
Department of Political Science and Public Administration
University of Texas, El Paso
Benedict Hall 210, El Paso, Texas 79968
ehan2@utep.edu

EDUCATION

PH.D., PUBLIC POLICY

Georgia State University, Atlanta GA

August 2023

Dissertation:

Understanding Racial Inequities in Coproduction: The Case of Public Education

Committee: Gregory B. Lewis (Chair), John C. Thomas, Ross Rubenstein, and Christine Roch

M.P.P.

Georgia State University, Atlanta GA

2014 – 2016

Concentration: Program evaluation and performance management

Advisor: Dr. John C. Thomas

M.P.A.

Ewha Womans University, Seoul, South Korea

2008 – 2010

Thesis: A Study on the Determinants of Public Service Motivation

– Experience in Organization and Job Characteristics (Chair: Dr. Geunjoo Lee)

B.A.

Ewha Womans University, Seoul, South Korea

2004 – 2008

Bachelor of Public Administration

Bachelor of Economics

ACADEMIC APPOINTMENT

Assistant Professor

Fall 2024 -

Department of Political Science and Public Administration, College of Liberal Arts,
University of Texas, El Paso

Visiting Assistant Professor

2023-2024

Department of Public Administration and Policy, School of Public and International Affairs,
University of Georgia

RESEARCH INTERESTS

Citizen-State Interactions
Citizen/Nonprofit Coproduction
Public Employee Management
Social Equity and Inclusion

TEACHING INTERESTS

Public and Nonprofit Management
Research Methods
Policy Process and Evaluation

RESEARCH

Publications

Esther Han & Geunjoo Lee. (June 2012). Organizational Experience and Public Service Motivation. Korea Journal of Public Administration.

Lewis, G. B., & **Han, E.** (2024). A Model Minority? Asian-White Differences in Federal Careers. The American Review of Public Administration, 54(5), 447-459. <https://doi.org/10.1177/02750740231219287>

Working Papers

Esther Han. “Do Government Initiatives Increase Co-Commissioning at School by Racial Minority Parents?”

Esther Han & Bo Li. “Symbolic Representation and Coproduction: A Survey Experiment on Principal’s Race and Parent Involvement.”

Esther Han & Gregory B. Lewis. “Managing Generational Gaps in the Federal Workforce: Are MZ Generations Really the Different Species?”

Esther Han & Mirae Kim. “The Role of K-12 Education Nonprofits in the Educational Opportunities Available for Racial and Ethnic Minority Students”

CONFERENCE PAPER PRESENTATIONS

“Symbolic Representation and Coproduction: A Survey Experiment on Principal’s Race and Parent Involvement” with Bo Li. Public Management Research Conference. Seattle WA. June 26-29, 2024.

“Do Government Initiatives Facilitate Coproduction for Parents with Language Barriers?” Public Management Research Conference. Phoenix AZ. May 25-28, 2022.

“The Myth of Model Minority and Asian Public Employees in the Federal Government” with Greg B. Lewis. Midwest Political Science Association Conference. Chicago, IL. April 7-10, 2022.

“Are White Parents More Likely to Coproduce than Minority Parents at K-12 schools?” Public Management Research Conference. Honolulu, HI. June 23-26, 2021.

“Density of K-12 Education Nonprofits and Racial and Minority Students” with Mirae Kim. Public Management Research Conference. Chapel Hill, NC. June 11-14, 2019 & American Education and Finance Association Conference. Kansas City, MO. March 21-23, 2019.

“Attitude towards the Federal Birth Control Mandate” with Greg B. Lewis. Midwest Political Science Association Conference. Chicago, IL. April 5-8, 2018.

“The Impact of Rurality on College Attainment.” American Society for Public Administration Conference. Atlanta, GA. March 17-21, 2017.

TEACHING EXPERIENCE

<u>Doctoral Student Best Teaching Award</u>	April 2023
Georgia State University, The Andrew Young School	

Instructor

University of Texas, El Paso	
<i>Introduction to Public Administration Profession -master's Level</i>	Fall 2024

University of Georgia	
<i>Policy Process -master's Level</i>	Spring 2024
<i>Policy Process - Undergraduate Level</i>	Spring 2024

<i>Nonprofit Financial Administration -master's Level</i>	Fall 2023
<i>Policy Process - Undergraduate Level</i>	Fall 2023

Georgia State University	
<i>Policy Data Analysis - Undergraduate Level</i>	Fall 2022 – Spring 2023
● Teaching evaluation: 4.7/5.0 (Fall 2022)	

Teaching Assistant

Georgia State University

Applied Research Methods and Statistics I -master's Level Spring 2019 – Spring 2022

- Served as a substitute lecturer and provided weekly review sessions
- Assisted developing and maintaining course materials and online classes
- Graded weekly assignments

Relevant Training

Teaching Online Academy

June 2024

UTEP Center for Instructional Design

Using Cognitive Theory to Boost Student Learning in Class and Online

September 2022

GSU Center for Excellence in Teaching Learning

Certificate of Mastering Online Teaching (MOT)

August 2020

GSU Center for Excellence in Teaching Learning

AWARDS AND GRANTS

University Research Institute (URI) Grant (\$5,000)

Spring 2025

University of Texas, El Paso

Project: Symbolic Representation and Coproduction:

A Survey Experiment on Principals' Race and Parent Involvement at School

Provost Dissertation Fellowship

Summer 2021 – Spring 2022

Georgia State University, The Graduate School

Doctoral Consortium Fellow

July 2021

Academy of Management, Public and Nonprofit Division

Doctoral Dissertation Fellowship

November 2020

ARNOVA conference

Diversity Scholar Fellowship

November 2019

ARNOVA conference

The Dean's Fellowship

Fall 2016 – Spring 2019

Georgia State University, The Andrew Young School

Conference Travel Grant

March 2019

American Education and Finance Association

Ewha Graduate Research Fellowship
Ewha Womans University, The Graduate School

Fall 2008 – Spring 2009

ACADEMIC SERVICE EXPERIENCE

UNIVERSITY OF TEXAS, EL PASO
MPA committee member

Fall 2024 -

EWHA WOMANS UNIVERSITY, SEOUL, SOUTH KOREA

Office of International Affairs, Program Coordinator
School of Business, Administrative Manager

2011 – 2013
2013

SKILLS

SPSS, STATA, and GIS

PROFESSIONAL MEMBERSHIP

The Academy of Management
The Association for Public Policy Analysis and Management
The Association for Research on Nonprofit Organizations and Voluntary Action
The Public Management Research Association