Ruodan Zhang

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Position	**University of Connecticut** Assistant Professor, Department of Public Policy, August 2020-
Education	**Indiana University-Bloomington** Ph.D., Public Affairs, June 2020. Committee: Jill Nicholson-Crotty, Matthew Baggetta, Sean Nicholson-Crotty, Brad Fulton **Indiana University-Bloomington** M.P.A., Policy Analysis, Nonprofit Management, May 2015. **The University of Hong Kong** Bachelor of Social Sciences, Politics and Public Administration, Philosophy, June 2012.
Research/Teaching Interests	Public and Nonprofit Management, Organizational Theory, Volunteerism, Civic Participation, Advocacy, Leadership, Diversity, Public Policy Analysis
Publications	Walk, M., **Zhang, R.** & Littlepage, L. (2019). "Don't you want to stay?" The impact of training and recognition as HR practices on volunteer turnover. *Nonprofit Management & Leadership*, 29(4), 509-527, DOI: 10.1002/nml.21344 Jung, H. & **Zhang, R.** (2017). Impact evaluations in South Korea and China. *Asian Journal of Political Science*, 25:3, 328-349, DOI: 10.1080/02185377.2017.1373685

Awards and Fellowships	**O'Neill Outstanding Teaching Award for Associate Instructor**
	    O'Neill School, Indiana University, 2019
	Roy W. Shin Fellowship
	    O'Neill School, Indiana University, 2019
	Social Impact Doctoral Fellow, University of Pennsylvania, 2019
	Best Reviewer Award, the Public & Nonprofit Division (PNP)
	    The Academy of Management, 2019
	Bamboo Grove Project Conference Travel Grant, Zhejiang DunHe Foundation, 2019
	American Political Science Association Conference Travel Grant, APSA, 2019
	Departmental conference travel grants
	    O'Neill School, Indiana University, 2016-2019
	Doctoral Fellowship Seminar A, ARNOVA, 2019
	Diversity Scholars Award, ARNOVA, 2016-2017
	HKU Worldwide Undergraduate Student Exchange Scholarship
	    The University of Hong Kong (HKU), 2011
	Serena Yang Award, Global Citizenship Summer Institute
	    Faculty of Social Sciences, HKU, 2010

Manuscript Under Review	Zhang, R., Haohan Chen, & Jill Nicholson-Crotty. "A new bureaucratic effect: Does government funding to nonprofit organizations crowd out or crowd in volunteers?" (revise and resubmit)
Works in Progress	Zhang, R. "Persistence in adversity: why do protesters in China respond to state control differently?"
	Chen, H. & Ruodan Zhang. "Mapping nonprofits by what they do: word embedding for nonprofit classification."
	Zhang, R. & Brad Fulton. "Sometimes it takes time: the impact of leadership diversity on organizational financial performance and survival."
	Zhang, R. & Marlene Walk. "Racial diversity and volunteer retention."
	Zhang, R. "Who speaks truth to power for nonprofit organizations?: The organizational choice between volunteers and paid staff in lobbying activities."
Non-refereed Report	Walk, M., Littlepage, L., **Zhang, R.**, Bowers, M., Harden, S., & Scott, C. (2017). *A Report on Volunteer Retention for the Boy Scouts of America, Crossroads of America Council.* Public Policy Institute, Indianapolis (IN).
Conferences & Presentations	**2020:** ARNOVA (presenter).
	2020 cancelled/postponed presentations due to COVID-19: WEAI, West Coast Nonprofit Data Conference, PMRC, ISTR
	2019: MPSA (presenter), PMRC (presenter), AOM (presenter), APSA (presenter), APPAM (presenter), ARNOVA (presenter & panel chair).
	2018: ISTR (presenter), AOM (PNP doctoral consortium), ARNOVA (presenter).
	2017: WEAI (presenter), MPSA (presnter), ARNOVA (non-presenting co-author).
	2016: ARNOVA (presnter & panel chair).
Other Research Experience	**O'Neill School, Indiana University-Bloomington** Research Assistant: Brad Fulton, 2015-2017 Research Assistant: Anh Tran, 2015 Research Assistant: Haeil Jung, 2015
	Department of Politics and Public Administration, The University of Hong Kong Research Assistant: Helen K. Liu, 2011-2012 *Mapping Social Service Networks in Hong Kong*

Teaching	**Department of Public Policy, University of Connecticut** Instructor of Record, *PP5336 Fund Development and Nonprofit Sustainability*, Fall 2020 (online) Instructor of Record, *PP5331 Quantitative Methods for Public Policy*, Fall 2020 (distance learning), Spring 2021 (distance learning) **O'Neill School, Indiana University-Bloomington** Instructor of Record, *V348 Management Science*, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, Spring 2020 Guest Lecturer, *V336 Management Concepts & Applications II*, Fall 2017: "Introduction to the Nonprofit Sector" Guest Lecturer, *N525 Management in the Nonprofit Sector*, Fall 2017: "Ethics" (MPA-level) Teaching Assistant to Sarah Larson, *K300 Statistical Techniques*, Spring 2014
Service	**Reviewer**, *Journal of Public Administration Research and Theory, Nonprofit Management & Leadership, VOLUNTAS, International Journal of Public Sector Management, Acta Politica, Journal of Public and Nonprofit Affairs, PNP Division of the Academy of Management Annual Meeting (2019, 2020)* **Treasurer**, Data & Analytics Section, ARNOVA, 2021 **Mentor**, O'Neill Grad Mentor Collective, Indiana University, 2020 **Professional Development Chair**, 2017/2018 **Conference Committee**, 2016/2017 **Organizer**, Acting for Presentation Workshop Series, 2017 Association of SPEA Ph.D. Students, Indiana University **Faculty Facilitator**, Big Questions Program, Office of First Year Experience Programs, Indiana University, 2018 **Student Representative**, Strategic Planning Committee, Division of Residential Programs and Services (RPS), Indiana University, 2018-2019 **Treasurer**, Apartment Community Council, RPS, Indiana University, 2016-2017 **Treasurer**, Student Staff Development, RPS, Indiana University, 2016-2017 **Vice President**, 2017-2020 **Treasurer**, 2014-2017 Apartment & Family Student Council, Indiana University **Reviewer**, Grameen Foundation Fellowship Review Committee, 2013
Professional Memberships	Association for Research on Nonprofit Organizations and Voluntary Action Public Management Research Association The Academy of Management International Society for Third-Sector Research American Political Science Association Midwest Political Science Association Association of Public Policy Analysis and Management

Professional Experience	Associate, Yinzhou Women's Federation, Ningbo, China May 2013 – July 2013
	Project Associate, Teneo Strategy (Beijing Office), Beijing, China November 2012 – January 2013 *Planned and coordinated the Rockefeller Foundation's centennial event Global Health Summit "Dreaming the Future of Health for the Next 100 Years" in Beijing, China*
	Intern, Grameen Foundation USA (Hong Kong Office) June 2011 – November 2011 *Participated in the translation of the "Grameen Guidelines" and the creation of China's 1st Poverty Scorecard*
	Intern, World Vision International (Honghe Project Office) June 2010 – July 2010
Languages and Skills	Chinese (native), Cantonese (fluent), English (fluent) LaTeX, Qualtrics, R, SAS, Stata