

Anna Fountain Clark, Ph.D.
Zimpleman College of Business
Drake University
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EDUCATION

- 2016 Doctor of Philosophy, Public Affairs
Department of Public and Nonprofit Management
School of Economic, Political & Policy Sciences
The University of Texas at Dallas, Richardson, Texas
Dissertation Title: “Uncertainty, Threat, and Opportunity:
Examining the Risk Preferences and Perceptions of Public Employees.”
Committee: Sheryl L. Skaggs (Chair), Young-joo Lee (Co-chair),
R. Paul Battaglio, L. Douglas Kiel
- 2010 Master of Public Affairs (Hons. w/High Distinction)
Department of Public Affairs
School of Economic, Political & Policy Sciences
The University of Texas at Dallas, Richardson, Texas.
- 2000 Bachelor of Arts, Political Science (Hons. w/Distinction)
School of Arts, Humanities, and Social Sciences
University of Denver, Denver, Colorado
Honors thesis: Ballot access laws and prospects for multi-party
governance in the United States.

ACADEMIC EMPLOYMENT

- 2017-Present Assistant Professor of Public Administration
Zimpleman College of Business
Drake University
- 2016-2017 Visiting Assistant Professor of Government
Department of History and Government
Texas Woman’s University
- 2012-2016 Graduate Research and Teaching Assistant
Department of Public Affairs and Sociology
School of Economic, Political, & Policy Sciences
The University of Texas at Dallas

RESEARCH INTERESTS

Innovation in public and nonprofit organizations
Diversity and inclusion in public and nonprofit sector employment
Risk preferences and perceptions across the sectors
Social media as a management tool in nonprofit organizations
Relationship between management practices and government fiscal health

PUBLISHED ACADEMIC WORK

- Clark, Anna Fountain, Jiwon Suh, and Kwang Bin Bae. 2022. "Protected but Not Included? The Role of Workplace Inclusion for Sexual and Gender Minorities in the Federal Service." *Journal of Public and Nonprofit Affairs* 8, no. 3: 323-348.
- Clark, Anna Fountain, and Evgenia Gorina. 2017. "Effects of Emergency Financial Management in Michigan: Short-term Fix or Long-term Sustainability?" *Public Administration Quarterly* 41, no. 3: 532-568.
- Clark, Anna Fountain. 2016. "Toward an Entrepreneurial Public Sector: Using Social Exchange Theory to Predict Public Employee Risk Perceptions." *Public Personnel Management* 45, no. 4: 335-359.
- Clark, Anna F., Sarah P. Maxwell, and Aikaterina Anestaki. 2016. "Bach, Beethoven, and Benefactors: Facebook Engagement between Symphonies and their Stakeholders." *International Review of Nonprofit and Voluntary Sector Marketing* 21, no. 2: 96-108.

OTHER PUBLISHED WORK

- Clark, Anna Fountain. 2024. "Taking Students from Classroom to Community." AACSB *Insights*. Association to Advance Collegiate Schools of Business. Available via <https://www.aacsb.edu/insights/articles/2024/01/taking-students-from-classroom-to-community>.

CONFERENCE PRESENTATIONS

- "How Do Nonprofit Scholars Talk about Gender? A Systematic Review of the Literature through a Gendered Lens." Annual Conference of the American Society for Public Administration, Jacksonville, Florida. March 18-22, 2022.
- "Project Prioritization in a Midsized City's Capital Improvement Plan: The Case of Johnston, Iowa" Annual Conference of the American Society for Public Administration. Virtual. April 9-15, 2021 (with Teresa Rotschafer, coauthor).

- “Accountability Control Mechanisms in Korea Nonprofits: Revenue Stability, Board Involvement, and Social Media Engagement.” Annual Conference for the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). November 11-14, 2020 (with Kwang Bin Bae and Jiwon Suh, coauthors).
- “Accountability in Korean Nonprofit Organizations.” Asian Conference for the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA-Asia). June 2020 (with Kwang Bin Bae and Jiwon Suh, coauthors; conference canceled due to COVID-19).
- “Protected, but Not Included? A Longitudinal Analysis of LGBT Inclusion in the Federal Workforce.” Annual Conference of the American Society for Public Administration, Denver, Colorado. March 9-13, 2018 (with Jiwon Suh, coauthor).
- “Social Media Usage by Large American Nonprofit Organizations: Emerging Best Practices.” Annual Conference of the American Society for Public Administration, Atlanta, Georgia. March 17-21, 2017.
- “Orchestrating Relationships: Testing the Connection between Symphony Outlays and Stakeholder Engagement on Facebook” (accepted; did not attend). Annual Conference of the Southeastern Conference for Public Administration, Raleigh, North Carolina. October 13-16, 2016.
- “Organizational Support for Innovation and Public Employees’ Risk Tolerance on the Job.” Annual Conference of the Southeastern Conference for Public Administration, Charleston, South Carolina. September 30-October 3, 2015.
- “A Tale of Three Cities: Case Study of the Effects of Emergency Financial Management in Michigan.” Annual Conference of the American Society for Public Administration, Chicago, Illinois. March 6-10, 2015.
- “Effects of Emergency Financial Management in Michigan: Short-term Fix or Long-term Sustainability?” (Poster presentation). Annual Conference of the Association of Budgeting and Financial Management, Grand Rapids, Michigan. October 2-4, 2014.

OTHER SCHOLARLY PRESENTATIONS

- “Job Satisfaction, Sexual Minorities, and the Role of Inclusive Federal Workplace Practice.” First Friday Brown Bag Series, College of Business and Public Administration, Drake University. April 5, 2019.

ACADEMIC WORK IN PROGRESS

- “Student Use and Perceptions of Generative AI.” Preparing for submission to *Journal of Education for Business* or similar.

“How Do Nonprofit Scholars Talk about Gender? A Systematic Review of the Literature through a Gendered Lens.” Preparing for submission to *Nonprofit Management and Leadership*.

“Intersectional Perspectives on Employee Engagement in the Federal Sector.” Preparing for initial submission (outlet unknown).

TEACHING EXPERIENCE

Drake University

2017-24 MPA 221: Public Organizations and Leadership (on-ground & online)
MPA 217: Applying Info, Research, & Analysis (online)
MPA 215: Changing Environ. and Mgmt. of Pub. & Nonprofit Orgs (on-ground)
MPA 260: Capstone (on-ground & online)
PADM 270: Foundations of Nonprofit Organizations (on-ground & online)
PADM 273: Nonprofit Management (on-ground & online)
PADM 287: Contemporary Workplace and Workforce Issues (on-ground)
PADM 298: Women in Leadership (on-ground)
MGMT 135: Nonprofit Management & Leadership (UG course)

Texas Woman’s University

2016-17 Special Topic: Nonprofit Organizations
Women and Leadership
Introduction to Public Affairs (master-level course)
Advanced Seminar in Public Policy
U.S. Government

The University of Texas at Dallas

2012-2016 Graduate Teaching Assistant
Research Design for the Social and Policy Sciences (instructor of record)
Nonprofit Organizations (instructor of record)
Research Methods and Writing for Sociological Practice (teaching asst.)

TEACHING AREAS

Nonprofit Management & Leadership
Public Policy, Administration & Management
Organizational Theory & Behavior
Public Sector Human Resource Management

Research Design in the Social Sciences
Leadership Studies
U.S. Government

HONORS AND AWARDS

- 2024 Outstanding Graduate Teacher of the Year Award, Zimpleman College of Business, Drake University.
- 2023 Societal Impact Research Award, Zimpleman College of Business, Drake University.
- 2020 Unsung Hero Award, College of Business and Public Administration, Drake University.
- 2020 Outstanding Graduate Admissions Ambassador, Master of Public Administration program, Drake University.
- 2016-2017 Faculty Appreciation/Recognition, Texas Woman's University Athletics
- 2016 Doctoral Student of the Year, Department of Public and Nonprofit Management, The University of Texas at Dallas.
- 2015 Outstanding Comet Teaching Award, School of Economic, Political and Policy Sciences, The University of Texas at Dallas.
- 2012-2016 Graduate Studies Scholarship, The University of Texas at Dallas.
- 2012-2016 Graduate Teaching Assistantship, The University of Texas at Dallas.
- 2012, 2009 Larry D. Terry Emerging Leaders Scholarship, Department of Public Affairs and Sociology, The University of Texas at Dallas.
- 2010 Master of Public Affairs with High Distinction, Department of Public Affairs, The University of Texas at Dallas.
- 2009 Participant, Inaugural Bill Archer Fellowship Program in Public Policy, Washington, DC.
- 2000 Magna Cum Laude, University of Denver.
- 2000 Outstanding Student Award, School of Arts, Humanities, and Social Sciences, University of Denver.
- 2000 Honors with Distinction, Department of Political Science, University of Denver.

PROFESSIONAL AND UNIVERSITY SERVICE ACTIVITIES

Peer reviewer:

- Journal of Public and Nonprofit Affairs*, 2018-present
Public Personnel Management, 2017-present
Review of Public Personnel Administration, 2016-present.

Research supervision:

- Supervising Professor for All Student Capstone Research, Department of Public Administration, 2020-present.
- Supervising Professor, Independent Research of H. Wireman-Sobba, Summer 2018.
- Supervising Professor, Senior Honors Capstone Research Project of Katherine J. Kellett, Texas Woman's University, Spring 2017.

Invited presentations:

Panelist, “Ph.D. Student Preparation for Job Market,” The University of Texas at Dallas, Spring 2023.

“Teaching New Dogs Old Tricks: Bridging the Gap between Tenured Workers and Young Nonprofit Professionals.” Young Nonprofit Professionals Network, May 2019.

“Navigating the Male-Dominated Workplace as a Young Professional Woman,” Meeting of the Drake Chapter of the National Association of Women MBAs, Fall 2018.

“Navigating the Job Market,” Doctoral Student Brown Bag Meeting Series, Department of Public and Nonprofit Management, The University of Texas at Dallas, Spring 2017.

Panelist, “Teaching Your First Class,” Professional Development Workshop, School of Economic, Political and Policy Sciences, University of Texas at Dallas, Spring 2015.

Committee and Work Group Memberships:

Member, Justice, Equity, Diversity, and Inclusion Roundtable, Drake University AY 2023-24.

Data Analyst and Consultant, Positive Impact Rating survey, 2023.

Participant, Social Impact Focus Area Development Team, Zimpleman College of Business, Drake University, AY 2022-23.

Peer Mentor, Center for Teaching Excellence, Drake University, AY 2023-24.

Graduate Curriculum Committee, Zimpleman College of Business, Drake University, 2019-2024.

Co-Director (proposed) and co-author, Grant Proposal to the National Endowment for the Humanities, Fall 2019, Fall 2020 (not funded).

Participant, Wellmark Challenge team (Dean D. Connolly, chair), Spring 2020.

Graduate Programs Taskforce, College of Business and Public Administration, Drake University, Fall 2019.

Champion, Center for Social Enterprise, Drake Big Idea initiative, AY 2018-19.

Member, Planning Committee, Third Annual Women in STEM Event, Drake University, October 2017

Organizer, Doctoral Student Brown Bag Meeting Series, Department of Public and Nonprofit Management, The University of Texas at Dallas, 2015-2016.

Member, Committee on Student Enrichment, Department of Public Affairs and Sociology, The University of Texas at Dallas, AY 2013-14.

Curriculum and Program Planning Activities:

Member, Planning Group to design a cross-campus interdisciplinary undergraduate capstone course, AY 2022-23.

Member, Planning Group to design a Master of Sustainability and Social Impact (at request of Dean A. Hernandez), AY 2021-22.

Redesign of MPA program (with MPA faculty); reduced program to 30 hours, narrowed tracks to two, AY 2021-22.

Created Nonprofit and Public Management track in the Management and Organizational Leadership major (with I. Purvanova), AY 2019-20.

(*I currently teach the “starred” (required) course in this track: MGMT 135 – Nonprofit Management and Leadership.)

Redesign of MPA Capstone process to incorporate MPA 217 and future program evaluation & grant writing course as preparatory for final capstone project, 2019-2021.

Redesign of MPA core to add coursework in public organizations and leadership, and public finance and budgeting, AY 2017-18.

Additional Service to the Discipline:

Participant, Peer Assessment Survey, *U.S. News and World Report’s* rankings of quality master’s programs in public affairs, 2019-2024.

Outreach Activities:

Consultant & Grant Writer, Heartland Area Education Agency, 2024

Consultant, leadership and management matters, Helping Hand, an Iowa nonprofit. Ongoing communication with internal stakeholders, assistance with intern recruitment, and presentation to the Board of Directors and staff, 2021.

Member, Working Group for Children and Families of Iowa. Pro bono consulting on potential reorganization of CFI into a holistic provider of family-centered services, dubbed the Family Engagement Center, 2020.

Volunteer participant, student recruitment lunches and “coffee chats” with prospective graduate students, 2019-2020.

STUDENT ORGANIZATIONS - SPONSORSHIP ACTIVITIES

Co-Sponsor, Drake Nonprofit Consulting Club, 2019 to present.

Co-Sponsor, National Association of Women MBAs, 2018-2020.

PROFESSIONAL AND ACADEMIC MEMBERSHIPS

ASPA	American Society for Public Administration
SWPA	ASPA Section on Women in Public Administration
Pi Alpha Alpha	National Honor Society for Public Affairs and Administration
Phi Kappa Phi	Academic Honor Society
Phi Beta Kappa	Academic Honor Society