## Journal of Public and Nonprofit Affairs Vol. 6, No. 1

## **Introduction to the Issue**

Lindsey M. McDougle – Rutgers University-Newark

This edition of *Journal of Public of Nonprofit Affairs (JPNA)* is published during a time of global uncertainty. Indeed, we are now—right now—in the midst of a worldwide pandemic (COVID-19), which will undoubtedly change the world and how we operate within it forever. Facing this reality is, no doubt, daunting. The lives (and, livelihoods) of many have been changed, literally, overnight. Jobs have ended. Family structures have been altered. Responsibilities and worries have increased.

I understand the difficulty that these changes can bring; and, I want to take a moment to pause. In pausing, I want to thank our editors, reviewers, board members, sponsors, and readers for continued support of *JPNA*, many of whom have continued their support while facing significant changes in their own lives due to the pandemic. With all of the uncertainty in the world right now, one thing that I am certain of is that this journal would not be possible without all of you!

In the coming months, we plan to continue publishing timely and high-quality research that you have come to know and expect. We understand, however, if you need more time for reviews, if revisions take a bit longer, or if you simply cannot take on any additional responsibilities at this time—such as serving as a reviewer. Please let us know and we will make all necessary adjustments.

The world is changing. Indeed, it has already changed so much. We must all, therefore, take the necessary time to allow ourselves to adjust. Breathe; and, simply "Be." Thank you once again; and, I hope that you enjoy this edition of *JPNA*.

In this issue of the journal, we have five insightful *Research Articles* as well as a useful *Community Issues in Practice* piece—all of which focus on various aspects of public and nonprofit affairs. In the first *Research Article*, Humphrey (2020) analyzes the 2016 Merit Principles Survey of federal employees to examine the relationship between emotion management and the development of social capital. Her findings demonstrate that federal employees capable of properly regulating their emotional states during interactions with their colleagues perceive themselves as having more social capital. This finding, however, does not hold for non-white employees to the same extent as it does for white employees.

In the second *Research Article*, Mason (2020) uses a national survey of over 150 executives of nonprofit associations to explore the institutional and resource-based challenges associations face when seeking to implement diversity and inclusion (D&I) practices, both within their organizations and throughout their professional fields and trades. Although the findings suggest that nonprofit associations only engage in D&I practices to a modest degree, there is some evidence of institutional entrepreneurism.

In the third *Research Article*, Choi, Lee, and Hur (2020) examine the relationship between social enterprises' social orientation and the organizational commitment of their employees—specifically among Millennial social enterprise employees and social enterprise employees of earlier generations. The findings indicate that a social enterprise's pursuit of social purpose, shared decision-making, and social performance are all positively associated with the organizational commitment of its employees. Additionally, the findings suggest that, in general, Millennials have a lower level of organizational commitment to their social enterprise employer than do earlier generations.

In the fourth *Research Article*, Cooper (2020) examines the relationship between public and non-government employees' personality and their level of job satisfaction. He finds that a five-factor model of personality can help explain variation in job satisfaction of public and non-government workers; and, he finds that workers employed by public sector organizations display similar profiles to those who work in non-government sectors.

In the final *Research Article*, Walk and Andersson (2020) seek to overcome shortcomings of relying on impact factors to assess journal quality in the field of nonprofit and civil society studies. Using survey data collected from nonprofit and civil society researchers in the United States and Europe, they examine which journals these researchers perceive to be quality outlets for nonprofit and civil society scholars. Their findings reveal that, while the impact factor can be one indicator of journal quality, newer outlets without an impact factor are also perceived to be viable outlets for publication by scholars in the field.

Our *Community Issues in Practice* piece by Levine Daniel and Kim (2020) focuses on a timely subject and illustrates how a one-shot intervention can reshape perceptions of creative placemaking that are held by planners, nonplanners, artists, and nonartists.

The issue is completed with Zook's (2020) review of *Financing Nonprofits and Other Social Enterprises: A Benefits Approach* by Dennis R. Young.

## **References**

- Choi, D., Lee, K-H., & Hur, H. (2020). Social enterprises' social orientation: The impact on the organizational commitment of employees. *Journal of Public and Nonprofit Affairs*, 6, 44-62. https://doi.org/10.20899/jpna.6.1.44-62
- Cooper, C. A. (2020). Maybe they're not so different after all: Personality and job satisfaction of government and non-government workers. *Journal of Public and Nonprofit Affairs*, 6, 63-78. https://doi.org/10.20899/jpna.6.1.63-78
- Humphrey, N. (2020). Addressing the relationship between emotion management and social capital: An analysis of federal employees. *Journal of Public and Nonprofit Affairs*, 6, 5-21. <a href="https://doi.org/10.20899/jpna.6.1.5-21">https://doi.org/10.20899/jpna.6.1.5-21</a>
- Levine Daniel, J., & Kim, M. S. (2020). Creative placemaking: Creating change by building partnerships. *Journal of Public and Nonprofit Affairs*, 6, 96-110. <a href="https://doi.org/10.20899/jpna.6.1.96-110">https://doi.org/10.20899/jpna.6.1.96-110</a>
- Mason, D. (2020). Diversity and inclusion practices in nonprofit associations: A resource dependent and institutional analysis. *Journal of Public and Nonprofit Affairs*, 6, 22-43. <a href="https://doi.org/10.20899/jpna.6.1.22-43">https://doi.org/10.20899/jpna.6.1.22-43</a>
- Walk, M., & Andersson, F. O. (2020). Where do nonprofit and civil society researchers publish? Perceptions of journal quality. *Journal of Public and Nonprofit Affairs*, 6, 79-96. https://doi.org/10.20899/jpna.6.1.79-96
- Zook, S. (2020). Financing nonprofits and other social enterprises: A benefits approach by Dennis R. Young. *Journal of Public and Nonprofit Affairs*, 6, 111-114. https://doi.org/10.20899/jpna.6.1.111-114