Courtney Lauren Hahm

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EDUCATION

Indiana University, Bloomington, IN
Ph.D. in Public Affairs, Expected 2027
O'Neill School of Public and Environmental Affairs
Committee: Sean Nicholson-Crotty (Chair), Brad Fulton, Jill Nicholson-Crotty, Paolo Belardinelli, Coady Wing

Georgetown University, Washington, D.C.
Master of Public Policy, 2023
McCourt School of Public Policy

Yonsei University, Seoul, South Korea
M.A. in Counseling Psychology, 2022
United Graduate School of Theology

Sogang University, Seoul, South Korea
B.A., Business Administration, 2014

RESEARCH INTERESTS

General: Public Management; Public-Private Partnerships; Social Policy Analysis

Specific: Social Identity Theory; Representative Bureaucracy Theory; Coproduction; Nonprofit Service Delivery

PUBLICATIONS

Peng, L., Hahm, C., Noonan, D., & Woronkowicz, J. (Forthcoming). Effects of Recent Guaranteed Income Pilots in the United States: A Systematic Literature Review and Quality Assessment. In Besharov, D. & Gilbert, N. (Eds.), *The Handbook on Minimum and Universal Basic Income Schemes*. Oxford University Press.

Nicholson-Crotty, J., Hahm, C., & Nicholson-Crotty, S. (2026). Disparity in Police Disciplinary Outcomes: The Mediating Effect of Complaint Disposition for Organizational Outgroups. *The American Review of Public Administration, 0(*0). https://doi.org/10.1177/02750740261478910

MANUSCRIPTS UNDER REVIEW

"Intermediary Specialization and Public Service Delivery: Quasi-Experimental Evidence from Religious Exemptions in Foster Care" *Manuscript under review.*

WORKS IN PROGRESS

AI and Adverse Selection: What Happens to Federal Merit Hiring When GenAI Helps Everyone Write Good Cover Letters? *Preliminary results available upon request.*

"No New Friends? Experimental Evidence on Co-Producers' Reactions to Out-Group Members" *Preliminary results available upon request.*

"Strategic Responses to Multiple Resource Dependence: A Qualitative Study of Faith-Based Human Service Contractors" (with Shaun Khurana) *Preliminary results available upon request.*

"When ‘Labor’ Is Leisure, and ‘Leisure’ Is Labor: Rethinking Cash Assistance for Caregiving Artists" (with Doug Noonan and Joanna Woronkowicz) *Preliminary results available upon request.*

"Citizen Support for Government Limitations on Nonprofit Resources and Activities" (with Shaun Khurana) *Preliminary results available upon request.*

"Systematic Literature Review on Representative Bureaucracy Theory" (with Sean Nicholson-Crotty and Jill Nicholson-Crotty)

"Tradeoffs in Representative Bureaucracy" (with Sean Nicholson-Crotty, Jill Nicholson-Crotty, and Paolo Belardinelli)

"After Deportation: A Qualitative Study of Reintegration Among Deportees" *Preliminary results available upon request.*

RESEARCH EXPERIENCE

Research Data Analyst, Project 990 Inc., May 2026 – Present

Research Assistant for Sean Nicholson-Crotty, Aug 2023 – Aug 2025

Research Assistant for Joanna Woronkowicz, Aug 2024 – Aug 2025

Research Assistant for Leonor Camarena, Aug 2023 – Aug 2024

TEACHING (INSTRUCTOR OF RECORD)

V185: Management of Public Problems and Solutions, Indiana University Bloomington, Fall 2026

V185: Management of Public Problems and Solutions, Indiana University Bloomington, Fall 2025

CONFERENCE AND RESEARCH PRESENTATIONS

"God or Government: Who Provides for Faith-Based Government Contractors?" *(with Shaun Khurana). Presented at 2026 PMRC, Washington, D.C.*

"Citizen Support for Government Limitations on Nonprofit Resources and Activities" *(with Shaun Khurana). Presented at 2026 MPSA, Chicago, IL.*

"No New Friends? Managing the Dark Side of Co-Production with Social Identity Theory." *Presented at 2025 PMRC, Seoul, South Korea.*

"Racial and Gender Bias in Employee Evaluation and Impacts on Discipline." *Presented at 2025 MPSA, Chicago, IL.*

"Too Big to Discriminate or Regulate? The Religious Exemption Effect on State Foster Care Performances." *Presented at 2024 APPAM, National Harbor, MD.*

"Too Big to Discriminate or Regulate? The Religious Exemption Effect on State Foster Care Performances." *Presented at 2024 ARNOVA, Washington, DC.*

INVITED TALKS

Guest Reviewer: Final Presentation for Indiana University V326 – Communication for Public and Nonprofit Organizations (Graduate Course)

Guest Lecturer: "Privatization and Contracting Out" for Indiana University V185 – Management of Public Problems and Solutions (Undergraduate Course)

Guest Lecturer: "Religious Organizations and Ethics" for Indiana University N521 – Nonprofit and Voluntary Sector (Graduate Course)

DEPARTMENT & UNIVERSITY SERVICES

Teaching Assistant, V491: O'Neill Undergraduate Honors Program, Indiana University Bloomington, Fall 2026

President, Association of O'Neill PhD Students, Indiana University Bloomington, 2025 – 2026

Mentor, O'Neill Undergraduate Honors Program, Indiana University Bloomington, 2024 – 2025

President, Student Council of Graduate School of Theology, Yonsei University, 2020 – 2021

Administrative Assistant, Global Institute of Theology, Yonsei University, 2019 – 2021

HONORS, GRANTS, AND FELLOWSHIPS

Meier Travel Inclusion Award, Public Management Research Conference (PMRC), Seoul, South Korea, May 2025

Center for Public & Nonprofit Leadership at Georgetown University Grant ($10,000). Represented the Safe Sisters Circle (Washington, D.C. community-based nonprofit organization) as a program officer.

Student Council President Scholarship, United Graduate School of Theology at Yonsei University, Seoul, South Korea, March 2020

Global Institute of Theology (GIT) Assistantship, United Graduate School of Theology (GIT) at Yonsei University, Seoul, South Korea, 2019 Spring, 2019 Fall, 2020 Spring semesters

LANGUAGE

English (Native proficiency)

Korean (Native proficiency)

Japanese (Professional proficiency)

Ancient Greek (Limited research proficiency)

SKILLS

R, STATA

PROFESSIONAL EXPERIENCE

Product Management, Smart Charity, Bloomington, IN, Jun 2026 – Aug 2026

SQF Specialist, Remond Grocery Corporations, Santa Fe Springs, CA, Dec 2021 – Dec 2024

School Counselor, Yonsei University Center for Counseling & Coaching Services, Seoul, Korea, Mar 2019 – Aug 2022

Business Development Manager, Y&B Fullerton LLC & M Dental Group, Fullerton, CA, Jul 2021 – Jul 2022

Sales Manager, Goodwiz Inc., Buena Park, CA, Dec 2016 – Jul 2018

Accounting Assistant, BWS Group Co., Santa Fe Springs, CA, Jun 2015 – Sep 2015

PROFESSIONAL MEMBERSHIPS

Public Management Research Association

Association for Research on Nonprofit Organizations and Voluntary Action

Association of Public Policy Analysis and Management

American Society for Public Administration

Midwest Political Science Association

Society for the Scientific Study of Religion