

# Sandy Zook

University of Colorado Denver | 1380 Lawrence Street, Suite 500 | sandy.zook@ucdenver.edu

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## EDUCATION

- 2017 Ph.D. in Public Policy, Andrew Young School of Policy Studies (AYSPS), Georgia State University  
2012 Master of Public Administration, University of Kansas

## ACADEMIC APPOINTMENTS

- 2017-Current Assistant Professor, School of Public Affairs, University of Colorado Denver  
2015-2017 Graduate Research Assistant, AYSPS, Georgia State University  
2012-2015 Graduate Research Assistant, Fiscal Research Center, AYSPS, Georgia State University

## RESEARCH (Underline indicates student co-author)

### PEER-REVIEWED JOURNAL ARTICLES

- 2023 Zook, S., Krawczyk, K., & Oduro, F. "Exploring service-providing NGOs' perceptions of shifting civic space in Ghana: Impacts of government and international actors" *Public Administration & Development*, 43(5), 343–354.
- 2022 LePere-Schloop, M., Appe, S., Adjei-Bamfo, P., Zook, S., & Bawole, J. N. Mapping civil society in the digital age: Critical reflections from a project based in the Global South. *Nonprofit and Voluntary Sector Quarterly*, 51(3), 587-605.
- 2021 Zook, S., & Arndt, C. Islamic NGOs in education in Ghana: Analysis of the scope, activities, and revenue portfolios. *Journal of Education in Muslim Societies*, 2(2), 57-81.
- 2018 Monroe-White, T., & Zook, S. Social enterprise innovation: A quantitative analysis of global patterns. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 29(3), 496-510.
- 2015 Monroe-White, T., Kerlin, J. & Zook, S. "A quantitative critique of Kerlin's macro-institutional social enterprise framework." *Social Enterprise Journal*. 11(2): 178-201.

### PEER-REVIEWED BOOK CHAPTER

- 2023 LePere-Schloop, M. & Zook, S. "AI and civil society: The need for critical engagement with new technologies." In S. Lindgren (Ed), *Handbook of Critical Studies of Artificial Intelligence*. Northampton, MA: Edward Elgar Publishing Ltd.
- 2023 Zook, S. "Informally formal: Women's mutual aid organizations in the informal sector of the economy." In K. Krawczyk, B. King & A. Ceesay (Eds), *Ordinary Women, Extraordinary Lives: Women's Contributions to Development in West Africa*. London, U.K.: Palgrave Macmillan.
- 2023 Zook, S., Temple, S. & Malisa, E. "Realigning the North-South dyad: A strength-based approach to power balancing in a Tanzania NGO network." In van Wessel, M., Kontinen, T. & Bawole, J. (Eds), *Southern-led Programming of CSO Development Collaboration*. London, U.K.: Routledge.

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2016 Kerlin, J., Monroe-White, T. & Zook, S. "Habitats in the zoo." In D. Young & C. Brewer (Eds), *The Social Enterprise Zoo: A Guide to Perplexed Scholars, Entrepreneurs, Philanthropists, Leaders, Investors and Policymakers*. Northampton, MA: Edward Elgar Publishing Ltd.

## PEER-REVIEWED BOOK REVIEW

2020 Zook, S. Book Review: Financing Nonprofits and Other Social Enterprises: A Benefits Approach by Dennis Young. *Journal of Public and Nonprofit Affairs*. 6(1): 111-114.

## UNDER REVIEW OR REVISION

Monroe-White, T., Adjei-Bamfo, P., Zook, S. & Bawole, J. "An analysis and critique of digital innovation prior conditions in the public sector of an emerging economy." *Information Systems Journal*. [R&R]

Zooks, S., Temple, S., & Bawole, J. "Revenue concentration and institutional support: Examining revenue portfolios of NGOs operating in Ghana." [Under Initial Review]

Zook, S. & Bawole, J. "Data Extraction from NGO Financial Statements within a Global South Context." [Under Initial Review]

## GRANTS

*Research total: \$23,400*

- 2024 Early Career Professional Development Grant, CU Center for Faculty Development and Advancement (CFDA), \$1,000
- 2020 "Environmental NGO's responses in Ghana," Young Upwardly Mobile Professor (YUMPS) Grant, CU Center for Faculty Development, \$1,000.
- 2019 "Applying Benefits Theory of Nonprofit Finance: Analysis of Revenue Portfolios in Ghana," New Faculty Research Grant, Office of Research Services, University of Colorado Denver \$17,400.
- 2018 Faculty Investment Fund, School of Public Affairs, University of Colorado Denver \$5,000

*Teaching total: \$6,559*

- 2022-2023 "BIPOC early- and mid-career perspectives on public sector employment," Teaching Enhancement Grant, Center for Teaching and Learning (CETL), University of Colorado Denver, \$2,959.
- 2019-2020 Auraria Library Open Educational Resources (OER) Grant, Auraria Library, University of Colorado Denver, \$1,200.
- 2018-2019 Faculty Development Fund, Office of Global Education, University of Colorado Denver \$2,400

## SELECTED CONFERENCE PAPERS & PRESENTATIONS

*Fall 2023*

Zook, S. & Bawole, J. "Evaluation and Impact: Self-Reported Outcomes to Government by Ghanaian NGOs." ARNOVA, Orlando, FL.

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Zook, S. "Data Extraction using NGO Financial Statements in a Global South Context." ABFM, Denver, CO.

## *Fall 2022*

LePere-Schloop, M. & Zook, S. "AI Governance and Civil Society: The need for critical engagement." ARNOVA, Raleigh, NC.

## *Fall 2021*

Kagan, J., Zook, S. & Bawole, J. "Environmental Nongovernmental Organizations in Ghana: Supplementary, Complementary, or Adversarial?" ARNOVA, Atlanta, GA.

Zook, S. & Temple, S. "Realigning the North-South Dyad: A Strength-Based Approach to Power Balancing in a Tanzania NGO Network." ARNOVA, GA.

Panelist: "Global Civil Society and Democratization: The Role of Service-Providing Organizations." Civil Society, Community and Grassroots Associations Common Interest Group. ARNOVA, GA.

## *Fall 2020*

Zook, S., Kinoti, M. & Agho, O. "A Systematic Review of the Sustainable Development Goals." ARNOVA, *Held Online*.

Zook, S., LePere-Schloop, M. & Bawole, J. "Ghana's NGO Sector: Cultivation and Analysis of a New Dataset." ARNOVA, *Held Online*.

Panelist, ARNOVA Conference, *Held Online*

- Professional Development Workshop: "Pre-Tenure in Unusual Times"
- Colloquium: "Muslim Philanthropic Interventions in the Global South"

## *Fall 2019*

LePere-Schloop, M., Appe, S., Adjei-Bamfo, P., Zook, S. & Bawole, J. "Mapping Civil Society in the Digital Age: Critical Reflections from a Project based in the Global South." ARNOVA, San Diego, CA.

LePere-Schloop, M. & Zook, S. "Using Machine Learning to Map NGOs in Ghana." ARNOVA, San Diego, CA.

Zook, S., Arndt, C., & Bawole, J. "Muslim Education NGOs and Philanthropy in Ghana: Analysis and Case Studies." Symposium on Muslim Philanthropy and Civil Society, University of Indiana November 2019.

Panelist, APPAM Student Session, APPAM Conference, Denver, CO, "Doing Collaborative Research: Challenges, Opportunities and Prospects."

## *Summer 2019*

Zook, S. & Temple, S. "Analyzing the Role of Institutional Donors among NGO Revenue Portfolios in Ghana." AROCSA, Nairobi, Kenya.

Panelist, AROCSA Closing Plenary, AROCSA Conference, Nairobi, Kenya, "Opportunities and Challenges for Collaborative Research in the Global Context"

Faculty Mentor, Doctoral Dissertation Fellows Program, AROCSA Conference, Nairobi, Kenya.

## *Spring 2019*

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Zook, S., Monroe-White, T. & Kim, S. "Generational Differences in Political and Civil Society Participation: Global Analysis Using the World Values Survey." MPSA, Chicago, IL.

## *Fall 2018*

LePere-Schloop, M., S. Zook & J. Bawole. "NGO classification from the bottom-up: Using self-reported data and machine learning to generate categories of NGOs in Ghana." ARNOVA, Austin, TX.

## *Summer 2018*

LePere-Schloop, M., S. Zook & J. Bawole. "NGO classification from the bottom-up: Using self-reported data and machine learning to generate categories of NGOs in Ghana." International Society for Third-Sector Research (ISTR), Amsterdam, Netherlands.

## *Spring 2018*

Zook, S. & J. Bawole. "An Analysis of Nonprofit Revenue Portfolios in Ghana." West Coast Data Conference, Salt Lake City, UT.

## *Fall 2017*

Zook, S. & J. Bawole. "Applying Benefits Theory of Nonprofit Finance Internationally: An Analysis of Nonprofit Revenue Portfolios in Ghana." ARNOVA, Grand Rapids, MI.

## *Fall 2016*

Soh, J. & S. Zook. "Level of the Playing Field: Funding Arts Organizations at the Federal, State, and Local Government Levels." ARNOVA, Washington, D.C.

## *Fall 2015*

Zook, S. "Citizen, Customer, Partner and the Nonprofit Sector." ARNOVA, Chicago, IL.  
Monroe-White, T. & S. Zook. "Social Enterprise Innovation: A Quantitative Analysis of Global Patterns." ARNOVA, Chicago, IL.

## *Fall 2014*

Kerlin, J., T. Monroe-White & S. Zook. "A Macro-Institutional Framework for Understanding Social Enterprise Country Models: A Quantitative Critique." ARNOVA, Denver, CO.

Zook, S. & J. Soh. "Revenue Diversification among Nonprofits with Uniform Government Finance and Regulation." SECOPA, Atlanta, GA.

Zook, S. & C. Wyczalkowski. "Principal-Agent Problems in Non-Entitlement Community Development Block Grants." SECOPA, Atlanta, GA.

Zook, S. "Interlocal Agreements for Local Service Delivery: A Rural Perspective." ABFM, Grand Rapids, MI.

Van Holm, E.J. & S. Zook. "Returns for a Touchdown? Universities Entering College Football," Southern Economic Association (SEA), Atlanta, GA.

## **SELECTED CONFERENCE POSTERS**

### *Fall 2021*

Holland, A. & S. Zook. "Revenue strategies of LGBTQ+ nonprofits: Fundraising practices and revenue portfolio diversity" ARNOVA, Atlanta, GA.

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*Fall 2019*

Zook, S. & J. Sorum. "Mapping the Ghanaian NGO Sector: Content Analysis of Organizational Names." ARNOVA, San Diego, CA.

## **INVITED LECTURES, PLENARIES & PRESENTATIONS**

- 2023 Invited Panelist, Division for Teaching Innovation and Program Strategy (TIPS), University of Colorado Denver. "Navigating the AI Frontier: Tales from the Classroom."
- 2023 Invited Presenter, Teaching Professional Development Session, School of Public Affairs, University of Colorado Denver. "AI & ChatGPT in the Classroom: Resources and Getting Started."
- 2023 Invited Presenter, Change Makers Program, University of Colorado Denver. "Social Entrepreneurship."
- 2023 Course Faculty, Parks and Recreation Emerging Professionals Program (PREPP), University of Colorado Denver, "Human Resources: Managing staff, volunteers and culture"
- 2020 Invited Presenter, University of Ghana Business School, PhD Seminar, "Collecting Data in Ghana for PhD Thesis: Ethics Boards & Research Preparation"
- 2020 Invited Presenter, University of Ghana Business School, COVID, Business & Society Seminar: "COVID-19 Response Coordination with Decentralized Government Authority: Challenges to Data-Based Decision Making"
- 2020 Workshop Facilitator, Open Education Week, Auraria Library, Univ. of Colorado Denver, "Celebrating Open Education Week: Livestream Workshop with Rajiv Jhangiani—Beyond Free: Supporting Social Justice through Open Education Practices."
- 2019 Invited Presenter, Bank of Ghana & Ghana Ministry of Finance, "Migrant Urban Street Vendors: Remittances to Rural Ghana and Access to Financial Resources."
- 2018 Certified Public Manager Certificate Program, University of Colorado Denver, "Overview and Applications of Strategic Management Processes."
- 2018 Panelist, Community Engaged Learning, UCD Undergraduate Experience Symposium
- 2018 Panelist, The Teaching Life, New Faculty Orientation, University of Colorado Denver
- 2016 Introduction to Nonprofits (UNDERGRADUATE), University of Ghana, Lecture: "International Nongovernmental Organizations (INGOs) and Service Delivery."
- 2016 Study Abroad at the University of Ghana (UNDERGRAD & GRAD), Grand Valley State University, "Nonprofit Sector in Ghana: A Comparison of US and Ghana Macro-Institutional Contexts."

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2014 University of Ghana, Institute of Statistical, Social and Economic Research (ISSER), “Citizen, Customer, Partner: Re-thinking the Place of the Public in Public Management— A Context for Ghana.”

## PROFESSIONAL ORGANIZATIONS

Academy of Management (AoM); Association for Budget and Financial Management (ABFM); Association for Research on Civil Society in Africa (AROCSA); Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA); International Society for Third Sector Research (ISTR)

## TEACHING

### GRADUATE LEVEL

Mission Driven and Social Entrepreneurship (ENTP 6200; University of Colorado Denver)  
Nonprofit Boards and Executive Leadership (PUAD 5160; University of Colorado Denver)  
Nonprofit Resource Development and Finance (Georgia State University)  
Organizational Management and Behavior (PUAD 5002; University of Colorado Denver)  
Social Entrepreneurship (PUAD 5180; University of Colorado Denver)  
Strategic Management for Public and Nonprofit Managers (PUAD 5170; University of Colorado Denver)

### UNDERGRADUATE LEVEL

Introduction to Public Service (PUAD 1001; University of Colorado Denver)  
Nonprofit Boards and Executive Leadership (PUAD 4160; University of Colorado Denver)  
Social Entrepreneurship (PUAD 4020; University of Colorado Denver)

### TEACHING ASSISTANT

3 Week Study Abroad in Ghana, West Africa; International Development: Exploring Collaboration between NGOs, Microfinance and NGOs (Georgia State University)

## DOCTORAL DISSERTATIONS

2023 Samantha Temple, **Dissertation Chair**, University of Colorado Denver, School of Public Affairs  
*2024 UCD School of Public Affairs Best Dissertation*  
2020 Jihye Jung, Dissertation Committee, University of Colorado Denver, School of Public Affairs

## MASTER’S THESIS COMMITTEES

2023 Noemi Winn, **Committee Chair**, University of Colorado Denver, School of Public Affairs  
2019 Samantha Temple, **Committee Chair**, University of Colorado Denver, School of Public Affairs

## LEADERSHIP & SERVICE

### SERVICE TO THE COMMUNITY

2023-Current Member & Governance Committee Chair, Board of Directors, Daring Girls—501(c)3 international nonprofit organization doing work in East Africa.

### SERVICE TO THE PROFESSION

#### National Professional Organization Service

2022, 2023 ARNOVA Co-Track Chair, Open Track

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2020	ARNOVA Book Award Committee
2020	Proposal reviewer for the Public Management Research Conference (PMRC)
2019	AROCSA Conference Faculty Mentor for the PhD Dissertation Fellows Program
2017-2020	ARNOVA Membership Committee
2017, 2018, 2019	ARNOVA Conference Early Scholar's Mentor
2015-2016	ARNOVA Strengthening Civil Society in West Africa Project Team

## Journal Editorial Board Membership

2021-Current American Review of Public Administration (ARPA) Editorial Board

## Journal Manuscript Review

Administration & Society; American Review of Public Administration (ARPA); Journal of International Research; Journal of Social Enterprise; Journal of Social Equity and Public Administration; Nonprofit Management and Leadership (NML); Nonprofit Policy Forum; Nonprofit and Voluntary Sector Quarterly (NVSQ), VOLUNTAS

## *SERVICE TO THE UNIVERSITY OF COLORADO DENVER & SCHOOL OF PUBLIC AFFAIRS*

2024	Data Science & AI Symposium (Fall 2024) Planning Committee
2024	Invited Judge & Mock Investor, TechUp Pitch Competition, Jake Jobs Center, CU Denver
2022-Current	BAPA Committee
2021-Current	Learning, Education, Teaching, Technology and Scholarships (LETTS)
2024	Invited Judge & Mock Investor, The Climb Pitch Market, Jake Jobs Center, CU Denver
2023-Current	Research and Creative Activities Symposium (RaCAS) Reviewer
2021-2022	MPA Committee
2020-Current	Truman Fellowship, Faculty Advisor, University of Colorado Denver
2020-2021	BAPA Committee
2020-2021	LGBTQ+, University of Colorado Denver
2019-2020	MPA Student Association, Faculty Advisor, University of Colorado Denver
2019-2020	Status of Women Committee, University of Colorado Denver
2019	SPA Events Coordinator Hiring Committee
2019	SPA Faculty Investment Fund Selection Committee
2019	SPA Employee Recognition Selection Committee
2017-2019	Diversity Committee, School of Public Affairs, University of Colorado Denver
2018-2019	Ethnic Diversity Committee, University of Colorado Denver

## **PROFESSIONAL DEVELOPMENT**

2022-2023	Hanover Grants Academy 1 <sup>st</sup> Cohort, University of Colorado Denver
2021-2022 & 2022-2023	<i>Community of Practice: Ungrading</i> , Center for Excellence in Teaching and Learning, University of Colorado Denver
2020-2021	ThingStudio: Unboxing Pedagogy, University of Colorado Denver
Summer 2020	Digital Pedagogy Lab Conference (attendee)
2019-2020	<i>Community of Practice: Building Democratic Classrooms</i> , Center for Faculty Development, University of Colorado Denver

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- Fall 2018 *Online Skills Mastery* (8-week course), Office of Digital Education, University of Colorado Denver
- Fall 2018 *Community of Practice: Scholarship of Teaching & Learning (SoTL)*, Center for Faculty Development, University of Colorado Denver
- Spring 2018 *Community of Practice: Engaging with Denver*, Center for Faculty Development, University of Colorado Denver
- 2016 International Network for Social Network Analysis (INSNA) Workshops
- April 5—Introduction to Analyzing Social Networks with UCINET & Netdraw
  - April 6—Advanced Social Network Analysis using UCINET & Netdraw
- 2016 2 Day Social Network Analysis Workshop with Dr. Steve Borgatti, Temple University
- 2015 ARNOVA Conference Doctoral Fellow
- 2015 AOM Doctoral Student Professional Development Consortium
- 2015 Social Enterprise Goizueta Research Colloquium: Accelerating and Incubating Early-Stage Entrepreneurs, Selected Student Presenter (*Funded by the Kauffman Foundation*)
- 2015 University of Bologna- Department of Economics, European Summer School on the Social Economy (ESSE), *Presented paper: "Citizen, Customer, Partner and the Nonprofit Sector"*
- 2014 4 Week Study Abroad in Ghana with Georgia State University & University of Ghana

## AWARDS/HONORS

- 2023 Early Career Award for Excellence in Research, School of Public Affairs, CU Denver
- 2016-2017 Dissertation Fellowship, Andrew Young School of Policy Studies, Georgia State University
- 2015-2016 Scholar's Strategy Network Fellow, Atlanta Chapter
- 2015 ARNOVA Conference Dissertation Fellow
- 2012-2015 Dean's Fellowship, Georgia State University
- 2012 MPA Outstanding Graduate, University of Kansas