

Esther González, MPA, MBA, ABD

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EDUCATION

UNIVERSITY OF SOUTHERN CALIFORNIA (USC), SOL PRICE SCHOOL OF PUBLIC POLICY & MANAGEMENT

Ph.D. Candidate, GPA: 3.9, Expected Graduation May 2024

Dissertation: Three Essays on the Analysis of the Impact of Equity Efforts on Local Government Employees

CORNELL TECH, SC JOHNSON COLLEGE OF BUSINESS

Master of Business Administration, GPA: 3.4, May 2020

Certificate in Diversity, Equity, and Inclusion, January 2021

CALIFORNIA STATE POLYTECHNIC UNIVERSITY (Cal Poly Pomona)

Master of Public Administration, GPA: 3.91, August 2019

UNIVERSITY OF CALIFORNIA, LOS ANGELES (UCLA)

Bachelor of Arts, International Development Studies, March 2014

RESEARCH & TEACHING INTERESTS

- Organizational Behavior
- Diversity Management
- Leadership
- Representative Bureaucracy

RESEARCH EXPERIENCE

Research Associate, University of Southern California, Sol Price School of Public Policy and Management, C.L.E.A.R. (Civic Leadership Education and Research) Initiative, (2020 – Present)

- Conduct large-N analysis on public and nonprofit labor markets focused on exploring activities related to leading inter-sector and inter-institutional relations, understanding public and nonprofit workforce dynamics, and developing civic leadership for the next generation.
- Serve as a producer, broker, and supplier of public domain data on public and nonprofit labor markets.
- Provide leadership in promoting, facilitating, and establishing partnerships of intellectual exchange about civic leadership and civil service among researchers and institutions. This would involve serving as a locus for conferences, workshops, and exploring workforce dynamics across local, state, federal, and global communities.
- Develop programs and communication tools to connect researchers and public officials seeking to identify and secure funding and resources to support research on these topics.
- Serve as the central communication point for Price School partnerships with local, state, federal, and global institutions.

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 on the basis of 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.

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

RESEARCH MANAGEMENT EXPERIENCE

Director of Research & Innovation, Society of Hispanic Professional Engineers, (2016 – 2023)

- 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 Center Manager, Bank of America Merrill Lynch, (2012-2016)

- Oversaw the recruitment process for the financial center, which involves identifying staffing needs, creating job descriptions, interviewing candidates, and making hiring decisions.
- Implemented training programs to enhance the skills and knowledge of employees within the financial center. This involved conducting performance evaluations, identifying areas for improvement, and developing training modules or workshops to address specific skill gaps or enhance overall performance.
- Managed employee performance by setting clear expectations, providing feedback, and evaluating employee performance against established goals or metrics. This included conducting performance reviews, recognizing outstanding performance, and addressing any issues or challenges that employees face in meeting expectations.

LEADERSHIP EXPERIENCE

- Diversity, Equity, and Inclusion Chair, Price PhD Student Association, (2021 – Present).
- Finance Chair, Johnson Women in Technology (JWiT) Conference, New York, NY (2019 – 2020).

PUBLICATIONS

General 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.
- 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.
- Martinez, 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.
- Arnold Christian, S., Martinez, D., Beattie, A., Tierney, A., Douglas, K. (2023). Future G.R.A.D.S. (Graduate & Advanced Degree Students); A Mentoring Program to Support Undergraduate Hispanic Seniors through the Graduate School Application Process. In 2023 ASEE Annual Conference & Exposition.
- Martinez, D., Gonzalez, E., Drako, D., D., Beattie, A., Tierney, A., Guzman, E., Douglas, K. Virtual STEM Labs: Engaging and inspiring Hispanic youth to pursue STEM degrees and careers. In 2023 ASEE Annual Conference & Exposition.

Conference Papers

- Resh, W., Gonzalez, E., Zarit, M., Marvel, J.D. (2023). The Implications of Minority Set-Aside Contracts and Representation in Federal Procurement. *Journal of Policy Analysis and Management*.

JOURNAL REVIEW EXPERIENCE

Invited Reviewer

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

AWARDS AND FELLOWSHIPS

- USC Price Graduate Doctoral Fellowship (2020 – Present).
- 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).

SKILLS

- Software Proficiencies: Atlas.ti, C++, HTML, Python, STATA, SPSS
- Fluent in Spanish

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 David C. Juran**
Professor and Supervisor
Cornell Tech, SC Johnson School of Business
dcj2@cornell.edu