

REQUIRED COVER PAGE



APPLICATION FOR PROFESSIONAL DEVELOPMENT GRANT

**All questions must be completed to be considered for grant award.

Choose one: <input type="checkbox"/> Creative Activity <input checked="" type="checkbox"/> Research Activity <input type="checkbox"/> Professional Enhancement Activity	Application Deadline Date: APRIL 15_ (i.e. October 1, February 1, or April 15) Date of Last PDG Award (Semester and Year awarded): FALL 2012 Date of ATU Faculty Appointment (Semester and Year): JULY 2011
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- 1. Project Title: ARNOVA Values, Religion, Altruism, and Drawbacks (VRADS) Section Colloquia
- 2. Name of Principal Investigator/Project Director: Mr. Jeff Aulgur
- 3. School (abbrev): CPSCO 4. Department: Professional Studies 5. Campus Mail Address: 61 Lake Point Lane
- 6. PI/PD Campus Phone: 968-0318 7. Amount Requested: \$ 2255.33 8. Total Cost of Project: \$ 2255.33
- 9. Will total funds awarded be expended by June 30th of the current fiscal year: Yes _____ No X
- 10. If not, what is the total to be expended this fiscal year: \$ 0
- 11. What is the total to be carried over to the next fiscal year: \$ 2255.33 (if approved by the VPAA)
- 12. Project Completion Date: November 23, 2013 13. Travel Dates: November 20 – 24, 2013 (if applicable)
- 14. Does this project involve:
Yes No
 human subjects?
 animals/animal care facility?
 radioactive materials?
 hazardous materials?
 biological agents or toxins restricted by the USA Patriot Act?
 copyright or patent potential?
 utilization of space **not** currently available to the PI/PD?
 the purchase of equipment/instrumentation/software currently **available** to the PI/PD?

NOTE: If the answer is “yes” to any of the above questions, the investigator must attach appropriate documentation of approval or justification for use/purchase.

SIGNATURES

Department Contribution (if applicable): \$ _____

Account Number: _____

Chairperson

Date

School Contribution (if applicable): \$ _____

Account Number: _____

Dean

Date

This Section to be completed by the Office of Academic Affairs

Previous PDG Award final report received: Yes _____ No _____

PDC Committee Award Recommendation: Yes _____ No _____

PDC Committee Proposal Rank: _____ of _____ Total Proposals.

Recommendation of VPAA: Yes _____ No _____ Recommendation of President: Yes _____ No _____

Award Date: _____

B. Restatement of the Professional Enhancement Activity

The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) is U.S. based national and international association that connects scholars, teachers, and practice leaders interested in research on nonprofit organizations, voluntary action, philanthropy and civil society. The annual ARNOVA conference is the premier event for scholarly exchange regarding non-governmental organizations. I am a tenure-track faculty member in Professional Studies and I am requesting funding to cover registration and travel expenses to this national conference being held in Hartford, Connecticut on November 21-23, 2013. My dissertation addresses nonprofit governance and I have also developed, and instruct, a senior-level course on nonprofit governance and operations. I am a member of the Values, Religion, Altruism and Drawbacks Section (VRADS) of ARNOVA. This section of ARNOVA provides an opportunity for scholars who are engaged in the theoretical and/or empirical exploration of the role of values in the nonprofit sector.

C. Review of the Professional Enhancement Activity

The VRADS section, as a formal section of ARNOVA, has proposed a colloquium for the 2012 ARNOVA conference: "Promoting ethics development in the nonprofit sector." The purpose of this Colloquium is to explore and identify various ways to advance and promote ethical development in the nonprofit sector. Which ethics or standards and as determined by whom? Can or should such ethical values be taught at the academic level or should they be adopted, or imposed, at industry, organizational or government levels? The three presenters described the different approaches they have pursued and engaged attendees in a discussion of those approaches. Attendees were invited to identify additional methods, avenues or strategies they have used to advance ethical development in the Nonprofit Sector.

I served as the ARNOVA selected chair of this colloquium and I presented along with the following colleagues:

- Ruth Hansen, Indiana State University School of Philanthropy, Indianapolis, IN (Note: Dr. Hansen was unable to attend).
- Edward L. Queen, II, Director, Ethics and Servant Leadership Program, Emory University, Atlanta, GA
- Christopher Corbett, Independent Researcher and Retired State Regulator, Albany, NY

This colloquium explored and identified various ways to advance and promote ethical development in the nonprofit sector. This raises various questions. Which ethics or standards? And as determined by whom? Can or should such ethical values be taught and encouraged primarily at the academic level? Or should they be internally or externally adopted, or imposed, at industry, organizational or government levels? Many options and opportunities exist. The three presenters described the various approaches they have pursued to advance ethical development in the nonprofit sector and invited attendees to identify additional avenues and opportunities they have relied upon themselves.

1) Edward Queen described the decline in ethical standards evident in both nonprofit employees and volunteers over the past two decades and the resulting need for nonprofits to pursue ethics development in their hiring, orientation and on-going training activities.

2) Christopher Corbett focused on promoting consensus-based ethics, practically implemented by creating by-laws developed, approved, and self-imposed by boards, with methods of self-enforcement.

3) I drew upon experience gained over 15 years as a nonprofit professional, as well as my academic experience including integrating adult learning principles into organizational training

and development. Specifically, I addressed the ethical norms and training efficacy in the nonprofit sector and the benefits of applying adult learning principles. Ethical norms and principles have developed over time and across cultures as rational people of goodwill consider human relationships and how human beings act when they are at their best. Organizations use various channels to disseminate ethical codes to employees and volunteers. However, the manner of ethical code distribution may impact learner retention and implementation into work activities. The effectiveness of current organizational ethics training models has been questioned. Ethical behavior in the nonprofit sector may be enhanced integrating adult learning principles into organizational training and development.

After participation in this session, participants should be able to:

1. Identify the implications of ethical values in the nonprofit sector
2. Understand the AFP-Chicago model of ethics programming
3. Understand the current state of ethics training in non-governmental organizations
4. Understand consensus based ethics and their role in nonprofit governance

The presentation included:

1. An overview of the state of ethics in nonprofit training development
2. A 10-15 minute presentation by each of the four presenters identified earlier
3. A discussion and question-and-answer period based upon the information presented
4. Participants and presenters will engage in a closing conversation to identify the best strategies for future research, practice and concerns regarding ethics in the nonprofit sector.

D. Summary of the Experience

Along with the colleagues identified above, I presented on the topic of ethical values and practices in nonprofit organizations as well as facilitated a very lively discussion at the conclusion of all three presentations. The audience consisted of both researchers and practitioners in the nonprofit domain. Dr. Queen and Mr. Corbett presented vastly different approaches to ethics reviews and the enhanced the audience participation. It remains clear ethical issues remain a topic in the nonprofit sector and there is not a consistent or concise approach to ethical theory or practice with regard to this sector. From a larger perspective, ARNOVA remains the premier national conference for nonprofit academic and nonprofit practitioners in the United States and it is also highly respected from the international perspective. To present, and interact, with my peers in this domain is invaluable to my research and my courses with a specific focus on the Third Sector. (Note: I did not utilize visual materials for this presentation. However, I delivered a second presentation at this conference with my Arkansas Tech University colleague, Dr. Sandy Smith. The PowerPoint slides from this second presentation and combined research effort are attached).

E. Conclusions and Recommendations

The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) is U.S. based national and international association that connects scholars, teachers, and practice leaders interested in research on nonprofit organizations, voluntary action, philanthropy and civil society. The annual ARNOVA conference is the premier event for scholarly exchange regarding non-governmental organizations. The scope and depth of available knowledge with respect to the Third Sector is remarkable at this annual event. The opportunity to interact and engage in scholarly conversation with my academic peers during this event is

invaluable to a researcher and an instructor. I was fortunate to be selected by ARNOVA as a presenter at two distinct events during the 2013 conference. The opportunity to present original research in one session, along with the facilitation and presentation of a second session, was a remarkable experience. I am grateful to the Office of Academic Affairs for the support to allow me to pursue this self-development experience.

**Disaster Preparedness and Mitigation Strategies
in Nonprofit Organizations:
Does Prior Experience Influence Readiness?**



**DR. JEFF AULGUR
MR. STEVEN ROWLEN
DR. SANDY SMITH**

ARKANSAS TECH UNIVERSITY

**ARNOVA 2013
HARTFORD, CONNECTICUT**

Research Intent



To add to the embryonic field of nonprofit disaster preparedness by expanding Chikoto et al.'s methodology across a larger research pool and geographic area while specifically examining tornado preparedness in the nonprofit sector.

Grace L. Chikoto,
Abdul-Akeem Sadiq,
and Erin Fordyce

• **Disaster Mitigation and Preparedness: Comparison of Nonprofit, Public, and Private Organizations** Nonprofit and Voluntary Sector

Quarterly April 2013 42: 391-410, first published on July 25, 2012 doi:10.1177/0899764012452042

Literature Review: Key Points



- Business continuity
- Preparedness
- Implications

Methodology: Hypotheses

- **H₁:** Nonprofits with greater financial resources adopt more mitigation and preparedness measures than organizations with lesser financial resources.
- **H₂:** Nonprofits with greater staff resources adopt mitigation and preparedness measures at a higher level than organizations with lesser staff resources.
- **H₃:** Nonprofits exposed to previous natural disaster events adopt mitigation and preparedness measures at a higher level than organizations without prior experience.

Methodology: Mixed

Quantitative:

- an electronically delivered survey to a convenience sample of 200 nonprofit organizations in the selected municipalities.
- Oklahoma City, Oklahoma (1999, 2003, 2013)
- Joplin, OK (2011)
- Tulsa, OK (2013)
- Little Rock, AR (No comparable tornado activity)

Methodology: Mixed



Qualitative:

- Sample of convenience
- Limitations exist in the quantitative research methods, as experiments, surveys and statistical data do not explore the depth sometimes necessary in social science research (Silverman, 2000).

Qualitative Inquiry



- As a nonprofit organization how would you characterize your current state of disaster preparedness?
- Has your organization experienced any past event that has shaped your current state of preparedness? If so, explain.
- What would be the impact on your organization's mission if a disaster destroyed your facility?
- Do you have a current Continuity of Operations Plan? Please tell me more about your plan.
- How confident are you in your plan's ability to be effective?

Lessons Learned



- Joplin, MO

“The plan you have in place is only as good as what you have left standing.”

“ Face the change and if you can’t adapt, you can’t move forward.”

“ Impossible to be prepared for a disaster, so I don’t worry about it.”

Lessons Learned



- Little Rock, AR

“Impossible to be 100% prepared for a disaster but we are 95% prepared.”

“ As a behavioral hospital we have a lot of real life disasters on our campuses and, so, we practice for different disasters.”

“Cell service is most important.”

Quantitative Challenges



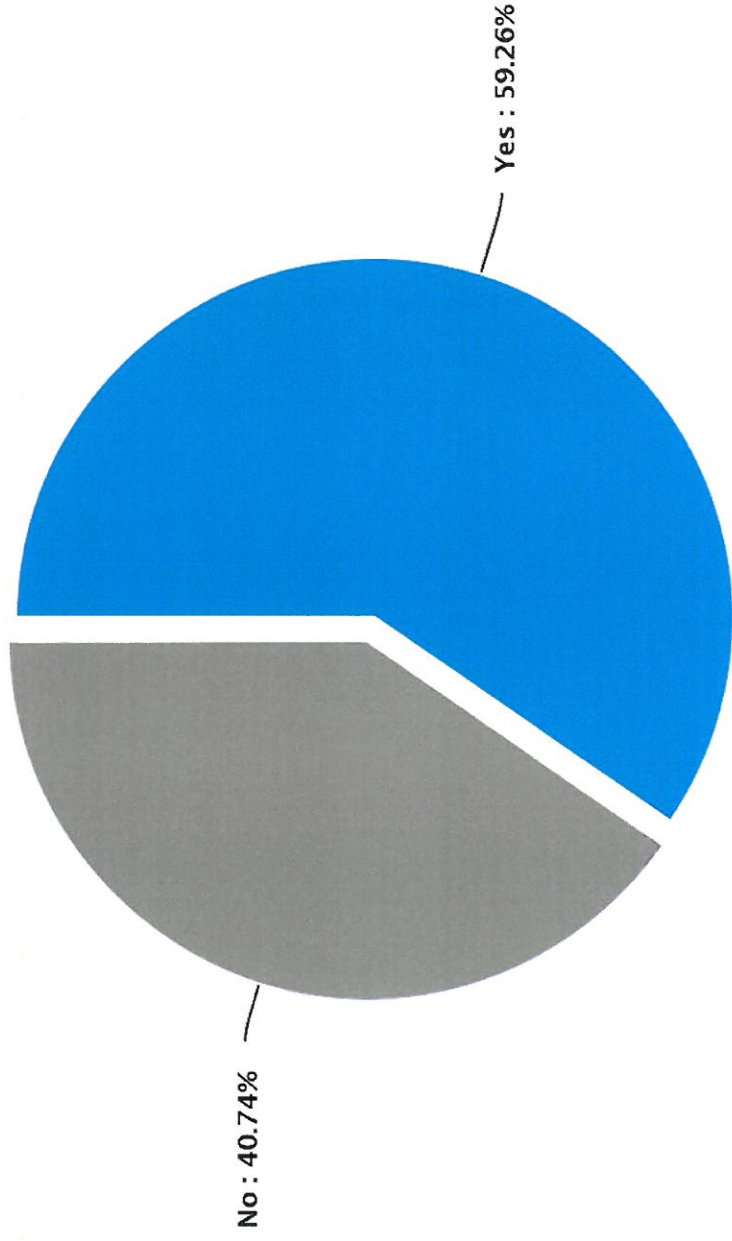
- Identified 250+ nonprofits in the selected cities
- Convenience sample selected United Way affiliated organizations (3 of 5 were non-responsive)
- May 20, 2013
- Contacted Oklahoma Center for Nonprofits
- Contacted Arkansas Nonprofit Alliance

And the result is . . .

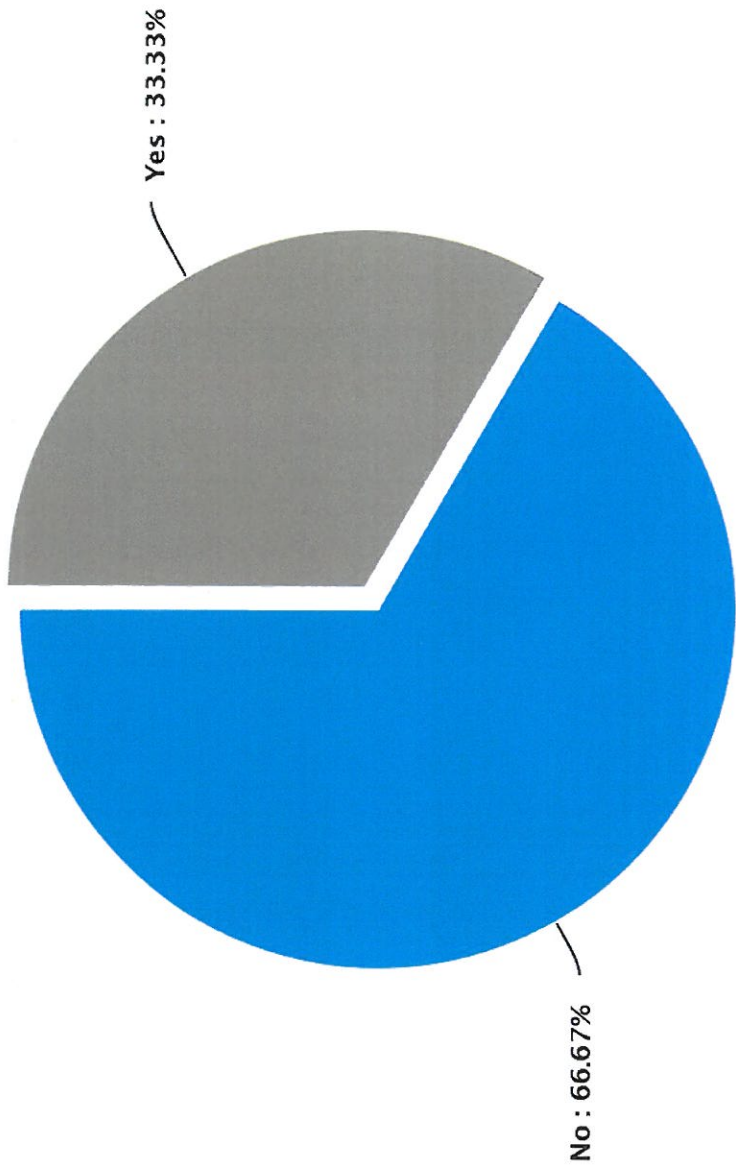


$$N = 29$$

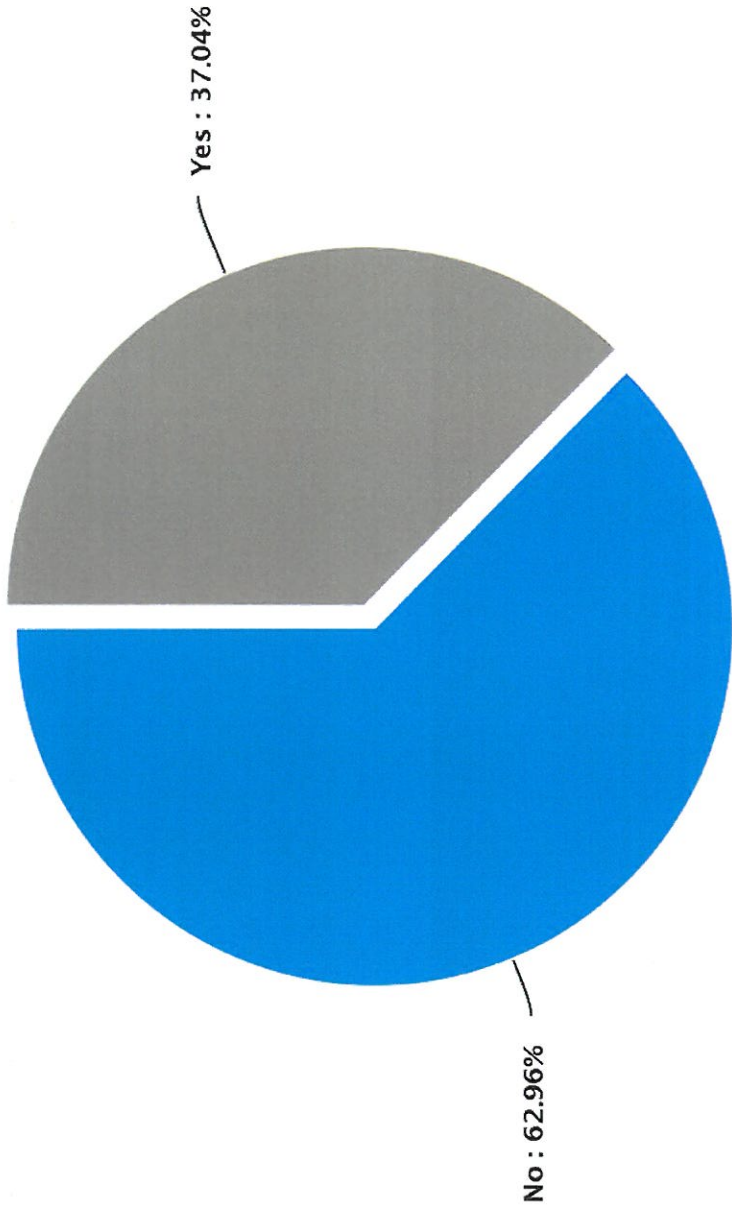
Does your organization have a written plan for handling workplace emergencies?



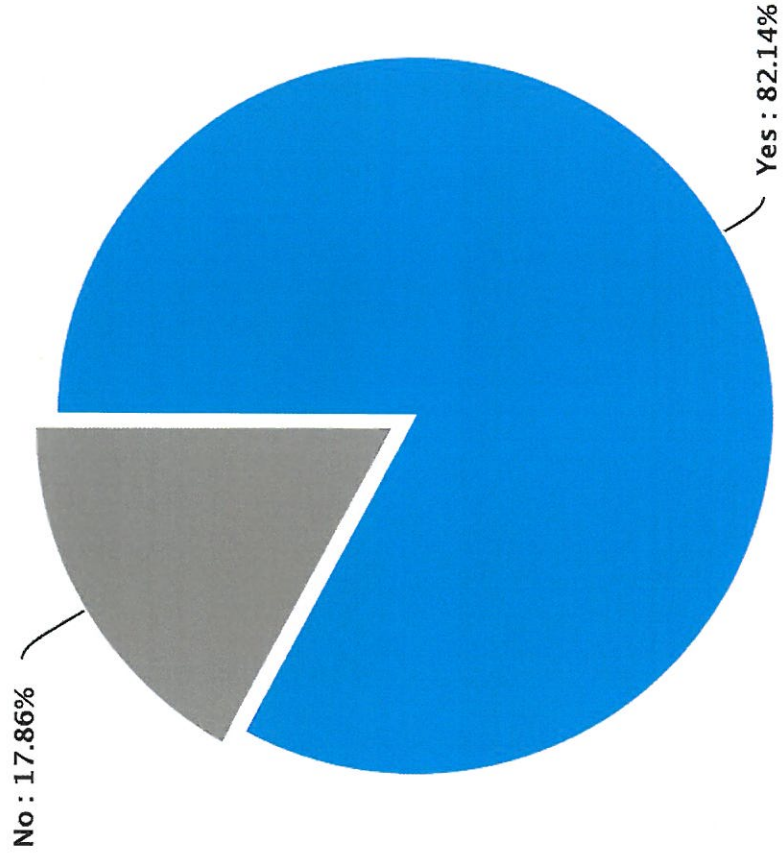
Do you have a written plan for continuity of operations and recovery from significant human-made or natural disasters?



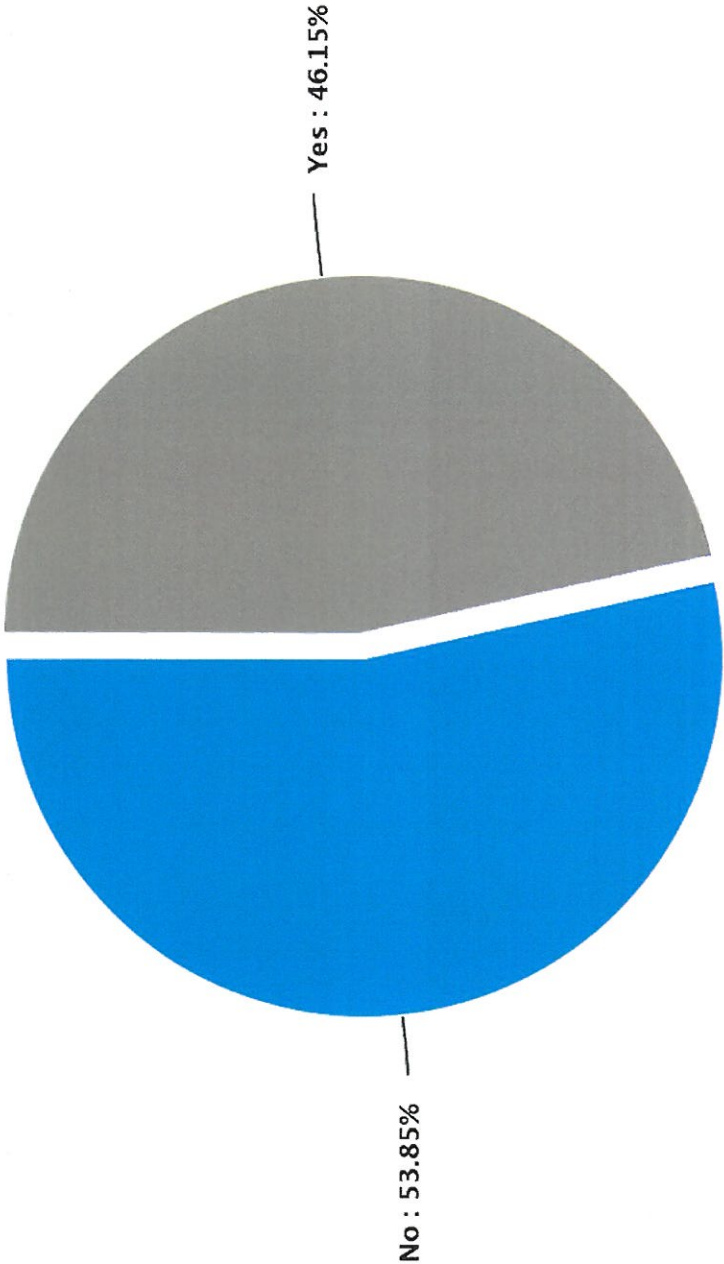
Have you identified an alternate location if your primary office or service location becomes unavailable due to any type of disaster?



Is a digital back up copy of your critical and financial records (less than one week old) securely stored away from your primary location?



Do you provide emergency preparedness training to your employees or volunteers beyond the basics of fire and/or tornado drills?



Additional Preliminary Data



- 51% do not have a written preparedness plan
- 72% discussed disaster mitigation in an organizational meeting in the last 12 months.
- 58% discussed short-term responses
- 29% discussed long-term recovery strategies

Limitations of the Study

- Limited quantitative response
- Quantitative results are not generalizable
- Lesson learned: quantitative design
- Lesson learned: nonprofit responsiveness is a challenge

The Way Ahead



- Redesign and simplify the quantitative instrument
- Continued effort (next 6 months) to increase data collection in the targeted locales.