

Vitae

Lael R. Keiser

Address

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Academic Positions

2017- present, Professor and Director of the Truman School of Public Affairs, University of Missouri.

2017-present, Affiliated Faculty, Department of Political Science, University of Missouri

2015-2017, Professor, Department of Political Science and Truman School of Public Affairs, University of Missouri

2003- 2015, Associate Professor, Department of Political Science and Truman School of Public Affairs. University of Missouri.

1996-2003, Assistant Professor, Department of Political Science, University of Missouri-Columbia.

1995-fall semester, Instructor, Department of Political Science, University of Wisconsin-Milwaukee.

1994-1996, Editorial Assistant, American Journal of Political Science.

1995-1996, Editorial Assistant, Women's Caucus for Political Science Quarterly.

1992-1993, Teaching Assistant, Department of Political Science, University of Wisconsin-Milwaukee.

Education

Ph.D. August 1996. University of Wisconsin-Milwaukee, Political Science. Dissertation: Bureaucracy, Politics and Public Policy: The Case of Child Support.

MA December 1993. University of Wisconsin-Milwaukee, Political Science.

BA June 1989. Lawrence University: Major: Political Science.
Graduated cum laude.

Attended Inter-Consortium for Political and Social Science Research, University of Michigan. July 1994.

Awards

2013- *Herbert Simon Award*. Given for significant contributions to the scientific study of bureaucracy, Midwest Political Science Association. Awarded at the Midwest Political Science Association conference, April, 2013.

2013- *Wilder School Award for Scholarship in Social Equity and Public Policy Analysis* for Jason Grissom and Lael Keiser. 2011. "A Supervisor Like Me: Race, Representation, and the Satisfaction and Turnover Decisions of Public Sector Employees. *Journal of Policy Analysis and Management* 30(3): 557-580.

2013- *Rita Mae Kelly Award*. Given for research contribution to gender-related issues; for performing research on an issue significant to women's role in public administration. Society of Women in Public Administration, American Society for Public Administration.

2009- *Kaufman Award*. Award for Best Paper Presented in Public Administration at the 2008 American Political Science Association Meeting. "The Impact of Politics on the Administration of the Welfare State."

2001 - *Kaufman Award*. Award for Best Paper Presented in Public Administration at the 2000 American Political Science Association Meeting. "Gender Identity, and Representative Bureaucracy: A Neoinstitutional Approach" with Vicky Wilkins, Kenneth Meier and Catherine Holland.

2001-*Award for Best Paper presented at the 2000 American Political Science Association Meeting, State Politics and Policy Section*. "State Governments, Vertical Transfer, and the Implementation of Public Policy."

1998 - *Kaufman Award*. Award for Best Paper Presented in Public Administration at the 1997 American Political Science Association Meeting. "State Bureaucratic Discretion and the Administration of Social Welfare Programs: The Incentive to Shift Costs to the Federal Government in the Granting of Disability Claims.

1995- *Wilder W. Crane Memorial Scholarship*. Scholarship awarded to an outstanding UWM student in political science.

Journal Articles

- “The Power of Comparisons: Peer Information as a Management Tool” With Susan Miller. *Public Policy and Administration*. 2018.
<https://doi.org/10.1177/0952076718779665>
- “State Governments as Entrepreneurs in Securing Federal Benefits for their Citizens.” With Susan Miller. *Publius*. 43(4):497-526. 2013
- “ Does My Boss’s Gender Matter? Explaining Job Satisfaction and Employee Turnover in the Bureaucracy. Jason Grissom, Jill Nicholson-Crotty and Lael Keiser. *Journal of Public Administration Research and Theory*. 22(4): 649-673. 2012.
- “A Supervisor Like Me: Race, Representation, and the Satisfaction and Turnover Decisions of Public Sector Employees. With Jason Grissom. *Journal of Policy Analysis and Management*. 30: 557–580. 2011.
- “Understanding Street Level Bureaucratic Decision-Making: Determining Eligibility in the Social Security Disability Program.” *Public Administration Review* March/April 70(2): 247-257. 2010.
- “The Impact of Organized Interests on Eligibility Determination: The Case of Veterans’ Disability Compensation.” With Susan Miller. *Journal of Public Administration Research and Theory*. 20(2): 505-531. 2010.
- “Explaining Variation in the Social Construction of Disability Rights.” . With Dana Baker *Review of Disability Studies* 4(3). 2008.
- "The Political Origins of Administrative Appeals: How State Environments and Policies Shape Citizen Demands." With Joe Soss. *Political Research Quarterly* 59 (1 March): 133-148. 2006.
- “Linking Active and Passive Representation for Gender: The Case of Child Support.” With Vicky Wilkins. *Journal of Public Administration: Research and Theory*, 16(1) 87-102: 2006.
- "Race, Bureaucratic Discretion, and the Implementation of Welfare Reform." With Peter Mueser and Seung Whan Choi. *American Journal of Political Science* 48 (2): 314-327. April. 2004
- “Lipstick and Logarithms: Gender, Identity, Institutional Context, and Representative Bureaucracy" with Vicky Wilkins, Kenneth J. Meier and Catherine Holland. *American Political Science Review*. 96(3): 553-564. September: 2002.
- “Street-Level Bureaucrats, Administrative Power and the Manipulation of Federal Social

Security Disability Programs.” *State Politics and Policy Quarterly*. 1(2): 144-164. 2001.

“State Bureaucratic Discretion and the Administration of Social Welfare Programs: The Case of Social Security Disability” *Journal of Public Administration Research and Theory* 9(1): 87-106. 1999.

“With Good Cause: Bureaucratic Discretion and the Politics of Child Support Enforcement.” With Joe Soss *American Journal of Political Science* 42(4): 1133-56. 1998.

“Policy Design, Bureaucratic Incentives, and Public Management: The Case of Child Support Enforcement.” With Kenneth J. Meier *Journal of Public Administration: Research and Theory* 6(3): 337-364. 1996.

“Public Administration as a Science of the Artificial: A Methodology for Prescription.” With Kenneth J. Meier. *Public Administration Review* 56(5): 459-466. 1996.

“The Influence of Women's Political Power on Bureaucratic Output: The Case of Child Support Enforcement.” *British Journal of Political Science* 27(1): 136-148. 1997.

Book Chapters/Edited Books

“Incorporating Dimensions of First-Line Supervision” in *Research Handbook on Street-Level Bureaucracy*. Edward Elgar Publishing. Forthcoming. With Peter Hupe.

“Social Security Disability” in *Disability and U.S. Politics: Participation, Policy, and Controversy*. With Susan Miller and Joyanne Hopper. Praeger Press. 2017.

“Representative Bureaucracy.” In *Handbook of the American Bureaucracy*. Ed. Robert Durant. Oxford: Oxford University Press. 2010

“Why it Matters Whether State Bureaucrats as Opposed to Federal Bureaucrats Administer Federal Programs” in *Politics, Policy, and Organizations: Frontiers in the Scientific Study of Bureaucracy*. eds. George A. Krause and Kenneth J. Meier. University of Michigan Press. 2003.

“An Introduction to Substantively Weighted Least Squares.” in Kenneth J. Meier and Jeff Gill, eds. *Substantively Weighted Analytical Techniques: A New Approach to Analysis of Policy and Programs*. Boulder CO: Westview Press 2000. With Kenneth J. Meier and Jeff Gill

“Jackboots or Lace: The Bureau of Alcohol, Tobacco and Firearms.” *In The Changing*

Politics of Gun Control. eds. Clyde Wilcox and John Bruce. New York: Rowan and Littlefield 1997 . With Wendy L. Martinek and Kenneth J. Meier.

“Workplace Safety and Health” pp. 197-234 in *Regulation and Consumer Protection* 2nd edition. eds. Kenneth J. Meier and E. Thomas Garman. Houston: Dame Publications, 1995.

Regulation and Consumer Protection. eds. Kenneth J. Meier, E. Thomas Garman and Lael R. Keiser. Houston: Dame Publications, 1997.

Works in Progress

Book Manuscript: *Unrecognized Allies: How Civil Service Professional Associations Help Politicians Control Street-Level Bureaucracies*. Chapters 1-4 out of 6 complete.

“*Race and Symbolic Representation in American Schools*” with Donald Haider-Markel and Rajeev Darolia. Under Review

“Gender, Representation and Issue Expertise among Congressional Bureaucrats.” with Hanna Brandt. In progress for submission.

“Impact of Political Appointees on Turnover Intention.” With Cody Drolc, Susan Miller and William Resh.

“Do Western Theories of Bureaucratic Responsiveness Travel? A Research Agenda for Sub-Saharan Africa with Elijah Agyapong.

Scholarly Activities

“Collaboration between Government Agencies and Outreach Organizations in Programs Requiring Case Processing and Eligibility Determination” *IMB Business of Government Report*. With Susan Miller. 2013.

Commentary: “A Solution in Search of a Problem? Discrimination, Affirmative Action, and the New Public Service.” Sally Coleman *Selden Public Administration Review: Theory to Practice* Nov/Dec. 2006.

Book Review: *The Politics of Child Support in America*. By Jocelyn Crowley. New York: Cambridge University Press. 2004. *Perspectives on Politics* 2(4): 836-838.

Book Review: *Making Room: The Economics of Homelessness* by Brendan O’Flaherty, *Journal of Socio-Economics* 27(2): 159-164

Grants and Contracts

2011. IBM Center for the Study of Government Research Stipend. \$20,000. Co-Recipient with Susan Miller.
- 2007-2008- University of Missouri, Research Council, "Bureaucratic Policy Making: Eligibility Decision-Making in the Social Security Disability Program Research Grant. Amount: \$7,500.
- 2000-2002- University of Missouri Research Board Grant. "Controlling Bureaucratic Discretion." Amount: \$45,578.
- 1994- Co-recipient of \$17,000 research grant from the University of Wisconsin-Milwaukee, Center of Urban Studies. "Examining the Relationship Between Welfare and Crime."

Professional Activities

- 2016-2018. Editorial Board, *Public Administration Research*
- 2000-present, Editorial Board, *Journal of Public Administration: Research and Theory*
- 2016: John Gaus Award Selection Committee, American Association of Political Science.
- 2016: Christopher Mooney Dissertation Award Committee, State Politics Section, American Association of Political Science.
- 2015: Section Chair, Public Administration Section, American Political Science Association.
- 2014: Section Chair Elect, Public Administration Section, American Political Science Association.
- 2013 Program Chair, Public Administration. American Political Science Association Meeting. Organized Panels for the Public Administration Section.
- 2012-present: Council Member, Public Administration Section. American Political Science Association.
- 2012 John Gaus Award Selection Committee. American Political Science Association.
- 2009-2010 President, Midwest Public Administration Caucus, Midwest Political Science

Association.

2007-2010 American Political Science Association, Public Administration Section,
Executive Committee, Member.

2007-2008 Midwest Political Science Association, Herbert Simon Award Nominating
Committee, member.

2007-2008 American Political Science Association. Leonard D. White Award
Committee 2007-2008, member American Political Science Association, Leonard
D. White Award Committee.

2006 American Political Science Association, Volcker Junior Scholar Award Committee.

2003-2009, Editorial Board, State Politics and Policy Quarterly

2003- Herbert Simon Award Nominating Committee, Chair, Midwest Public
Administration Caucus.

2000-2001, Council Member, State Politics and Policy Section, American Political Science
Association.

2000- 2001, Midwest Public Administration Caucus, nominating committee member.

1998-1999, Kaufman Award Committee. American Political Science Association

1998- 1999, Member of Executive Board, Section on Public Administration of the
American Political Science Association. Kaufman Award Committee

1998- Member of Executive Board, Section on Public Administration of the American
Political Science Association.

Professional Affiliations: American Political Science Association, Midwest Political
Science Association, Midwest Public Administration Caucus.

Reviewed manuscripts for Journal of Politics, American Political Science Review,
American Journal of Political Science, Journal of Public Administration Research
and Theory, Policy Studies Journal, American Politics Quarterly, State Politics and
Policy Quarterly, Publius, Public Administration Review .

Related Experience

June 2000- September 2001 State Capacity Field Research Team: Nelson A. Rockefeller

Institute of Government. Conducted interviews and gathered data concerning social welfare programs in the state of Missouri.

1994- Data Analyst: K-6 Program, California State University-Fresno. Duties: conducted data analysis for program evaluation of a supplementary education program aimed at improving the performance of at-risk elementary school students.

1990-1992, Staff Assistant. Office of Senator Paul Simon. Duties: assisted constituents with problems concerning Social Security, disability, and employment and acted as liaison to groups interested in these policy areas.

Invited Talks Last Five Years

2017: University of Kansas, School of Public Affairs and Administration.

2017: University of Houston, ASPA-Houston Chapter, May 4th,

2016: University of Kansas, Department of Political Science, October 30th.

2013: Texas A&M University, Department of Political Science, November.

Conference Presentations Last Five Years

“Humans or Machines: Implications for Representative Bureaucracy.” Association of Public Policy Analysis and Management. Washington DC: November 7-10, 2018.

“Does Administrative Burden Influence Public Support for Government Programs? Evidence from a Survey Experiment. With Susan Miller. Prepared for the presentation at the *Public Administration Review* Symposium on Behavioral approaches to Bureaucratic Red Tape and Administrative Burden. The George Washington University, May 2018.

“Capacity for Oversight: Backlogs, Pressure, and the Politics of Administrative Responsiveness” with Cody Droic. Midwest Political Science Association, April 2018.

“Gender, Representation and Issue Expertise among Congressional Bureaucrats.” with Hanna Brandt. Midwest Political Science Association, April. 2017.

“Impact of Political Appointees on Turnover Intention.” With Cody Droic and Susan Miller. Presented. Public Management Research Association Conference, June 2017.

“Benchmarking in Public Organizations: A Micro Theory and Empirical Test” with Susan Miller. American Political Science Association Meeting. Philadelphia, PA. September 1, 2016.

“Shaping Young Minds: Representation, Equity and the Perception of Fairness in School Discipline” with Donald Haider-Markel and Rajeev Darolia. Midwest Political Science Association. Chicago. April, 2016.

“Starving the Beast: the Relationship between Administrative Resources and Access to Government Programs” with Susan Miller. Public Management Research Association meeting, Minneapolis, June 2015.

“Race and Symbolic Representation in American Schools” with Donald P. Haider-Markel and Rajeev Darolia. American Political Science Association Meeting, San Francisco September, 2015.

“Making State Governments Responsive to Federal Oversight: Performance Management and Professional Association Participation, Midwest Political Science Association meeting, April 3rd-5th, 2014.

“Understanding Bureaucratic Responsiveness in Africa: A Case Study of Ghana” with Elijah Agyapong. Midwest Political Science Association meeting, April 3rd-5th, 2014.

“Regulating State Bureaucrats: Does Participation in Professional Associations Make it More Difficult? Symposium on regulation in the states hosted by the DeVoe Moore Center at Florida State University. February 21st, 2014.

“Professional Association Participation and Street Level Bureaucratic Policy Implementation.” European Group Public Administration (EGPA) Workshop on Street Level Bureaucracy and Policy Outputs. Bergen, Norway. September 2012.

“The Impact of Professionalization on Bureaucratic Decision-making” Midwest Political Science Association Chicago, IL. April 2012

Conference Participation Last Five Years

Author Meets Critics: Representative Bureaucracy and Public Service Performance. Discussant. Midwest Political Science Association. April 2016.

MPAC Roundtable Chair on “Methods and Modelling in the Scientific Study of the Bureaucracy.” Midwest Political Science Association, April 5, 2013.

MPAC Roundtable Participant on “Disdain for Public Service.” Midwest Political Science Association. April 2012.

Discussant, Panel, The Changing Faces of Government: Representation, Responsiveness, and Responsibility. American Political Science Association. September, 2010.

Discussant, Panel, Agency Problems, Midwest Political Science Association Meeting, April 2010.

Classes Taught

Undergraduate level: The Administrative State, Constitutional Democracy and Public Policy, Social Welfare Policy, Introduction to Public Policy, Politics of the Regulatory Process, Women and Public Policy

Graduate level: Research in Policy and Administration, Administrative Politics, Public Policy Processes.

PhD Students

Completed PhD: Advisor

Kenneth Bryant (PhD 2017), Assistant Professor. Department of Political Science, University of Texas, Tyler.

Joyanna Hopper (PhD 2016), Assistant Professor. Department of Political Science, University of the South.

Elijah Agyapong (PhD 2016), Assistant Professor, Roberts School of Government, Regents University.

Gwen Sams (PhD 2016), co-chair. Research Analyst, Missouri Dept. of Labor and Employment Security.

Yuan Gao (PhD 2015), Multicultural Education Coordinator at Saint Louis University.

Nate Madden, (PhD 2013), Research Analyst, Kansas Center for Economic Growth.

Vicky Wilkins (PhD 2001), Associate Dean, American University School of Public Affairs.

Completed PhD: 2nd Reader

Katie Vandermolen (PhD 2016), Assistant Professor, University of Tampa.

Kayla Krieder (PhD 2015), Research Analyst, Missouri State Senate.

James Harrington (PhD 2013), Assistant Professor, University of Texas-Dallas.

Matt Arbuckle (PhD 2013), Visiting Assistant Professor, University of Miami.