Systems

"Older Adults' Engagement with Community-Based Telehealth Wellness Programs: A Mixed-Method Study"

The rise in the aging population of the United States has led to an increase focus on older adults' health and wellbeing. Telehealth technology has been leveraged to help older adults monitor wellness parameters (e.g., vital signs and cognitive capabilities) and identify deteriorating health conditions early. In particular, community-based telehealth wellness programs are increasingly being deployed nowadays as part of efforts to promote community-based self-management, which is expected to reduce the burden of health and social care services. While telehealth wellness programs now provide unprecedented opportunities for older adults to play an active role in health-related decision making, lack of user engagement with those programs became an increasingly salient issue as it could lead to unsuccessful implementation and adoption of telehealth programs. It is therefore critical to examine the influencing factors that encourage or discourage older adults to stay actively engaged with community-based telehealth wellness programs. In this study, I will use an established community-based, non-for-profit telehealth project—Telehealth Intervention Programs for Seniors (TIPS)—to investigate the issues associated with older adults' engagement with

telehealth programs. I will conduct a mixed-method study, using both qualitative and quantitative approaches. Results of this research will help us gain a holistic understanding about older adults' perceptions of telehealth programs, their unmet needs, barriers to engagement with telehealth interventions, and aspects that need to be improved. The results will then be used to inform the design and development of new telehealth technology features and healthcare services that better meet older adults' needs.