

Xu (Eric) Han

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EDUCATION

Ph.D. Policy Analysis, University of Maryland, May 2022 (Expected)

Specialization: Public Management

Committee: Toby Egan (Chair), Jeffery Haring, Philip Joyce, Peter Reuter, Donald Moynihan (Georgetown University)

Dissertation: The Effects of Performance Management on Equity and Civic Participation - Evidence from Public Education in the U.S.

Master of Public Policy, University of Maryland, 2014

B.A. English, Guangdong University of Foreign Studies, 2012

RESEARCH AND PUBLICATIONS

Journal Articles

Baig, F.A., **Han, X.**, Hasnain, Z., & Rogger, D. (In alphabetical order) (2021). Introducing the Worldwide Bureaucracy Indicators: A New Global Dataset on Public Sector Employment and Compensation. *Public Administration Review*, 81(3), 564-571. <https://doi.org/10.1111/puar.13355>.

Han, X., & Moynihan, D. (2021). Does Managerial Use of Performance Information Matter to Organizational Outcomes? *The American Review of Public Administration*. (early view) <https://doi.org/10.1177/02750740211048891>.

Book Chapters

Han, X., Parker, C., Rogger, D., & Schuster, C. (2021). "Survey Mode Effects". In Rogger, D., & Schuster, C. (Eds.) *The Public Administration Handbook on Measurement*. The World Bank, Washington, D.C. Forthcoming.

Under Review

Han, X., Does Performance Management Build a Skilled Workforce at the Expense of Democratic Citizenship?. Awarded Best Paper, Marc Holzer Public Performance Symposium, *American Society for Public Administration*, 2019.

Han, X., & Wang, W. J. Does Managerial Autonomy Mitigate Gaming in Performance Management?. Revised and Resubmitted.

Han, X., Ma, L., & Perry, J. Does Pay Variation Increase Government Performance? Evidence from a Cross-National Analysis. Invited to be Revised and Resubmitted.

Han, X., & Cory, B. Government Crisis Messaging on Social Media, Citizen Online Engagement, and Compliance with Policies. Under Review.

Working Papers

Han, X., "Does Performance Management Promote Equity?—Evidence from U.S Public High Schools."

Han, X., Liang, J.Q., & Buenemann, M. "Intensified Oversight, Data Manipulation, and Performance-Based Accountability-Evidence from the Results-Based Environmental Governance in China."

Han, X., “Motivating Public Employees: Explore the Paradox of Large Performance Bonuses in Performance Management.”

External Research Funding

Principal Investigator, Universitas 21 International Research Collaboration Award, 2020-2021, Government Messaging on Social Media, Public Trust in Government, and Public Compliance with Policy, \$5000.

Selected Conference Presentations

“The Role of Representative Bureaucracy in Mitigating the Trauma of Mass Shootings: Evidence from Florida Public Primary Schools”, November 2021, Association for Public Policy Analysis and Management, Austin.

“Does Managerial Autonomy Mitigate Gaming?”, June 2021, Public Management Research Conference, Hawaii.

“Government Messaging on Social Media, Public Trust in Government, and Public Compliance with Public Policy-Evidence from Text Analysis of Government Response to COVID 19.” November 2020. Association for Public Policy Analysis and Management, Washington, D.C.

“Intensified Oversight, Organizational Gaming, and Policy Performance: Evidence from the Results-Based Environmental Governance in China.” November 2020. Association for Public Policy Analysis and Management, Washington, D.C.

“Does Managerial Use of Performance Information Matter to Organizational Outcomes?” November 2019. Association for Public Policy Analysis and Management, Denver, Colorado.

“Building a Skilled Workforce at the Expense of Developing Democratic Citizenship? The Effect of Performance Management on Civic Participation at American High Schools.” August 2019. American Political Science Association Conference, Washington, D.C.

“Can Performance Management Promote Equity? Evidence from Public Schools in the U.S.” June 2018, Public Management Research Conference, Singapore.

TEACHING ASSISTANT EXPERIENCE

Quantitative Aspect of Public Policy (Introduction to Statistics)

Quantitative Analysis of Public Policy (Introduction to Econometrics)- (Teaching Award see below)

Intermediate Macroeconomics

AWARDS AND HONORS

Roberta Ma Scholarship, University of Maryland, College Park, 2021

Academy of Management-Public and Nonprofit Division Top Reviewer Award, 2020

Finalist in 3 Minute Thesis, University of Maryland, College Park, 2020

Best Paper, Marc Holzer Public Performance Symposium, American Society for Public Administration, 2019

Goldhaber Travel Award, University of Maryland, College Park, 2018

International Conference Student Support Award, University of Maryland, College Park, 2018

University Teaching Award, University of Maryland, College Park, 2018-one of the two teachers from School of Public Policy that received the university teaching award in 2018

Outstanding Graduate Student Assistant, University of Maryland, College Park, 2018- an honor awarded to less than 2 percent of graduate assistants at the University of Maryland

Second Place, Research Presentation Contest on Graduate Research Appreciation Day, 2017

Dean's Fellowship, University of Maryland, College Park, 2014, 2015, 2017
Outstanding Student Leader, Guangdong University of Foreign Studies, 2011
Outstanding Volunteer for Asian Games, Guangdong University of Foreign Studies, 2010
University Academic Scholarship, Guangdong University of Foreign Studies, 2009, 2010

SERVICE

Proposal Reviewer, Public Management Research Conference, 2022
Panel Chair, Public Management Research Conference, 2021
Reviewer, *Public Administration Review*, 2021
Reviewer, *Public Management Review*, 2021
Panel Organizer, Association for Public Policy Analysis and Management Fall Research Conference, 2020
Panel Chair. Association for Public Policy Analysis and Management Fall Research Conference, 2019
Vice President of Financial Affairs, Graduate Student Government, University of Maryland, College Park, 2016, 2019-2020
Vice President of Student Affairs, Graduate Student Government, University of Maryland, College Park, 2018-2019

PROFESSIONAL EXPERIENCE

Consultant, Bureaucracy Lab, The World Bank, Washington, D.C., 2020
Consultant, Doing Business Team, The World Bank, Washington, D.C., 2017