

ESTHER GONZÁLEZ, MPA, MBA

Los Angeles, CA

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[LinkedIn](#)

EDUCATION

UNIVERSITY OF SOUTHERN CALIFORNIA

Ph.D. Student, GPA: 3.9

CORNELL TECH, SC JOHNSON COLLEGE OF BUSINESS

Master of Business Administration, GPA: 3.4, May 2020

CALIFORNIA STATE POLYTECHNIC UNIVERSITY

Master of Public Administration, GPA: 3.91, August 2019

UNIVERSITY OF CALIFORNIA, LOS ANGELES

Bachelor of Arts, International Development Studies, March 2014

RESEARCH INTERESTS

- Diversity, Equity, & Inclusion
- Hierarchy
- Leadership & Management
- Organization Behavior

RESEARCH EXPERIENCE

Research, University of Southern California, Sol Price School of Public Policy and Management, (Present)

- Collaborate on “Emotional Toll of COVID-19 on Local Government” research project with lead researchers Professor William Resh and Cynthia Barboza
- Complete transcription of participant exit interviews post participation in the study
- Conduct qualitative coding of participant diaries as part of an empirical approach to emotional labor

Industry Research Project, Cornell Tech, SC Johnson School of Business, (2019)

- Developed experimentation sequence that combined user and industry research to de-risk product concept
- Investigated factors affecting workplace inclusivity based on cultural gaps due to lack of diversity via primary and secondary research
- Presented research findings to faculty and industry professionals for critique and continuous improvement

Thesis & Project, California State Polytechnic University, (2019)

- Title: “An Examination of Gender Inequalities in Los Angeles County City Managers”
- Designed a comprehensive research project addressing a current management issue
- Constructed a hypothesis, wrote a literature review, and subsequently tested the hypothesis through regression models of primary research data
- Created research-based mentorship program curriculum for recruitment and retention of diverse talent to executive local government positions

Directed Research Project, University of California, Los Angeles (2012)

- Leveraged online data resources, like CapiQ, and wrote a literature review to draw conclusions about the current state of this issue and predict future outcomes
- Researched the effect of rising international e-commerce on domestic retailers
- Submitted paper to undergraduate research journal for publication

TEACHING EXPERIENCE

Teaching Assistant, PPD 373 Public Policy and Planning Analysis, University of Southern California, Sol Price School of Public Policy and Management, (2021 – Present)

- Conduct exam review sessions for students covering the following course topics: market failure analysis; indexing, extrapolation, and simple forecasting; visual presentation and interpretation of data; risk and decision analysis; and cost-benefit analysis and related tools.
- Evaluate and grade examinations, assignments, or papers and record grades

Teaching Assistant, NBAY 6760 Decision Models, Cornell Tech, SC Johnson School of Business, (2019 – 2020)

- Aid the instruction of the course by assisting students as demonstrations of models are presented in class
- Evaluate and grade examinations, assignments, or papers and record grades
- Graded exams, lab reports and held office hours for students

Teaching Assistant, MPA 600 Thesis/Project, California State Polytechnic University, (2018 –2019)

- Designed comprehensive course materials to aid students through the thesis process
- Mentored current graduate students through the IRB process and culminating thesis/project proposals
- Supported students with logistics for thesis defense and thesis publication in Bronco Scholar

MANAGEMENT EXPERIENCE

Director, Research & Innovation, Society of Hispanic Professional Engineers, (2021 – Present)

Manager, Programs, Society of Hispanic Professional Engineers, (2016 – 2020)

- Collaborate with executives to maximize program potential through innovative open data systems
- Implement research-based logic model for all educational program curriculums
- Integrate student tracking SQL database that supported longitudinal data tracking for long-term impact
- Present on the importance of quantitative and qualitative program measurement at conferences
- Publish white papers on several D&I issues within the STEM industry
- Redefine the impact measurements of existing programs by establishing quantifiable outcome metrics

Financial Solutions Advisor, Merrill, Lynch, Pierce, Fenner, & Smith, (2014 – 2016)

- Analyzed clients' financial statements to compose holistic financial plan with quantitative data
- Enhanced analytical skills by applying regression models to clients' financial forecasts
- Educated clients on financial literacy and wealth building strategies using visual aids
- Researched economic data and interpreted information pertaining to economic outlook of the US
- Conducted an innovative project illustrating the correlation between bank participation in client credit

LEADERSHIP EXPERIENCE

- Diversity Chair, Public Policy Student Association, University of Southern California, Sol Price School of Public Policy and Management, (2021- Present)
- Founding Member, International Student Association, Cornell Tech, (2019 – Present)
- Finance Chair, Johnson Women in Technology (JWiT) Conference, New York, NY (2019 – 2020)

AWARDS AND FELLOWSHIPS

- Emerging Market Institute (EMI) Fellow (2019 – present)
- Forté Foundation Fellow (2019 – present)
- S.C. Johnson Cornell Graduate School of Management Merit Scholar (2019 – present)
- Ph.D. Project Fellow (2018)
- Management Leadership for Tomorrow, MLT, Fellow (2017 – 2018)

PUBLICATIONS

Under Review

- Barboza-Wilkes, C. **Gonzalez, E.** Resh, W. Wong, S. (2021). *The Emotional Toll of the COVID-19 Crisis on Local Government Worker*. Review of Public Personnel Administration.

General Publications

- Gonzalez, E. (2019). *An Examination of Gender Inequalities in Los Angeles County City Managers*. Bronco Scholar.

SKILLS

- Fluent in Spanish
- Proficient in C++, HTML, Java, MATLAB, Python, STATA, SAAS, SPSS, SQL, Swift

PROFESSIONAL AFFILIATIONS

- American Society for Public Administration (ASPA)
- Association of Latino Professionals in Finance and Accounting (ALPFA)
- International City Managers Association (ICMA)
- Municipal Management Association of Southern California (MMASC)
- Ph.D. Project
- Prospanica

REFERENCES

- **Professor William Resh**
Advisor
University of Southern California
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- **Professor David C. Juran**
Professor and Supervisor
Cornell Tech, SC Johnson School of Business
dcj2@cornell.edu
- **Professor Renford Reese**
Thesis Committee Chair
California State Polytechnic University
rreese@cpp.edu