

Vitae

Lael R. Keiser

Address

Truman School of Public Affairs
106 Middlebush
University of Missouri
Columbia, MO 65211
(573) 884-2511
keiserl@missouri.edu

Appointments and Employment

2019-present, Fellow, National Academy of Public Administration

2017- present, Professor and Director of the Truman School of Government and Public Affairs, University of Missouri: Chief academic and administrative officer of a comprehensive school of public affairs.

2019-2020. Interim Chair, Department of Political Science, University of Missouri, Columbia.

2019-present: Board of Directors, Public Management Research Association. Elected June 12, 2019.

2016-present: Editorial Board, *Public Administration Research*

2000- present: Editorial Board, *Journal of Public Administration: Research and Theory*

2020-present: Editorial Board, *Korean Journal of Policy Studies*

2015: Section Chair (president), 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.

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.

2000- 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.

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

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

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

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.

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

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.

Selected College and University-Level Leadership and Service

2018: Chair, Search Committee for Director of the School of Visual Studies, College of Arts and Science.

2016-2017: Chair, University of Missouri, Committee on Committees

2010-2011: Chair, Campus Safety Committee

2010-2010: Chair, Search Committee for Senior Public Administration Scholar, Truman School of Public Affairs.

University of Missouri Committee Service:

Department and School level: Graduate Committee (Political Science), PhD Committee (TSPA), MPA Committee (TSPA), Executive Committee (PS), Undergraduate Committee (PS), Awards Committee Chair (PS), Lectures Committee (PS), Tenure and Promotion Committee (PS,TSPA), Search Committees (PS, TSPA).

University and College level: Family Friendly Committee, Faculty Research Council, Status of Women Committee, Campus Safety Committee, Committee on Committees.

Education

University of Missouri Academic Affairs Leadership Development Program. 2019-present.

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

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.

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 and performing research on an issue significant to women's role in public administration. Society of Women in Public Administration, American Society for Public Administration. 2013

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." 2009.

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." 2001.

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. 1998.

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

Journal Articles

“Race, Representation, and Policy Attitudes in U.S. Public Schools” with Donald Haider-Markel and Rajeev Darolia. *Policy Studies Journal*, 00, 1– 25. <https://doi.org/10.1111/psj.12443>

“Administrative Burden, Social Construction, and Public Support for Government Programs.” 2021. With Jill Nicholson-Crotty and Susan M. Miller. *Journal of Behavioral Public Administration*. 4(1): <https://doi.org/10.30636/jbpa.41.193>

“The Importance of Oversight and Agency Capacity in Enhancing Performance in Public Service Delivery.” *Journal of Public Administration Research and Theory*. 2020. With Cody Drolc. Advanced Access <https://doi.org/10.1093/jopart/muaa055>

"Representative Bureaucracy and Attitudes Toward Automated Decision-Making." With Susan Miller. *Journal of Public Administration Research and Theory*, Volume 31, Issue 1, January 2021, Pages 150–165, <https://doi.org/10.1093/jopart/muaa019>

“Does Administrative Burden Influence Public Support for Government Programs? Evidence from a Survey Experiment.” With Susan Miller. *Public Administration Review*. 2019 Advanced Access. <https://doi.org/10.1111/puar.13133>

“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” with Jason Grissom and Jill Nicholson-Crotty. *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* with Peter Hupe. Edward Elgar Publishing. 2019.

"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.

Reports, Testimony and Outreach

Volker Alliance. Government-to-University initiative. Research Design Session, Kansas City, November 15th, 2018.

“The Power of NADE” Remarks to the National Association of Disability Examiners at the NADE national conference. Springfield, IL August, 2014.

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

“The Impact of Principal Race on Teachers.” Policy Brief. *Institute of Public Policy*. University of Missouri. With Jason Grissom. 2011.

Testified before the Missouri Senate, Judiciary and Civil and Criminal Jurisprudence Committee regarding SB 140 that establishes special court for child support enforcement cases. January 26, 2009

Professional Activities

2019: Best Dissertation Award Committee. Public Management Research Association

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.

2012-2013 Midwest Public Administration Caucus, Section Chair.

2012: 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 member American Political Science Association, Leonard D. White Award Committee.

2007 State Politics and Policy Section, *American Political Science Association*. Committee to Select Career Achievement in State Politics and Policy Award.

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: Public Management Research Association, Association of Public Policy and Management, American Political Science Association, Midwest Political Science Association, Midwest Public Administration Caucus.

Reviewed manuscripts for Public Administration Review, Journal of Public Administration Research and Theory, Review of Public Personnel Administration, Perspectives in Public Management and Governance, Journal of Politics, American Political Science Review, American Journal of Political Science, Policy Studies Journal, Publius, Administration and Society.

External Reviewer for Promotion, Tenure, Post-Tenure: University of South Carolina, Arizona State University, Ohio State University, Indiana University, University of Wisconsin, Madison, American University, University of Kansas.

Scholarly Activities

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

Invited Talks Last Five Years

2020: American University, Department of Public Administration & Policy. February 27th.

2017: University of Kansas, School of Public Affairs and Administration. October 5th.

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 3rd.

Conference Presentations Last Five Years

"Compliance with Public Health Orders: The Role of Trust, Representation, and Expertise"
American Political Science Association Conference, Seattle, September 30-October 3, 2021.

"Public Preferences for Administrative Burdens: The Impact of Deservingness and Race" Public Management Research Conference, Virtual, June, 2021.

"The Impact of Applicant Race on Public Preferences for Administrative Burden." With Susan Miller. American Political Science Association, Virtual. September 1, 2020.

"Improving Implementation: Human Resources and Oversight" with Cody Drolc. The International Conference on Public Policy, Montreal, June 26-28, 2019.

“Improving Implementation by Increasing Agency and Legislative Capacity: The Case of Social Security Disability Backlogs” With Cody Drolc. Public Management Research Association, University of North Carolina, Chapel Hill, NC. June 9, 2019.

“Humans or Machines: Implications for Representative Bureaucracy.” With Susan Miller. 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 Drolc. Midwest Political Science Association, April 2018.

“Improving Oversight Through Mobilizing Front-line Public Employees. American Society of Public Administration, Denver, March 8-11, 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 Drolc 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.

Conference Participation

Network of Schools of Public Policy, Public Affairs and Administration. Attendee at Annual Conference, Atlanta, GA. October 11-13, 2019.

Association of Public Analysis and Management. “Employment Outlooks for Policy Graduate Students” Institutional Members Conference. Attendee. May 14-15, 2019.

Network of Schools of Public Policy, Public Affairs and Administration. Attendee at Annual Conference, Atlanta, GA. October 11-13, 2018.

Network of Schools of Public Policy, Public Affairs and Administration. Annual Conference, Washington DC. Attendee at Accreditation Institute. October 11, 2017.

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.

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. Capacity and Metrics Specialist, Indiana University Center for Rural Engagement.

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

Nate Madden, (PhD 2013), Analyst in the Ewing Marion Kauffman Foundation’s Evaluation Department.

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

Completed PhD: 2nd Reader or Committee member

Dana Angelo (PhD 2019), Community Research Analyst, Jersey City Health and Human Services,

Jersey City, NJ

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.