

Esther González, MPA, MBA, ABD

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Sol Price School of Public Policy

University of Southern California

EDUCATION

University Of Southern California (USC) Los Angeles, CA

Ph.D. Candidate, Public Policy and Management Expected Graduation May 2024

- Research Interests: Organizational Behavior, Diversity Management, Public Administration, Representative Bureaucracy
- Dissertation: *“Three Essays on Underrepresented Employee Experiences in Local Government”*

Cornell University Ithaca, NY

Master in Business Administration (MBA) May 2020

California State Polytechnic University, Pomona (Cal Poly Pomona) Pomona, CA

Master of Public Administration (MPA) August 2019

University of California, Los Angeles (UCLA)

B.A., International Development Studies March 2014

SELECTED GRANTS AND HONORS

USC Graduate Dissertation Oakley Endowed Fellowship 2024 – 2025

Association for Public Policy and Management Equity and Inclusion Fellowship 2024

USC Price Graduate Doctoral Fellowship 2020 – 2021, 2022 – 2024

Cornell Emerging Market Institute (EMI) Fellow 2019 – 2020

Forté Foundation Fellow 2019 – 2020

S.C. Johnson Cornell Graduate School of Management Merit Scholar 2019 – 2020

Ph.D. Project Fellow 2018

Management Leadership for Tomorrow, MLT, Fellow 2017 – 2018

PUBLICATIONS

Peer-Reviewed Publications

- Barboza-Wilkes, C., **Gonzalez, E.**, Resh, W., & Wong, S. (2022). The Emotional Toll of the COVID-19 Crisis on Local Government Workers. Review of Public Personnel Administration, 0734371X221108501.

Works in Progress

- “The Political Economy of Minority Set-Aside Contracts and Representation in Federal Procurement,” with William Resh and John Marvel. Article manuscript in progress, to be submitted for publication in fall 2024.
- “A Longitudinal Study of Local Government Employee Perceptions of Fairness in the Workplace and their Effects on Employee Burnout.” Article manuscript in progress, to be

submitted for publication in fall 2024.

- “Impact of Information Sharing Methods on Employees During Crisis.” Article manuscript in progress, to be submitted for publication in spring 2025.
- “An Analysis of the Tokenization of CDOs and Diversity Leaders.” Data collection and analysis in progress.

CONFERENCE PAPERS & PRESENTATIONS

- *Upcoming*. “Beneath the Surface: Understanding the Tokenization of CDOs in Local Government Agencies.” Association of Public Policy and Management (APPAM) Conference, (November, 2024).
- “The Political Economy of Minority Set-Aside Contracts and Representation in Federal Procurement. Journal of Policy Analysis and Management.” with William Resh. Association of Public Policy and Management (APPAM) Conference, (November, 2023). American Society for Public Administration (ASPA) Conference, (April, 2024).
- **Gonzalez, E.**, Martínez, D., & Douglas, K. (2022). Equipando Padres: Apoya el éxito de tu estudiante (Empowering parents to make a difference.). In 2022 ASEE Annual Conference & Exposition.
- Martínez, D., Arnold Christian, S., **Gonzalez, E.**, Beattie, A., Tierney, A., Douglas, K. (2023). GRADS (Graduate & Advance Degree Students) Mentoring Groups: Building a Supporting Community for Hispanic Graduate Students in STEM. In 2023 ASEE Annual Conference & Exposition.
- Martínez, D., **Gonzalez, E.**, Drako, D., D., Beattie, A., Tierney, A., Guzman, E., Douglas, K. (2023). Virtual STEM Labs: Engaging and inspiring Hispanic youth to pursue STEM degrees and careers. In 2023 ASEE Annual Conference & Exposition.

TEACHING EXPERIENCE

- Teaching Assistant, PPD 561b *Policy Analysis Practicum*, University of Southern California, Sol Price School of Public Policy and Management, (Spring, 2023).
- Teaching Assistant, PPD 561a *Policy Analysis Practicum*, University of Southern California, Sol Price School of Public Policy and Management, (Fall, 2023).
- Teaching Assistant, PPD 303 *Statistics for Policy, Planning, and Development*, University of Southern California, Sol Price School of Public Policy and Management, (Spring, 2022).
- Teaching Assistant, PPD 373 *Public Policy and Planning Analysis*, University of Southern California, Sol Price School of Public Policy and Management, (Fall, 2021).
- Teaching Assistant, NBAY 6760 *Decision Models*, Cornell Tech, SC Johnson School of Business, (Winter, 2019 & Spring, 2020).

LEADERSHIP & SERVICE EXPERIENCE

- Diversity, Equity, and Inclusion Chair, Price PhD Student Association, (2021 – Present).
- Invited presenter for the Prospanica Center for Social Justice Webinar Series, (August, 2024).
- Invited speaker for the Prospective PhD Student Outreach Event, USC, (May, 2024).
- Invited speaker for the USC Los Angeles County Youth Conference; “*Employee Experiences*

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- *in Local Government*” (March, 2024).
 - Finance Chair, Johnson Women in Technology (JWiT) Conference, New York, NY, (2020).

JOURNAL REVIEW EXPERIENCE

Invited Reviewer

- Review of Public Personnel Administration, (2021 - Present).
- Journal of Behavioral Public Administration, (2021 - Present).
- Public Management Review, (2021 - Present).

SKILLS

- Proficient in statistical analysis and software: Atlas.ti, Python, STATA, SPSS.
- Advanced Spanish (conversation, reading, and writing).

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- American Society for Public Administration (ASPA)
- Association of Latino Professionals in Finance and Accounting (ALPFA)
- Association for Public Policy & Management (APPAM)
- International City Managers Association (ICMA)
- Municipal Management Association of Southern California (MMASC)
- Ph.D. Project
- Prospanica
- Society of Hispanic Professional Engineers (SHPE), Lifetime Member

REFERENCES

- **Professor William Resh**
Advisor
University of Southern California
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- **Professor Lavonna B. Lewis**
Dissertation Committee Member
University of Southern California
llewis@usc.edu
- **Professor Danyao Li**
Dissertation Committee Member
University of Southern California
danyaoli@usc.edu