

Anna Fountain Clark, Ph.D.  
Zimpleman College of Business  
Drake University  
2507 University Avenue, Aliber Hall 348  
Des Moines, Iowa 50311  
e: anna.clark@drake.edu  
p: 469-734-7123

## 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  
College of Business and Public Administration  
Drake University
- 2016-2017                Visiting Assistant Professor of Government  
Department of History and Government  
Texas Woman’s University

## 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 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.

## 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

2017-23     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 Organizations  
Public Administration & Management  
Organizational Theory & Behavior  
Public Sector Human Resource Management

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

## HONORS AND AWARDS

---

- 2022 Social Impact Research Award, College of Business and Public Administration, 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, 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:

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

Graduate Curriculum Committee, College of Business and Public Administration, Drake University, 2019-present.

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, 2019-2023.

Outreach Activities:

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

ADDITIONAL PROFESSIONAL TRAINING

---

Quality Matters Professional Development for the Online Learning Environment  
Orienting Your Online Learners, March 2018  
Evaluating Your Course Design, April 2018