

## CURRICULUM VITA

Anna A. Filipova, Ph.D.

### CONTACT INFORMATION

University of Wisconsin—Oshkosh  
Department of Public Affairs-MPA Program  
800 Algoma Boulevard  
Oshkosh, WI 54901-8655

**E-Mail:** filipova@uwosh.edu  
**Office:** (269) 424-0037  
**Fax:** (269) 424-2319  
**Web:** www.uwosh/public\_affairs

### EDUCATION

**Western Michigan University**  
December 2007  
Carnegie Doctoral/Research-Extensive

Ph.D. in Public Administration, GPA 4.00 / 4.00  
*Dissertation:* “Perceived Organizational Support and Ethical Climates as Predictors of Turnover Intention of Licensed Nurses in Skilled Nursing Facilities”  
*Dissertation Chair:* Matthew S. Mingus, Ph.D.

**Saginaw Valley State University**  
December 2002

Master of Arts in Leadership in Public Administration, GPA 3.97 / 4.00  
*Specialization:* human services administration and program development for human services organizations

**St. Cyril and St. Methodius University  
of Veliko Turnovo, Bulgaria**  
September 1994

Master of English Philology  
Certified as a teacher and pedagogue  
*Specialization:* social-political and science-technical translation

### CURRENT POSITION

**August 10, 2009 – Present**

- **Assistant Professor (full-time, tenure-track)**, Department of Public Affairs, Master of Public Administration Program, University of Wisconsin-Oshkosh (UWO), Oshkosh, Wisconsin.  
*Primary Duties:* teaching at the master’s and bachelor’s level, supervising applied Masters project papers, advising MPA and healthcare certificate students, conducting research and submitting articles for publication to refereed journals, serving on school and university committees, and performing services necessary to implement the educational programs and academic objectives of the Department of Public Affairs.

## PREVIOUS POSITIONS

### August 2007 – August 9, 2009

- **Assistant Professor (full-time, term)**, School of Public Affairs and Administration, Western Michigan University (WMU), Kalamazoo, Michigan.  
*Primary Duties:* teaching at the master's and doctoral level, supervising applied Masters project papers, advising MPA and certificate students in Lansing campus, Michigan area, conducting research and submitting articles for publication to refereed journals, serving on school and university committees, and performing services necessary to implement the educational programs and academic objectives of the School of Public Affairs and Administration.

### January 2006 – April 2007

- **Graduate Teaching Assistant (part-time)**, School of Public Affairs and Administration, Western Michigan University, Kalamazoo, Michigan.
- **Part-Time Faculty**, School of Public Affairs and Administration, Western Michigan University, Kalamazoo, Michigan, May-June, 2006

*Primary Duties:* teaching MPA courses, developing teaching materials, preparing and giving examinations.

### August 2003 – December 2005

- **Graduate Research Assistant (part-time)**, School of Public Affairs and Administration, Western Michigan University, Kalamazoo, Michigan.

*Primary Duties:* assisting faculty in the department by (1) conducting library and archival research on topics such as citizen participation and organizations, tracing the legislative history of national health insurance, network analysis in healthcare and public administration, barriers to physician participation in community health programs, hospital costs and revenues in relation to patient severity of illness, efficiency and equity when providing care to the uninsured, postmodernism and the public lands, the convergence and divergence of the Canadian and American systems of government, and (2) conducting diagnostic analysis of statistical data.

### August 1994 – August 2000

- **Assistant Professor (full-time, civilian)**, Air Force Academy (currently named Vasil Levski National Military University Aviation Faculty), Department of Foreign Languages, Dolna Mitropolia, Bulgaria.

*Primary Duties:* teaching British English for aviation purposes to Master cadets; advising Master cadets; designing military materials courses; training instructors and officers in American Military English.

## TEACHING EXPERIENCE

### Fall 2009 – Present

- **Department of Public Affairs-MPA Program, UWO, Oshkosh, WI**

*Table 1 A Summary of Current and Future Courses*

Course #	Level	Title	Semester/ Year
729	MPA	Health Care Agency Organization & Management	Fall 2009
750	MPA	Strategic Planning in Health Care Organizations	Fall 2009
410	BLS	Liberal Studies: Capstone Seminar	Fall 2009
762	MPA	Health Care Administration Law	Spring 2010
773	MPA	Health Care Policy	Spring 2010

### January 2006 – August 2009

- **School of Public Affairs and Administration, WMU, Kalamazoo, Michigan.**

*Table 2 A Summary of Courses Taught*

Course #	Level	Title	Semester/ Year
PADM 6080	MPA	Organization Theory and Behavior	Spring 2009
			Spring, Summer I, & Fall 2008
			Fall (2 courses) 2007
			Spring 2006
PADM 6090	MPA	Organization Development	Spring 2007
PADM 6060	MPA	Applied Research Methods	Summer II 2008
			Summer I 2006
PADM 6270	MPA	Human Resources Administration	Summer I 2009
			Spring 2008 (2 courses)
			Fall 2006
PADM 6481	MPA	Strategic and Program Planning for NPOs	Fall 2008
PADM 6610	PhD	Intellectual History of Public Administration	Spring 2009

## TEACHING EXPERIENCE (continued)

### August 1994 – August 2000

- **Department of Foreign Languages, Air Force Academy, Bulgaria.**
  - MA courses, “British English for Aviation Purposes,” 1994 – 2000.
  - Post-graduate course for officers, “American Military English,” 1999 – 2000.

## INSTITUTIONAL SERVICE

### August 2007 – August 2009

- **Co-chair and member of the College of Arts and Sciences Curriculum Committee, Western Michigan University, Kalamazoo, Michigan.**

*Activities:* serving in a Co-chair role since September 2008; examining proposals for courses, programs, curricula, and other requirements in light of applicable criteria; monitoring the consistency of published program statements or college policies and course descriptions.
- **Member of the MPA and Doctoral Standing Committees, School of Public Affairs and Administration, Western Michigan University, Kalamazoo, Michigan.**

*Activities:* review and consideration of MPA and doctoral prospective student application documents, curriculum development issues, general policies, and program-level assessment.
- **Advisor for MPA students in Lansing, Michigan, School of Public Affairs and Administration, Western Michigan University, Lansing Campus, Michigan.**

*Activities:* advising 94 MPA students in all concentrations: healthcare administration, nonprofit leadership and administration, human resources administration, law, local government administration, and state agency administration.

### August 1994 – August 2000

- **Member of the State Comprehensive Examination Committee, Department of Foreign Languages, Air Force Academy, Dolna Mitropolia, Bulgaria, 1997.**

*Activities:* designing examination materials; conducting written and oral examination for Master Cadets (pilots).

## CONFERENCES – SEMINARS – WORKSHOPS

### 2010

- Filipova, A. (**Participant**). “Embedding Inclusive Excellence into the Curriculum: Sharing LGBTQ Best Practices”. The conference was facilitated by Professor Lisa Kornetsky, and Dr. Liz Cannon, April 9, 2010.

### 2009

- Filipova, A. (**Presenter**) “Ethical Leadership Training in MPA Program: How to Bridge Theory and Daily Practice”. The paper was presented at the 7th Annual Hawaii International Conference on Education, January 4-7, 2009.
- Filipova, A. (**Participant**). The workshop on “Digital Storytelling” was organized by Center for New Learning and facilitated by Drs. Penny Garcia and Marsha Rossiter, Department of Human Services and Educational Leadership, UWO College of Education and Human Services, August 7, 2009.
- Filipova, A. (**Participant**). The workshop on “Defining Web Site Structure and Building a Plone Site” was organized by Integrated Marketing and Communications, UWO and facilitated by Jamie Ceman and Michelle Loker, August 19, 2009.
- Filipova, A. (**Trainee**). The train the trainer course on “Becoming a Successful Online Instructor,” was organized by Criminal Justice Program, through the Center for New Learning at UWO, August 28, 2009, and facilitated by Dr. Donald Faggiani.
- Filipova, A. (**Participant**). The workshop on “Course Design and Syllabi” was facilitated by Drs. John Koker and Heike Alberts, UWO, August 31<sup>st</sup> 2009.

### 2008

- Filipova, Anna A. (**Presenter—awarded with ten educational contact hours**) “Licensed Nursing Personnel’s Perceptions of Ethical Climates in Skilled Nursing Facilities: An Empirical Investigation.” The paper was presented at the “Nursing Ethics and Health Care Policy-Bridging Local, National and International Perspectives.” An International Centre for Nursing Ethics (ICNE) Conference at Yale University School of Nursing, New Haven, Connecticut, July 17-19.
- Filipova, Anna A. (**Presenter**) “Ethical Climates and Perceived Organizational Support as Predictors of Turnover Intention.” The paper was presented at the 11<sup>th</sup> Annual International Conference of the American Association of Behavioral and Social Sciences, Las Vegas, Nevada, February 6-8.
- Filipova, Anna A. (**Participant**) “Post-Bush: A new administration and the future of public service organizations. To attend the ASPA Region 4 Annual Conference Erberhard Center, GVSU, Grand Rapids, MI, November 6-7.

## CONFERENCES – SEMINARS – WORKSHOPS (continued)

### 2007

- Filipova, Anna A. (**Presenter**). Delivered a lecture entitled “The Life Balance Cycle: Taking Action to Prevent and Cope with Stress” at the seminar “Aiming for Focus and Balance during and after the Dissertation.” The seminar was organized by the Graduate Center for Research and Retention, Western Michigan University, October 2007.
- Filipova, Anna A. (**Participant**) “Basics of Grant Administration.” The workshop was organized by the Grants and Contracts Department, WMU, Kalamazoo, September 2007.
- Filipova, Anna A. (**Participant**) “Grants and Contracts Forms.” The workshop was organized by the Grants and Contracts Department, WMU, Kalamazoo, November 2007.
- Filipova, Anna A (**Trainee**) “WebCT Vista Roundup”. The two-day (12 hours) workshop was focused on setting up course materials for teaching online. It was organized by the Instructional Technology Center, WMU, December 2007.

### 2006

- Filipova, Anna A. (**Presenter**) “Facing the future: Georgia Regional Transportation Authority re-examined.” The paper was presented at the 64th Midwest Political Science Association Annual National Conference, Chicago, Illinois, April 2006.
- Filipova, Anna A. (**Trainee**) “Writing for Publication Workshop.” The three-day workshop was organized by the Graduate Center for Research, Western Michigan University, Kalamazoo, November 2006.

### 2005

- Filipova, Anna A. (**Participant**) The 15<sup>th</sup> Annual Equity in the Classroom Conference “Visualizing the world of possibilities: Preparing students for the challenges of equity and opportunities in higher education”, Western Michigan University, Kalamazoo, Michigan, April 2005.
- Filipova, Anna A. (**Trainee**) “Preventing Sexual Discrimination” on-line course, Western Michigan University, Kalamazoo, November 2005.
- Filipova, Anna A. (**Trainee**) “CITI course in the Protection of Human Research Subjects” on-line course, Western Michigan University, Kalamazoo, December 2005.

## GRANTS – AWARDS

### 2009 Award for Excellence in Italians

- ❑ **Western Michigan University  
Department of Foreign Languages  
College of Arts and Sciences**

### 2006 Research Grants

- ❑ **The Blue Cross Blue Shield of Michigan Foundation  
Student Award Program Grant  
Total amount awarded: \$3000**
- ❑ **Western Michigan University  
Graduate Student Research Fund  
Total amount awarded: \$600**

Both grants funded Filipova's dissertation research on potential facilitators and barriers to the retention of licensed nurses in skilled nursing facilities in Michigan.

#### Conference Fund Award

- ❑ **Western Michigan University  
Graduate Student Travel Fund  
Total amount awarded: \$600**

The graduate student travel fund sponsored Filipova's presentation of paper entitled "Facing the future: Georgia Regional Transportation Authority re-examined" at the 64th Midwest Political Science Association Annual National Conference, Chicago, Illinois, April 2006.

### 2004 Fellows Award

- ❑ **Western Michigan University's National Science Foundation  
Research Ethics Fellows Program  
Total amount awarded: \$500**

The Western Michigan University's National Science Foundation fellowship funded Filipova's one semester full-time attendance in the program "Research Ethics: An Institutional Change Model," January 2004.

## GRANTS – AWARDS (continued)

### Professional Development Training Awards (Air Force Academy, Bulgaria)

**1999**

- ❑ **Defense Language Institute, USA**  
**English Language Center at Lackland Air Force Base, Texas.**

Awarded a full-time attendance in the “Introduction to the American Language Course and Culture Seminar” given at Lackland Air Force Base, Texas, USA, August-October, 1999. Also, served as an interpreter for Bulgarian Generals and the Commandant of the Defense Language Institute English Language Center.

**1997**

- ❑ **Merrion House, UK**  
**Centre for English Studies**

Awarded a full-time attendance in the British Foreign and Commonwealth Office Military Materials Design Course held at Merrion House, Beaconsfield in collaboration with the Defence School of Languages, Wilton Park, UK, from 23<sup>rd</sup> February to 8<sup>th</sup> March 1997.

## COMMUNITY SERVICE

**2006 (Western Michigan University)**

- ❑ **Consultant**, Grand Rapids Fire Department, Grand Rapids, Michigan

*Responsibilities:* compilation, statistical analysis of employee survey data, and written report to the Grand Rapids Fire Department, April 2006.

## PUBLICATIONS

- ❑ Peters, R. & Filipova, A. (Summer 2009). Optimizing cognitive-dissonance literacy in ethics education. *Public Integrity*, 11(3), 201-220. The article was part of the 2009 *Public Integrity* Symposium, Ethics Education and Training.
- ❑ Filipova, A. (Fall 2009). Licensed nurses’ perceptions of ethical climates in skilled nursing facilities. *Nursing Ethics* 16(5), 574-588. (SAGE Publications, U.K.).

## REVIEW WORK

Article Reviewer for:

*Nursing Ethics* (2009 onward)

## HONOR SOCIETY MEMBERSHIP

**April 16, 2008 – Present**

The National Honor Society of Phi Kappa Phi  
Western Michigan University – Chapter 248

**May 14, 2005 – Present**

Pi Alpha Alpha  
The National Honor Society for Public Affairs and Administration  
Western Michigan University – Chapter

## SCHOLARLY SOCIETIES AND PROFESSIONAL ASSOCIATIONS MEMBERSHIP

**2004 - Present**

- The American Society for Public Administration

**2005 - Present**

- Midwest Political Science Association
- The Academy of Management

## ADDITIONAL INFORMATION

### Software Proficiency

- Microsoft Office
- STATA Statistical Software
- SPSS Statistical Software
- AMOS Structural Equation Modeling (SEM) Software

### Language Proficiency

- Bulgarian (native)
- English
- Russian
- Spanish (basic)
- Italian (basic)

Updated 09/24/2009