

Ruodan Zhang

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Position	University of Connecticut Assistant Professor, School of Public Policy, August 2020- current
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, 2015. The University of Hong Kong Bachelor of Social Sciences, Politics and Public Administration, Philosophy, 2012.
Research/Teaching Interests	Public and Nonprofit Management, Organizational Theory, Volunteerism, Civic Participation, Advocacy, Leadership, Diversity, Public Policy Analysis
Publications	Chen, H., & Zhang, R. (2023). Identifying nonprofits by scaling mission and activity with word embedding. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 34(1), 39-51, DOI: 10.1007/s11266-021-00399-7 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. <i>Nonprofit Management & Leadership</i> , 29(4), 509-527, DOI: 10.1002/nml.21344 Jung, H. & Zhang, R. (2017). Impact evaluations in South Korea and China. <i>Asian Journal of Political Science</i> , 25:3, 328-349, DOI: 10.1080/02185377.2017.1373685
Awards and Fellowships	Scholarship Facilitation Fund (\$1,242) OVPR, UCONN, 2021 Spring and Fall SPP Faculty Excellence Award , SPP, UCONN, 2022 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

Manuscripts Under Review	Zhang, R. “A new bureaucratic effect: The role of managerial capacity in the relationship between government funding and nonprofit volunteers” <i>Public Administration Review</i> . R&R
	Zhang, R. “Who speaks truth to power for nonprofit organizations?: The organizational choice between volunteers and paid staff in lobbying activities.” <i>Nonprofit Management & Leadership</i> .
	Zhang, R. “Persistence in adversity: why do protesters in China respond to state control differently?” <i>Mobilization: An International Quarterly</i> .
Works In Progress	Zhang, R. “Towards a hate-free sector: Do extremists get tax exemption and how?.”
	Dula, L. & Ruodan Zhang. “Time to say goodbye? Evidence on board turnover and female representation from United Way.”
	Zhang, R., Haohan Chen, & Yuan Cheng. “The responsive sector: Exploring the relationship between public opinion on climate change and the density of environmental nonprofits”
Grant	State of Connecticut. Barriers to Digital Equity. (Co-PI, with Mohamad Alkadry, Vaughn Crichlow, Renzo de la Riva Aguero, Robert Wilson)
Non-refereed Report	Walk, M., Littlepage, L., Zhang, R. , Bowers, M., Harden, S., & Scott, C. (2017). <i>A Report on Volunteer Retention for the Boy Scouts of America, Crossroads of America Council</i> . Public Policy Institute, Indianapolis (IN).
Conferences & Presentations	2025: PMRC (presenter), Public Leadership Research Summit at the Institute for Public Leadership, University of Maryland (presenter)
	2024: ARNOVA-Asia (presenter), ARNOVA (presenter).
	2023: ARNOVA (presenter, panel chair).
	2022: PMRC (accepted), ISTR (accepted), ARNOVA (presenter, panel chair) <i>Withdrew from PMRC and ISTR due to COVID-related travel restrictions</i> Nottingham Trent University International Development Conference
	2021: MPSA (presenter, discussant), ISTR (presenter), NVSQ Climate Change Symposium (presenter, discussant), ARNOVA (presenter & panel chair).
	2020: ARNOVA (presenter).
	<i>2020 cancelled/postponed presentations due to COVID-19: WEAI, West Coast Non-profit Data Conference, PMRC, ISTR</i>
	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 (presenter), ARNOVA (non-presenting co-author).
	2016: ARNOVA (presenter & panel chair).

Other **O’Neill School, Indiana University-Bloomington**
 Research Research Assistant: Brad Fulton, 2015-2017
 Experience 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 **School of Public Policy, University of Connecticut**
 Instructor of Record
PP 5336/3098 Fund Development and Nonprofit Sustainability,
 Fall 2020 (online), Fall 2021 (online), Fall 2022 (online), Fall 2023 (online), Fall 2024 (online), Fall 2025 (online)
PP5331 Quantitative Methods for Public Policy,
 Fall 2020 (distance learning), Spring 2021 (distance learning), Spring 2022, Spring 2023,
 Spring 2024, Spring 2025
PP5361 Theory and Management of Public Organizations,
 Fall 2021, Fall 2022, Fall 2023, Fall 2024, Fall 2025
PP5327 Analysis for Management Decision Making,
 Spring 2022
MPA/MPP Math Camp, Aug 2023

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 **School Service, SPP, UCONN**
 MPA committee
 Awards Committee, 2021
 Faculty search committee for public management/public finance and budgeting faculty openings, 2021
 Faculty Advisor, GAPPS-ICMA
 Advising MPA/MPP students & individualized major

Reviewer, *Journal of Public Administration Research and Theory*, *Public Administration Review*, *Nonprofit and Voluntary Sector Quarterly*, *Nonprofit Management & Leadership*, *VOLUNTAS*, *International Journal of Public Sector Management*, *Acta Politica*, *Journal of Public and Nonprofit Affairs*, *International Review of Administrative Sciences*, *Elements*, *PNP Division of the Academy of Management Annual Meeting (2019, 2020)*

Treasurer, Data & Analytics Section, ARNOVA, 2021-2025

Primary Track Chair for the Data and Methodology Track, ARNOVA, 2022
Track Chair for the Data and Methodology Track, ARNOVA, 2021
Member of Conference Committee, ARNOVA, 2021-2022

Service	Secretary, Board of Directors, Interval House, 2023-2025 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 Services, Indiana University
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
Languages and Skills	Chinese (native), Cantonese (fluent), English (fluent) L^AT_EX, Qualtrics, R, SAS, Stata