

MARK C. HAND, PH.D.

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Education

- 2016 – 2021 **Ph.D.**, LBJ School of Public Affairs **Austin, TX**
University of Texas at Austin
Dissertation Committee Members: Varun Rai, Erin Lentz,
William Spelman, Alison Craig, and Sekou Bermiss
- 2012 – 2013 **MBA**, Saïd Business School **Oxford, UK**
University of Oxford, New College
Skoll Scholar in Social Entrepreneurship
Rotary Ambassadorial Scholar
- 2002 – 2006 **Bachelor of Arts** with Honours, Vanderbilt University **Nashville, TN**
Double Majors in International Political Economy and Religious Studies
Joanne Fleming-Hayes Scholar for outstanding academics
Ingram Scholar for commitment to service
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Research Interests

Policy process theory	Workplace democracy
Narrative policy framework	Policy entrepreneurship
Rural entrepreneurship	Teams and organizations
Rural policymaking	Machine learning
Interpretive data science	Qualitative and case study methods
Employee ownership	

Academic Employment

- 2022-2023 **Visiting Lecturer**, Southern Methodist University **Dallas, TX**
Conducting research on human capital in temporary organizations and employee-owned firms as a Kelso Fellow with the Rutgers Institute for Employee Ownership and Profit-Sharing
Teaching two sections of Introduction to American Government and one upper-level section of Campaigns and Elections
Cofounded an Employee Ownership and Workplace Democracy Research Cluster
- 2019-2022 **Research Assistant and Teaching Assistant**, University of Texas **Austin, TX**
Conducting research on energy, entrepreneurship, and economic resilience in Texas with Varun Rai
Statistical Analysis and Learning with Varun Rai, Spring 2019
Qualitative Research Methods with Peter Ward, Fall 2018

2015-2016	Adjunct Assistant Professor , University of Texas Lectured on Social Entrepreneurship for the RGK Center for Philanthropy and Community Service in the Lyndon B. Johnson School of Public Affairs Conducted research on the application of network theory to impact investing and social entrepreneurship	Austin, TX
2013-2014	Entrepreneurship Fellow , Oxford Saïd Business School Redesigned and led the Entrepreneurship Project, the core entrepreneurship course for Oxford's 250 full-time MBA students Cofounded and managed the student-run Oxford Seed Fund, training 20 students in early stage investing and investing in six companies	Oxford, UK

Select Academic Papers

Predicting Firm Growth in Rural Texas: A Multi-Method Machine Learning Approach to A Complex Policy Problem. With Vivek Shastry and Varun Rai; *revise and resubmit at PLOS ONE* and submitted for presentation at the 2023 American Political Science Association Conference 2023

Policy Narrators During Crisis: A Micro-Level Analysis of The Sourcing, Synthesizing, And Sharing of Policy Narratives In Rural Texas. With Megan Morris and Varun Rai; *revise and resubmit at Policy Studies Journal* and submitted for presentation at the 2023 International Conference on the Policy Process

Evaluating Emerging Ownership Alternatives for Family Businesses. With Peter Boumgarden and Simon Pek; in preparation

The Devil You Know: Human Capital Selection in Temporary Organizations. With Sekou Bermis; presented at the 15th Annual People & Organizations Conference and submitted for presentation at AOM 2023

Follow Which Leader? Considering the Spatial Dimension of Mimetic Isomorphism. With Colin Birkhead; presented at the Kelso Workshop 2023; in submitted for presentation at AOM 2023

Policy Framing, Learning, and Change After Crisis: Lessons from the Texas Blackout. In preparation; presented at the 2023 Conference on Policy Process Research

“Policy, Advocacy, and Regulatory Considerations in Texas.” Co-authored chapter in Beard, Jamie C., and Thomas A. Blasingame. 2023. *The Future of Geothermal in Texas: Contemporary Prospects and Perspectives*. The University of Texas at Austin.

Funding

2022-2024	Schmidt Futures Research and Advocacy Grant	\$100,000
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2022-2023	Research cluster grant from Southern Methodist University	\$4,000
2022-2023	Rutgers Institute for Employee Ownership Kelso Fellowship	\$15,000
2020-2021	Dirksen Congressional Research Grants	\$3,500
2019-2021	Lead author, IC ² Institute Rural Entrepreneurship Faculty Grant Award	\$100,000
2017-2020	LBJ School Professional Development Awards	\$2,600
2016-2021	Harrington Graduate Fellowship	\$250,000

Select Academic Presentations and Speaking Engagements

2023	“Policy Framing, Learning, and Change After Crisis: Lessons from the Texas Blackout.” Paper presentation at the Conference on Policy Process Research	
2023	“Follow Which Leader? Considering the Spatial Dimension of Mimetic Isomorphism.” Paper presentation at the Kelso Workshop	
2023	“Employee ownership trusts in the United States” Paper presentation response at the Kelso Workshop	
2023	“Follow Which Leader? Considering the Spatial Dimension of Mimetic Isomorphism.” Paper presentation at the Kelso Workshop	
2022	“A critical introduction to data science.” Invited lecture at UT-Permian Basin Undergraduate Research Speaker series	
2022	“Follow Which Leader? Considering the Spatial Dimension of Mimetic Isomorphism” Paper presentation at the Duke Economic and Organizational Sociology Workshop	
2022	“The Devil You Know: Human Capital Selection in Temporary Organizations.” Paper presentation at the 15th Annual People & Organizations Conference	
2022	Session Chair, “New Research on Employee Share Ownership from Emerging Scholars” at the 2022 Beyster Symposium	

Select Service and Civic Engagement

2022	Reviewer for Organization and Management Theory Division for AOM 2022 Reviewer for <i>Policy Studies Journal</i> Reviewer for <i>Energy Research & Social Science</i> journal Reviewer for <i>Energy Policy</i> journal
2020-2021	Board Member, Multicultural Refugee Coalition

- 2019-2021 Curriculum Advisory Board Member, Austin Center for Design
- 2018-2022 Graduate Research Fellow with the Policy Agendas Project Research Group, UT-Austin Government Department
- 2017-Present Member, Truman National Security Project
- 2016-2022 Member of Rai Group Research Lab, UT-Austin LBJ School
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Languages

English (native)	R (conversational)
Spanish (conversational)	Python (beginner)
	HTML / CSS (beginner)

References

Dr. Varun Rai

(Committee Chair)

Associate Dean for Research
Professor of Public Affairs
LBJ School of Public Affairs
University of Texas at Austin
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Dr. Alison Craig

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Dr. Sekou Bermiss

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Dr. Erin Lentz

Associate Professor of Public Affairs
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Dr. William Spelman

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Dr. Marc Ventresca

Associate Professor of Strategic Management
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Dr. Tim Hannigan

Associate Professor
University of Alberta School of Business
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Dr. Colin Birkhead

Assistant Professor
Willamette University
Atkins Graduate School of Management
503-370-6167
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Additional Academic Presentations

- 2020 Hand, M. "You're Hired! An examination of the impact of staffer experience and networks in US political campaigns." Invited presentation at the Southern Political Science Association (SPSA) annual conference
- 2019 Hand, M. "Foxes in the Henhouse? The Effects of Hiring Campaign Staff into Legislative Offices." Invited presentation at the Association for Public Policy Analysis & Management (APPAM) Research Conference
- 2019 Hand, M. "Campaign Contribution Limits and Corruption: Evidence from the 50 states." Paper presentation at SPSA
- 2019 Hand, M. and Rai, V. "Energy, Entrepreneurship and Economic Resilience in Texas." Poster presented at the Energy@UT exposition
- 2018 Hand, M. "A Pragmatic Typology of Impact Enterprise." Paper presentation at USC-Marshall's Annual Social Entrepreneurship Conference
- 2018 Morrison, J. and Hand, M. "Moving from Policy Ideas to Policy Impacts: What Does the Innovation Corps Model Offer Public Policy Education?" Paper presentation at Public Administration Review's symposium "Entrepreneurship in the Public and Nonprofit Sectors" at the National Academy of Sciences.
- 2018 "Crime and Its Effects on Vulnerable Populations." Panel Chair at APPAM International Conference
- 2018 Boumgarden, P. and Hand, M. "Entrepreneurial Behaviour in Political Campaigns: Strategically sequencing thinking and doing." Paper presentation at the annual Effectuation Conference
- 2018 Hand, M. "Campaign Contribution Limits and Corruption: Evidence from the U.S. States." LBJ School Innovation Bound research poster session
- 2017 Gao, X., Hand, M., Beck, A., and Rai, V. "Knowledge Networks in the U.S. Solar Industry." Association for Public Policy Analysis & Management (APPAM) conference
- 2017 Hand, M., Beck, A., Gao, X., and Rai, V. "Learning in renewable energy ecosystems: A network study of knowledge flows in the Austin solar installation industry." Behavior, Energy & Climate Change (BECC) conference
- 2017 Hand, M. "Knowledge networks in alternative energy ecosystems – Solar softs in the solar industry." Poster (invited) at the Conference on Complex Systems
- 2016 Zutz, C. and Hand, M. "The Crowd-Sourced Graph: Uncovering The Social Innovation Landscape in Austin, Texas." XXXVI Sunbelt Conference of the International Network for Social Network Analysis (INSNA)

Invited Lectures

2018	“How to practically and creatively surface ideas and resources from your social networks.” Guest lecture at Saïd Business School
2017	“The Business of Politics: Bringing an MBA brain into a Public Policy PhD.” Presentation at the Don and Sybil Harrington Foundation Amarillo Symposium
2016	“Triple Bottom Line Ventures: Lessons Learned from Entrepreneurs.” Panel moderator at McCombs Business for Good Summit (convened by Net Impact McCombs and the Clean Tech Group)
2015	“How entrepreneurs build networks.” Guest presentation at Saïd Business School
2015	“Leadership in social innovation.” Guest lecture for Dr. David Springer at UT-Austin
2015	“An introduction to social venture capital.” Guest lecture for UT-Austin lecturer Moira Porter
2015	“New Trends & Profit Models in Social Entrepreneurship.” Panel moderator at McCombs Business for Good Summit (convened by Net Impact McCombs and the Clean Tech Group)
2014	“How to Incorporate Social and Environmental Responsibility in your Company.” Guest lecture for Dr. Diego Sanchez-Ancochea’s executive program at St. Antony’s College, Oxford
2013	“Impact Investing.” Guest lecturer for Dr. Pamela Hartigan’s graduate level course on social entrepreneurship
2013	“Social Entrepreneurship: An introduction for the curious (and the skeptical).” A presentation for the annual New College colloquium series, University of Oxford

Additional Volunteer Service and Civic Engagement

2017-Present	Board Member, WildArk.org
2020	Election Protection Volunteer, Texas Civil Rights Project
2020	Volunteer mentor, PelotonU.org
2018-2019	Lead Mentor, Techstars Impact with AgHelp
2018-2019	Volunteer, Multicultural Refugee Coalition
2018-2019	Volunteer, Workers Defense Project (Proyecto Defensa Laboral)

2017-2019	Security Fellow, Truman National Security Project
2018	LBJ School Associate Dean of Research Student Research Committee
2015-2017	Member, TRUST, a pro-immigrant Texas legislative coalition
2015	Fundraising volunteer at the Texas Civil Rights Project
2014	Commissioner and Vice-Chair, City of Austin Commission on Immigrant Affairs

Additional Writing

2017	“Beyond the scuffle: Bipartisanship in the Texas Legislature.” In Texas Tribune’s TribTalk, with Jonathan Lewis and Igor Holas
2017	“What to Look For in Investors, From Entrepreneurs Who Have Done Their Due Diligence.” On Unreasonable.is, with Zoe Schlag
2017	“Note to Investors: What Entrepreneurs Wish They Knew About You.” On Unreasonable.is, with Zoe Schlag
2016	“The Research Gap in Social Entrepreneurship.” In Stanford Social Innovation Review, with Jonathan Lewis
2015	“A response to ‘The Payoff of Pay-for-Success.’” In Stanford Social Innovation Review Online, with Margo Johnson
2015	“Visualizing the GIIN Impact Investing Network with Neo4j.” On the Neo4j blog, with Clare Zutz
2013	“Entrepreneurship at Saïd Business School and Oxford.” A report on university-wide research on entrepreneurship for Saïd Business School Dean Peter Tufano
2013	“Case Report: The US National Science Foundation’s I-Corps.” research conducted for Saïd Business School professor Marc Ventresca’s Leading Science Innovation and Entrepreneurship (LISE) program
2013	“Disruption decoded: Four Skills for Shifting Systems.” On the Skoll Centre for Social Entrepreneurship blog
2013	“Social Entrepreneurship 101.” On the Skoll Centre for Social Entrepreneurship blog

Additional Work Experience

- 2018 – Present **Senior Partner**, Liminal Advisors **London, UK**
Liminal Advisors works with impact investment funds and companies to understand and organize the complex systems around them to drive positive change.
- 2016 – 2019 **Cofounder**, Assemble **Austin, TX**
A workshop and facilitation consulting firm that helped companies leverage design thinking and innovation research for better outcomes, with a focus on talent and team communication
- 2014 – 2016 **Venture Partner**, UnLtd USA **Austin, TX**
Designed and delivered curriculum for training and coaching of UnLtd USA's three cohorts of Austin-based social entrepreneurs.
- 2010 – 2012 **Investment Associate**, First Light Ventures **Mumbai, India | Atlanta, GA**
Launched the \$1.5m India Accelerator, a joint venture with Shell Foundation; managed First Light's nine-company India portfolio and investment pipeline; led a \$200,000 investment in MadRat Games, an educational game company
- 2007 – 2009 **Founding Country Director**, Manna Project International **Quito, Ecuador**
Founded Manna Project's second community development site, overseeing the work of 130 volunteers, managing a \$200,000 budget, and starting over 20 community programs
- 2006 – Present **Consultant, Grant Writer, and Intern** **USA | Botswana**
Consulting clients include Southwest Georgia Project, a local food distributor; Culture Connect, an immigrant-focused social enterprise in Atlanta; the City of Shreveport, Louisiana; Shreveport start-up coworking space CoHab; and the North Louisiana Economic Partnership
Internships with HIV/AIDS focused NGO FHI360; Holy Cross Hospice in Gaborone, Botswana; Congressman Jim McCrery; and Nashville-based immigrant advocacy NGO Conexión Americas
Social work experience: Managed twenty families of abused and neglected children as a social worker with Community Support Programs in Shreveport, LA