

IDEAS & ISSUES IN PUBLIC ADMINISTRATION (PADP 8710: SPRING 2021)

Course Instructor:

Dr. George A. Krause (gkrause@uga.edu)
280G Baldwin Hall (PADP Faculty Office)

Course Information:

Time: Thursday: 3:55pm-6:45pm
Where: 302 Baldwin Hall & Online
Office Hours: Monday: 9:30am-11:30am
& Thursday: 12:30pm-2:30pm
Or by Mutual Appointment

COURSE DESCRIPTION

This course provides a survey of scholarly research on public administration and topics in related cognate fields and disciplines. Although the course is geared towards Ph.D. students seeking to conduct original scholarly research in public administration, Ph.D. students in related disciplines and fields (e.g., Political Science, Higher Education Administration) are also welcomed. Masters' degree students are permitted to take this course, subject to instructor approval. This course also provides additional readings, in the form of supplementary readings for each seminar topic, plus major theme readings appearing at the end of the course syllabus, to assist students in their preparation for Ph.D. comprehensive exams. By no means should the readings appearing in this syllabus be construed as a comprehensive listing. Rather, these readings, coupled with the various assigned and listed readings in other Public Administration coursework, should provide students with the requisite breadth and depth of public administration scholarship for both academic and professional purposes.

The first week of the course provides a thematic perspective on the evolution of some of the major themes and theories employed to analyze public administration during the past century. The remainder of the course is divided into three sections. The **first unit** will cover *administrative operations* – that is, the “mechanical functioning” of public agencies (i.e., tasks, inter-organizational coordination, human capital, decision-making, and leadership). The **second unit** focuses on *administrative governance* – that is, understanding how public agencies perform their duties within a broader organizational and institutional context (i.e., organizational structures, administrative reforms, and expertise & motivation). The **third unit** covers *administrative accountability* – that is, analyzing the representative and political forces that help shape public administration (i.e., descriptive and substantive representation, external influence emanating from political and organized interests, types of public administrators, and “hardwiring” via institutional mechanisms).

There are no required textbooks for the class. All required assigned readings can be accessed online in the form of journal articles or working papers. In a few instances where required assigned readings are not available online (e.g., a working paper of the instructor), the instructor will distribute electronic copies to students the week preceding the seminar where this material will be discussed. *Each student is required to obtain copies of ALL required assigned readings on their own (i.e., it is not the instructor's responsibility to provide this content on your behalf).*

CLASS STRUCTURE

- **SESSION A: 3:55pm – 5:15pm (80 minutes)**
- **BREAK: 5:15pm–5:25pm (10 minutes)**
- **SESSION B: 5:25pm – 6:45pm (80 minutes)**

CLASSROOM RESPECT & ATTENDANCE POLICIES

It is important to maintain a healthy learning environment so that everyone can feel free to participate. All members of the class are expected to behave in both a respectful and civil manner towards one another.

Students will not be permitted to use laptop computers during class sessions, unless noted by the instructor. Students will need to bring hard copies of their required assigned readings to seminar sessions.

To ensure that we get through the material of the course, I encourage students to ask questions, but as instructor I reserve the right to meet up with students outside of class sessions who are in need of additional assistance beyond what the instructor can supply during the time allotted for class. **My regularly scheduled office hours will be held on Tuesday afternoons from 1:00pm–3:00pm.** In addition, I will be available for appointments if assistance is needed outside of these regularly scheduled office hours. I encourage each of you to stop by on a regular basis to discuss the course content that we are covering, as well as the development of your original scholarly research projects for this course.

Students seeking to miss a class for health, professional, or emergency reasons are encouraged to obtain an excused absence by notifying the instructor sufficiently in advance and supplying verifiable documentation of the class absence in a timely manner. The instructor reserves the right to approve or deny excused absences based on the circumstances of each request. Students will be penalized by 3.33% (i.e., 0.033) of their final course total weighted points for each unexcused absence.

STUDENTS WITH DISABILITIES

If you have a disability for which you are or may be requesting an accommodation, you are encouraged to contact both your instructor and the Disability Resource Center, Clark Howell Hall at UGA Athens campus (<https://drc.uga.edu/>) within the first two weeks of the term so that accommodations can be investigated on your behalf. Disability Resource Center will verify your disability and determine reasonable accommodations for this course.

ACADEMIC HONESTY

Cheating, plagiarism, and unauthorized assistance will not be tolerated. Students suspected of violating the University of Georgia's *Academic Honesty Policy* (<https://honesty.uga.edu/Academic-Honesty-Policy/>) will be required to participate in the outlined procedural process as initiated by the instructor. A minimum sanction of a zero score (F grade) for any given assignment, and possibly an F course grade, will be imposed.

MENTAL HEALTH AND WELLNESS REOUSRCES

If you or someone you know needs assistance, you are encouraged to contact Student Care and Outreach in the Division of Student Affairs at 706-542-7774 or visit <https://sco.uga.edu/>. They will help you navigate any difficult circumstances you may be facing by connecting you with the appropriate resources or services. UGA has several resources for a student seeking mental health services (<https://www.uhs.uga.edu/bewelluga/bewelluga>) or crisis support (<https://www.uhs.uga.edu/info/emergencies>). If you need help managing stress anxiety, relationships, etc., please visit BeWellUGA (<https://www.uhs.uga.edu/bewelluga/bewelluga>) for a list of FREE workshops, classes, mentoring, and health coaching led by licensed clinicians and health educators in the University Health Center. Additional resources can be accessed through the UGA App.

PROHIBITION ON RECORDING LECTURES

In the absence of written authorization from the UGA Disability Resource Center, students may **not** make a visual or audio recording of any aspect of this course.

Students who have a recording accommodation form the UGA Disability Resource Center agree in writing that they:

- Will use the records only for personal academic use during the specific course.
- Understand that faculty members have copyright interest in their class lectures and that they agree not to infringe on this right in any way.
- Understand that the faculty member and students in the class have privacy rights and agree not to violate those rights by using recordings for any reason other than their own personal study.
- Will not release, digitally upload, broadcast, transcribe, or otherwise share all or any part of the recordings. They also agree that they will not profit financially and will not allow others to benefit personally or financially from lecture recordings or other course materials.
- Will erase/delete all recordings at the end of the semester.
- Understand that violation of these terms may subject them to discipline under the Student Code of Conduct or subject them to liability under copyright laws.

UGA UNIVERSITY-WIDE COVID-19 SAFETY PROTOCOLS

When both on campus and inside campus buildings, please strictly adhere to university's safety protocols regarding COVID-19 from the President's Office directive in order to keep campus and classrooms as Covid-safe as possible:

- Wear a mask to protect yourself and others to reduce the spread of COVID-19.
- Stay at least 6 feet from others who don't live with you and avoid crowded areas.
- Wash your hand with soap and water for 20 seconds or use hand sanitizer with at least 60% alcohol.

COURSE PEDAGOGY & EXPECTATIONS

Each student will serve as a seminar or co-seminar leader **three (3)** times during the course of the semester, each one constituting approximately one-half of a seminar session (i.e., **~ 75 minutes**). All remaining seminar sessions in this course will be led by the instructor. This arrangement requires all students to fully participate in a professional manner during class seminar discussions, read all of the assigned required readings for a given class before we meet, and be prepared to both engage and discuss this material within a seminar setting. The quality of the seminar depends heavily upon the caliber of student engagement with these materials – as well as with one another. *Although the class seminar discussions constitute a collaborative enterprise, written assignments will be done independently by each student. That is, implicit or covert collaboration on all writing assignments is forbidden.*

Seminar sessions will function in the following manner. Well in-advance of a given seminar session, each student will be required to read and take notes on the required assigned readings prior to the seminar session. Students should focus on (1) summarizing the contents of the article, (2) raise well-grounded issues and concerns about the research (e.g., theory, empirical design and execution, etc...), and (3) propose solutions to their stated concerns. The seminar leader(s) will submit discussion questions pertaining to required assigned readings to the entire class by **no later than prior Tuesday afternoon at 5:00pm**. The seminar leader's discussion questions will serve as the basis for seminar discussion, though the instructor reserves the right to refocus/redirect/expound upon the discussion as they deem appropriate throughout the seminar session.

COURSE OBJECTIVES

1. **Comprehend, synthesize, and critique the required assigned readings.**
2. **Set forth creative, persuasive, and well-grounded original ideas that extends our current state of social scientific knowledge on this subject matter (in the form of rethinking an existing research problem or addressing a brand new research problem).**
3. **Advancing a promising original scholarly research project of broad interest to public administration scholars that is conceptualized, theoretically informed, and empirically crafted in an appropriate manner.**
4. **Provide effective, constructive feedback on a classmate's research that will facilitate the development of the next stage of the classmate's research project.**

The attainment of these course objectives is analyzed by the required assignments listed below.

REQUIRED ASSIGNMENTS

A. Evaluation of Comprehension, Synthesis, & Critique of Research (Total: 40%):

A.1 Seminar Session Leader: 30%

A.2 Discussant for Research Paper: 10%

The seminar leader will formulate research discussion questions directly based on the assigned readings, plus lead discussion. Each student is expected to be able to effectively lead and facilitate discussion based upon the assigned readings and literature review questions made available by the instructor. At the same time, however, all other participants will also be held responsible for actively participating in a professional manner. **Failure to regularly participate in a productive manner as a non-seminar leader participant will adversely affect one's grade on this portion of their final course grade.**

The discussant role pertains to critiquing a colleague's original research paper at the end of the semester. This should appear in the form of a 2-3 single spaced typed pages of comments submitted jointly to both the author and instructor at the time of the original research paper presentations at the seminar research symposium scheduled for *Thursday April 29, 2021* during regularly scheduled class hours. The opening 10%-25% of discussant written remarks should be dedicated to a preamble consisting of a brief statement about what the paper is about, and what are its strengths. The remaining 75%-90% of these remarks should list constructive comments & suggestions intended to improve the author's current research paper.

B. Evaluation of Extensions & New Ideas to the Existing Literature (Total: 15%)

B.1 Original Research Proposals: 15% (3 Proposals x 5% Per Proposal)

Each original research proposal will address a topic covered in one of the three major sections of the course. Students can develop an original research question and corresponding empirical design motivated by any of the required assigned or supplementary readings. These questions are intended to push students **beyond** the *Comprehension, Synthesis, & Critique of the Literature* that occurs with the course readings and class seminar sessions by having each student begin to generate their own original research ideas that are grounded in the substantive literature. These original research proposals will be **5 pages long (double-spaced, excluding endnotes & references)**, and must conform to the *APSA Style Manual*. These short essays are required to be submitted to the instructor at the very beginning of class noted in the course schedule.

C. Evaluation of Original Scholarship (Total: 45%)

C.1 Completed Research Paper Draft: 15% (*Due Thursday April 1, 2021*)

C.2 Final Research Paper: 30% (*Due Sunday April 25, 2021 @ 5:00pm*)

The research paper will consist of an original scholarly inquiry into a substantive problem relating to the topics broadly covered in the course. This paper must be sufficiently distinct from other papers being used to satisfy course requirements, as deemed by the instructor. This paper should be written as a journal-style article manuscript and must comprise the following components:

- (1) stating a research puzzle/question [incorporating a literature review];
- (2) A theory used to explain the puzzle/question (including central hypotheses);
- (3) substantive information on the empirical laboratory used to analyze the linkage between theory and puzzle/question;
- (4) data, ancillary hypotheses, and research methods;
- (5) empirical findings; and
- (6) conclusion/implications.

All paper topics must obtain formal approval by the instructor by **no later than FRIDAY FEBRUARY 5, 2021 at 3:00pm**. *Students are strongly encouraged to obtain formal approval well before this deadline since it requires approval of a proposal, and not merely submission of a proposal.* The research paper presentation will be limited to 12-15 minutes (with a hard time limit at 15 minutes) which, with the discussant having 5-7 minutes (with a hard 7 minute limit) following the research paper presentation, before we open discussion to the floor. Students are required to provide their presentation and discussant commentary using presentation slides (e.g., PowerPoint, Beamer).

NOTE: Failure to complete any assignment (including the Research Paper topic approval) in a timely manner consistent with the instructor's deadlines will automatically result in zero points for that particular assignment/project. Students will not be granted an "I" (Incomplete) grade unless under dire circumstances as deemed by the instructor.

Final Research Paper Presentations
Thursday April 29, 2021: 3:55pm-7:00pm (Approx)

INDIVIDUAL ITEM GRADING SCALE

I will grade items on a letter/point system, and each item will be weighted by the proportion noted above:

Letter Grade	Points	Letter Grade	Points
A+	4.25	B- -/C+	2.625
A+/A	4.125	B-/C+	2.50
A	4.00	B-/C++	2.375
A/A-	3.875	C+	2.25
A-	3.75	C+/C	2.125
A- -/B+	3.625	C	2.00
A-/B+	3.50	C/C-	1.875
B++	3.375	C-	1.75
B+	3.25	C- -/D+	1.625
B+/B	3.125	C-/D+	1.50
B	3.00	C-/D++	1.375
B/B-	2.875	D+	1.25
B-	2.75	D+/D	1.125
		D	1.00
		F	0.00

The “in-between” grades on individual assignments is to the benefit of students to minimize rounding effects. Because the final grade distribution is based on a series of assignments (as opposed to a single item), the final course grade distribution based on your weighted course average from all assignments is given below as follows (*with no rounding up*):

FINAL COURSE GRADE DISTRIBUTION (BASED ON WEIGHTED COURSE AVERAGE: ALL ASSIGNMENTS)

Letter Grade	Points	Letter Grade	Points
A+	4.00 – 4.25	C+	2.50 – 2.74
A	3.75 – 3.99	C	2.25 – 2.49
A-	3.50 – 3.74	C-	2.00 – 2.24
B+	3.25 – 3.49	D+	1.75 – 1.99
B	3.00 – 3.24	D	1.50 – 1.74
B-	2.75 – 2.99	D-	1.25 – 1.49
		F	0.00 – 1.24

COURSE OUTLINE & TIMETABLE

Note: The tempo may vary throughout the semester. Asterisks (*) denote content that may or may not be covered, conditional on the tempo throughout the semester.

Session	Date	Course Topics/Subject Material	Seminar Leader(s)
1	1/14/2021	Key Foundational Themes in Public Administration	Krause
		UNIT 1: ADMINSTRATIVE OPERATIONS	
2	1/21/2021	Functioning of Administrative Organizations, I: Tasks	Park (Part 1) Perren (Part 2)
3	1/28/2021	Functioning of Administrative Organizations, II: Coordination	Steuert (Part 1) Truczynski (Part 2)
4	2/4/2021	Human Capital in Administrative Organizations: Recruitment, Staffing, and Personnel Decisions	Nugent (Part 1) Waddell (Part 2)
5	2/11/2021	Decision-Making & Leadership and Managerial Capabilities within Administrative Organizations:	Krause
		UNIT 2: ADMINISTRATIVE GOVERNANCE	
6	2/18/2021	Hierarchies, Networks, and Markets in Public Administration [ORIGINAL RESEARCH PROPOSAL # 1 DUE IN CLASS]	Park (Part 1) Perren (Part 2)
7	2/25/2021	Administrative Reforms: The Promise and Perils of Performance	Steuert (Part 1) Truczynski (Part 2)
8	3/4/2021	Public Administration's Internal Environment: Expertise, Motivation, and Performance	Nugent (Part 1) Waddell (Part 2)
9	3/11/2021	ORIGINAL RESEARCH PAPER WORKSHOP SESSION # 1 [ORIGINAL RESEARCH PROPOSAL # 2 DUE IN CLASS]	
		UNIT 3: ADMINSTRATIVE ACCOUNTABILITY	
10	3/18/2021	Representative Bureaucracy: Descriptive and Substantive Representation in Public Administration	Park (Part 1) Perren (Part 2)
11	3/25/2021	Public Administration's External Environment: Political Institutions and Organized Interests	Steuert (Part 1) Truczynski (Part 2)
12	4/1/2021	Accountability of Public Administrators: Elected, Appointed, Careerists, and Independent Experts [ORIGINAL RESEARCH PAPER DRAFT DUE IN CLASS]	Nugent (Part 1) Waddell (Part 2)
13	4/8/2021	NO CLASS (INSTRUCTIONAL BREAK)	
14	4/15/2021	Ex Ante Controls, Credible Commitment, and Agency Design	Krause
15	4/22/2021	ORIGINAL RESEARCH PAPER WORKSHOP SESSION # 2 [ORIGINAL RESEARCH PROPOSAL # 3 DUE IN CLASS; FINAL ORIGINAL RESEARCH PAPER DUE ON 4/25 @ 5:00pm]	
16	4/29/2021	RESEARCH SYMPOSIUM [DISCUSSANT COMMENTS ON ASSIGNED ORIGINAL RESEARCH PAPER DUE IN CLASS]	

A. THE ELEMENTS OF PUBLIC ADMINISTRATION (1 week)

WEEK 1: Key Foundational Themes in Public Administration (Thursday January 14, 2021)

WEEK 1 SEMINAR LEADER: Krause [ALL]

Required Assigned Readings

- Woodrow Wilson. 1887. The Study of Administration. *Political Science Quarterly* 2(2): 197-222.
 - Herman Finer. 1941. Administrative Responsibility in Democratic Government. *Public Administration Review* 1(4): 335-350.
 - Carl J. Friedrich. 1940. "Public Policy and the Nature of Administrative Responsibility," *Public Policy* 1: 3-24.
 - Norton E. Long. 1952. "Bureaucracy and Constitutionalism." *American Political Science Review* 46(September): 808-818.
 - Herbert Kaufman, "Emerging Conflicts in the Doctrines of Public Administration," *American Political Science Review* 50, 4 (December 1956): 1057-1073.
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- Herbert A. Simon. 1946. "The Proverbs of Administration". *Public Administration Review* 6(Winter): 53-67.
 - Robert Dahl. 1947. "The Science of Public Administration: Three Problems." *Public Administration Review* 7(Winter): 1-11.
 - Oliver E. Williamson. 1999. "Public and Private Bureaucracies: A Transaction Cost Economics Perspective." *Journal of Law, Economics, and Organization* 15(March): 306-342.
 - Henry Mintzberg. 1996. Managing Government, Governing Management. *Harvard Business Review* 74(3): 75-83.

- Daniel Carpenter and George A. Krause. 2012. "Reputation and Public Administration." *Public Administration Review* 72(January-February): 26-32.
- Daniel P. Carpenter and George A. Krause. 2015. "Transactional Authority and Bureaucratic Politics." *Journal of Public Administration Research and Theory* 25(January): 5–25.

Supplementary Readings

- Anthony M. Bertelli and Madalina Busuioc. *Nd.* "Reputation-Sourced Authority and the Prospect of Unchecked Bureaucratic Power." *Public Administration Review* (Forthcoming). *Early View*: <https://onlinelibrary.wiley.com/doi/10.1111/puar.13281>.
- Chester I. Barnard. 1938. *Functions of the Executive*. Harvard University Press.
- Philip Selznick. 1943. "An Approach to a Theory of Bureaucracy." *American Sociological Review* 8(1): 47-54.
- Paul Appleby. 1949. *Policy and Administration*. Tuscaloosa, AL: University of Alabama Press.
- Richard Cyert and James G. March. 1992. *A Behavioral Theory of the Firm* (Second Edition). Wiley-Blackwell.
- Herbert A. Simon. 1997. *Administrative Behavior* (Fourth Edition). New York: Wiley.
- James G. March and Herbert A. Simon. 1993. *Organizations* (Second Edition). New York: Wiley-Blackwell.
- Waldo, Dwight. 1952. Development of Theory of Democratic Administration. *American Political Science Review*, 46 (1): 81-103.
- Luther Gulick. 1937. Notes on the Theory of Organization. In Luther Gulick and L. Urwick (eds.), *Papers on the Science of Administration* (Institute of Public Administration, Columbia University).
- Luther Gulick and Lyndall Urwick (eds.). *Papers on the Science of Administration*. New York: Institute of Public Administration, 1937.

- Charles Perrow, *Complex Organizations: A Critical Essay* 3d ed. (Glenview, Ill.: Scott, Foresman, 1986)
 - Oliver E. Williamson. 1991. "Comparative Economic Organization: The Analysis of Discrete Structural Alternatives." *Administrative Science Quarterly*, 36: 269-296.
 - Peter M. Blau. 1955. *The Dynamics of Bureaucracy*. University of Chicago Press.
 - Howard E. Aldrich. 2008. *Organizations and Environments* (Second Edition). Stanford, CA: Stanford University Press.
 - Dwight Waldo. 1948. *The Administrative State: A Study of the Political Theory of American Public Administration*. New York: Ronald Press.
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B. ADMINISTRATIVE OPERATIONS (4 weeks)

WEEK 2: Functioning of Administrative Organizations, I: Tasks (Thursday January 21, 2021)

WEEK 2 SEMINAR LEADERS: Park (PT. 1) & Perren (PT. 2)

Required Assigned Readings

- Young Han Chun and Hal G. Rainey. 2005. "Goal Ambiguity in U.S. Federal Agencies." *Journal of Public Administration Research and Theory* 15(January): 1-30.
- Hal G. Rainey and Chan Su Jung. 2015. "A Conceptual Framework for Analysis of Goal Ambiguity in Public Organizations," *Journal of Public Administration Research and Theory* 25 (January): 71-99.
- Christopher Carrigan. 2018. "Unpacking the Effects of Competing Mandates on Agency Performance." *Public Administration Review* 78(September/October): 669-683.

- Derrick M. Anderson and Justin M. Stritch. 2016. "Goal Clarity, Task Significance, and Performance: Evidence From a Laboratory Experiment," *Journal of Public Administration Research and Theory* 26 (April): 211-225.

 - Anthony M. Bertelli. 2016. "Who Are the Policy Workers and What Are They Doing?" *Public Performance Management Review* 40(2): 208-234.
 - Abby K. Wood and David E. Lewis. 2017. "Agency Performance Challenges and Agency Politicization." *Journal of Public Administration Research and Theory* 27(November): 581-595.
 - Carolyn J. Heinrich. 2016. "The Bite of Administrative Burden: A Theoretical and Empirical Investigation," *Journal of Public Administration Research and Theory* 26 (July): 403-420.
 - Asmus Leth Olsen, Jonas Høgh Kyhse-Andersen, and Donald Moynihan. *Nd.* "The Unequal Distribution of Opportunity: A National Audit Study of Bureaucratic Discrimination in Primary School Access." *American Journal of Political Science* (Forthcoming). *Early View*: <https://onlinelibrary.wiley.com/doi/10.1111/ajps.12584>.
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Supplementary Readings

- Daniel P. Carpenter, et al. 2012. "The Complications of Controlling Agency Time Discretion: FDA Review Deadlines and Postmarket Drug Safety." *American Journal of Political Science* 56(January): 98-114.
- Susan L. Moffitt. 2010. "Promoting Agency Reputation through Public Advice: Advisory Committee Use in the FDA." *Journal of Politics* 72(July): 880-893.
- James Q. Wilson. 1995. *Bureaucracy: What Government Agencies Do and Why They Do It*. Second Edition. New York: Basic Books. (**Chapters 3, 9, 12, 17**)
- John Brehm and Scott Gates. 1997. *Working, Shirking, and Sabotage: Bureaucratic Response to a Democratic Public*. Ann Arbor: University of Michigan Press.
- Daniel P. Carpenter, et al. 2010. "Early Entrant Protection in Approval Regulation: Theory and Evidence from FDA Drug Review." *Journal of Law, Economics, and Organization* 26(December): 515-545.

- Anthony Downs. 1967. *Inside Bureaucracy*. Boston, MA: Little, Brown
- Gregory A. Huber. 2007. *The Craft of Bureaucratic Neutrality: Interests and Influence of Government Regulation in Occupational Safety*. New York: Cambridge University Press.
- Herbert A. Kaufman. 1960. *The Forest Ranger*. Baltimore, MD: Johns Hopkins University Press.
- George A. Krause and J. Kevin Corder. 2007. "Explaining Bureaucratic Optimism: Theory and Evidence from U.S. Federal Executive Agency Macroeconomic Forecasts." *American Political Science Review* 101(February): 129-142.
- George A. Krause and James W. Douglas. 2006. "Does Agency Competition Improve the Quality of Policy Analysis? Evidence from OMB and CBO Current Year Fiscal Projections." *Journal of Policy Analysis and Management*. 25(Winter): 53-74.
- John T. Scholz and B. Dan Wood. 1999. "Equity, Efficiency, and Politics: Democratic Controls on the Tax Collector." *American Journal of Political Science* 43(October): 1166-1188.
- Michael M. Ting. 2011. "Organizational Capacity." *Journal of Law, Economics, and Organization* 27(April): 245-271.

**WEEK 3: Functioning of Administrative Organizations, II:
Inter-Agency, Inter-Governmental, Inter-Sector Coordination
(Thursday January 28, 2021)**

WEEK 3 SEMINAR LEADERS: Steuert (PT. 1) & Trusczyinski (PT. 2)

Required Assigned Readings

- Oliver E. Williamson. 1979. "Transaction-Cost Economics: The Governance of Contractual Relations." *Journal of Law and Economics* 22(October): 233-261.
- Jack Knott. 1993. Comparing Public and Private Management: Cooperative Effort and Principal-Agent Relationships. *Journal of Public Administration Research and Theory* 3(1): 93-119.

- Chris Ansell and Alison Gash. 2008. Collaborative Governance in Theory and Practice. *Journal of Public Administration Research and Theory* 18(4): 543-571.
- Kirk Emerson, Tina Nabatchi, and Brian Balogh. 2012. "An Integrative Framework for Collaborative Governance." *Journal of Public Administration Research and Theory* 22(January): 1-29.
- Trevor L. Brown, Matthew Potoski, and David Van Slyke. 2016. "Managing Complex Contracts: A Theoretical Approach," *Journal of Public Administration Research and Theory* 26 (April): 294-308.

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- Jacob Torfing and Christopher Ansell. 2017. "Strengthening political leadership and policy innovation through the expansion of collaborative forms of governance." *Public Management Review* 19(1): 37-54.
 - Chris Koski, et al. 2018. "Representation in collaborative governance: A case study of a food policy council." *American Review of Public Administration* 48(4): 359-373.
 - Steven Rathgeb Smith. 2008. The Challenge of Strengthening Nonprofits and Civil Society. *Public Administration Review* 68(s1): S132-S145.
 - Trevor Brown and Matthew Potoski. 2003. Transaction Costs and Institutional Explanations for Government Service Production Decisions. *Journal of Public Administration Research and Theory* 13(4): 441-468.
 - Barbara S. Romzek and Jocelyn M. Johnston. 2005. "State Social Services Contracting: Exploring the Determinants of Effective Contract Accountability," *Public Administration Review* 65 (July): 436-449

Supplementary Readings

- Jonathan G.S. Koppell. 2003. *The Politics of Quasi-Government*. Cambridge: Cambridge University Press.
- David M. Van Slyke. 2003. The Mythology of Privatization in Contracting for Social Services. *Public Administration Review* 63(3): 296-315.

- Anthony M. Bertelli. 2006. "Governing the Quango: An Auditing and Cheating Model of Quasi-Government Authorities." *Journal of Public Administration Research and Theory* 16(April): 239-261.
- Sergio Fernandez. 2009. Understanding Contract Performance: An Empirical Analysis. *Administration and Society* 41(1): 67-100.
- José M. Alonso, Judith Clifton & Daniel Díaz-Fuentes. 2015. "Did New Public Management Matter? An Empirical Analysis of the Outsourcing and Decentralization Effects on Public Sector Size," *Public Management Review* 17 (5): 643-660
- Anna A. Amirkhanyan, Hyun Joon Kim, and Kristina T. Lambright. 2012. "Closer Than 'Arms Length': Understanding the Factors Associated With Collaborative Contracting," *American Review of Public Administration* 42 (May): 341-366.

**WEEK 4: Human Capital in Administrative Organizations:
Recruitment, Staffing, and Personnel Decisions
(Thursday February 4, 2021)**

WEEK 4 SEMINAR LEADERS: Nugent (PT. 1) & Waddell (PT. 2)

Required Assigned Readings

- David E. Lewis. 2019. "Deconstructing the Administrative State." *Journal of Politics* 81(August): 767-789.
- J. Edward Kellough, and Lloyd G. Nigro. 2006. "Dramatic Reform of the Civil Service: At-Will Employment and the Creation of a New Public Workforce," *Journal of Public Administration Research and Theory*, Vol. 16 (July): 447-466.
- James L. Perry. 2010. A Strategic Agenda for Public Human Resource Management. *Review of Public Personnel Administration* 30(1): 20-43.
- Gene A. Brewer and Richard M. Walker. 2013. "Personnel Constraints in Public Organizations: The Impact of Reward and Punishment on Organizational Performance," *Public Administration Review* 73 (January-February): 121-131.

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- Christina M. Kinane. *Nd.* "Control Without Confirmation: The Politics of Vacancies in Presidential Appointments." *American Political Science Review* (**Forthcoming**). *Author Website*: <https://www.christinakinane.com/control-without-confirmation>.
 - Justin B. Bullock, Justin M. Stritch, and Hal G. Rainey. 2015. "International Comparison of Public and Private Employees' Work Motives, Attitudes, and Perceived Rewards," *Public Administration Review* 75 (May-June): 479-489.
 - Sergio Fernandez and Tima Moldogaziev. 2013. "Using Employee Empowerment to Encourage Innovative Behavior in the Public Sector," *Journal of Public Administration Research and Theory* 23 (January): 155-187.
 - Nicole Petrovsky, Oliver James, and George Boyne. 2015. "New Leaders' Managerial Backgrounds and the Performance of Public Organizations: The Theory of Publicness Fit." *Journal of Public Administration Research and Theory* 25(January): 217-236.
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Supplementary Readings

- Joel D. Aberbach and Bert A. Rockman. 2000. *In the Web of Politics: Three Decades of the U.S. Federal Executive*. Washington, D.C.: Brookings Institution Press.
- J. Edward Kellough, and Lloyd G. Nigro. 2014. *The New Public Personnel Administration*, 7th edition. Boston: Wadsworth, Cengage Learning.
- Hugh Hecl. 1977. *A Government of Strangers: Executive Politics in Washington*. Washington, D.C.: Brookings Institution Press.
- Gary E. Hollibaugh, Jr., Gabriel Horton, and David E. Lewis. 2014. "Presidents and Patronage." *American Journal of Political Science* 58(October): 1024–1042.
- David E. Lewis. 2008. *The Politics of Presidential Appointments: Political Control and Bureaucratic Performance*. Princeton, NJ: Princeton University Press. (**Chapters 1, 4 & 7-8**)
- Pamela S. Tolbert and Lynne G. Zucker. 1983. Institutional Sources of Change in the Formal Structure of Organizations: The Diffusion of Civil Service Reform, 1880-1935. *Administrative Science Quarterly* 27(4): 22-39

- William G. Resh. 2015. *Rethinking the Administrative Presidency: Trust, Intellectual Capital, and Appointee-Careerist Relations in George W. Bush Administration*.
- Harold Seidman and Robert S. Gilmour. 1986. *Politics, Position, and Power*. New York: Oxford University Press.

WEEK 5: Modern Approaches to Decision Making & Leadership and Managerial Capabilities within Administrative Organizations

(Thursday February 11, 2021)

WEEK 5 SEMINAR LEADERS: Krause [ALL]

Required Assigned Readings

- Martin Landau and Russell Stout, Jr. 1979. To Manage is Not to Control: Or the Folly of Type II Errors. *Public Administration Review* 34(2): 148-156.
 - Donald P. Moynihan and Stéphane Lavertu. 2012. "Cognitive Biases in Governing: Technology Preferences in Election Administration." *Public Administration Review* 71 (January- February): 68-77.
 - George A. Krause. 2006. "Beyond the Norm: Cognitive Biases and the Behavioral Underpinnings of U.S. Federal Agency Macroeconomic Forecasts." *Rationality and Society* 18(May): 157-191.
 - Barry Bozeman and Sanjay K. Pandey. 2004. "Public Management Decision Making: Effects of Decision Content." *Public Administration Review*, 64: 553-565.
 - Sebastian Jilke, Gregg G. Van Ryzin, and Steven Van de Walle. 2016 "Responses to Decline in Marketized Public Services: An Experimental Evaluation of Choice Overload," *Journal of Public Administration Research and Theory* 26(July): 421-432.
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- Montgomery Van Wart. 2003. "Public-Sector Leadership Theory: An Assessment." *Public Administration Review*, 23: 214-228.
 - Anthony M. Bertelli and Laurence J. Lynn, Jr. 2003. "Managerial Responsibility." *Public Administration Review* 63(3): 259-268.

- Sergio Fernandez. 2005. "Developing and Testing an Integrative Framework of Public Sector Leadership: Evidence from the Public Education Arena." *Journal of Public Administration Research and Theory*, 15: 197-217.
 - Nicola Belle and Paolo Cantarelli. 2018. "The Role of Motivation and Leadership in Public Employee's Job Preferences: Evidence from Two Discrete Choice Experiments." *International Public Management Journal*. 21(2): 191-212.
 - Shahidul Hassan and Deneen M. Hatmaker. 2015. "Leadership and Performance of Public Employees: Effects of the Quality and Characteristics of Manager-Employee Relationships," *Journal of Public Administration Research and Theory* 25 (October): 1127-1155
-

Supplementary Readings

- Gary J. Miller. 1992. *Managerial Dilemmas: The Political Economy of Hierarchy*. New York: Cambridge University Press. (Chapters 1-3, 5-9)
- Larry C.F. Heimann. 1997. "Understanding the Challenger Disaster: Organizational Structure and the Design of Reliable Systems." *American Political Science Review* 87(June): 421-435.
- F.C. Brodbeck, R. Kerschreiter, A. Mojzisch, and S. Schulz-Hardt. 2007. "Group Decision Making Under Conditions of Distributed Knowledge: The Information Asymmetries Model." *Academy of Management Review*, 32: 459-479.
- G.P. Hodgkinson and M.P. Healey. 2008. "Cognition in Organizations." *Annual Review of Psychology*, 59: 387-417.
- S.W.J. Kozlowski and B.S. Bell. 2003. "Work Groups and Teams in Organizations." In Borman, W. C., Ilgen, D. R. and Klimoski, R. J. (Eds.) *Handbook of Psychology. Volume 2: Industrial and Organizational Psychology*. Hoboken, NJ: John Wiley and Sons.
- E. Salas, H.A. Priest, K.C. Stagl, D.E. Sims, and C.S. Burke. 2007. "Work Teams in Organizations: a Historical Reflection and Lessons Learned." In L.L. Koppes (Ed.) *Historical Perspectives in Industrial and Organizational Psychology*. New York: Psychology Press.
- D.R. Ilgen. 1999. "Teams Embedded in Organizations: Some Implications." *American Psychologist*, 54: 129- 139.

- N.L. Kerr and R.S. Tindale. 2004. "Group Performance and Decision Making." *Annual Review of Psychology*, 55: 623-655.
 - D.R. Ilgen, D. R., Hollenbeck, J. R., Johnson, M., and D. Jundt. 2005. "Teams in Organizations: From Input-Process-Output Models to IMO Models." *Annual Review of Psychology*, 56: 19.1-19.27.
 - Donald P. Moynihan and Sanjay K. Pandey. 2005. "Testing How Management Matters in an Era of Government by Performance Management." *Journal of Public Administration Research and Theory*, 15: 421-439.
 - Lael R. Keiser. 2010. "Understanding Street-Level Bureaucrats' Decision Making" Determining Eligibility in the Social Security Disability Program." *Public Administration Review*, 70: 247-257.
 - Bryan D. Jones. 1999. "Bounded Rationality." *Annual Review of Political Science*, 2: 297-321.
 - Charles Lindblom. 1959. "The Science of Muddling Through." *Public Administration Review*, 19: 79-88.
 - Herbert A. Kaufman. 1981. *The Administrative Behavior of Federal Bureau Chiefs*. Washington, DC: Brookings Institution.
 - George A. Krause. 1994. "Federal Reserve Policy Decision Making: Political and Bureaucratic Influences." *American Journal of Political Science* 38(February): 124-144.
 - George A. Krause. 2003. "Coping with Uncertainty: Analyzing Risk Propensities of SEC Budgetary Decisions, 1949-1997." *American Political Science Review* 97(February): 171-188.
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C. ADMINISTRATIVE GOVERNANCE (3 weeks)

WEEK 6: Hierarchies, Networks, and Markets in Public Administration (Thursday February 18, 2021)

WEEK 6 SEMINAR LEADERS: Park (PT. 1) & Perren (PT. 2)

Required Assigned Readings

- Laurence J. O'Toole, Jr. 1997. "The Implications for Democracy of a Networked Bureaucratic World," *Journal of Public Administration Research and Theory* 7 (July): 443-159.
 - Andrew Stark. 2011. "The Distinction between Public, Nonprofit, and For-Profit: Revisiting the 'Core Legal' Approach," *Journal of Public Administration Research and Theory* 21 (January): 3-26.
 - Laurence J. O'Toole, Jr. 2015. "Networks and Networking: The Public Administrative Agendas," *Public Administration Review* 75 (May-June): 361-371.
 - Trevor L. Brown, Matthew Potoski, and David M. Van Slyke. 2006. "Managing Public Service Contracts: Aligning Values, Institutions, and Markets," *Public Administration Review* 66 (May-June): 323-331.
 - Kenneth J. Meier and Laurence J. O'Toole, Jr. 2003. "Public Management and Educational Performance: The Impact of Managerial Networking." *Public Administration Review*, 63: 689-699.
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- Thomas H. Hammond and Paul A. Thomas. 1989. "The Impossibility of a Neutral Hierarchy." *Journal of Law, Economics, and Organization* 5(Spring): 155-184.
 - Gary J. Miller and Andrew B. Whitford. 2007. "The Principal's Moral Hazard: Constraints on the Use of Incentives in Hierarchy." *Journal of Public Administration Research and Theory* 17(April): 213-233.

- George A. Krause and Jungyeon Park. 2021. "Best Practices? Coordinated Leadership and Organizational Mitigation of Discrimination within US. Federal Agencies." *Typescript. University of Georgia*. **[OBTAIN FROM KRAUSE]**
 - David Thacher. 2004. Interorganizational Partnerships as Inchoate Hierarchies: A Case Study of the Community Security Initiative. *Administration and Society* 36(1): 91-127.
 - Norma M. Riccucci. 2001. The 'Old' Public Management Versus the 'New' Public Management: Where Does Public Administration Fit In? *Public Administration Review* 61(2): 172-175.
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Supplementary Readings

- Paul C. Light. 1995. *Thickening Government: Federal Hierarchy and the Diffusion of Accountability*. Washington, DC: Brookings Institution.
- Jonathan Bendor. 1985. *Parallel Systems: Redundancy in Government*. Berkeley, CA: University of California Press.
- Keith G. Provan and H. Brinton Milward. 1995. A Preliminary Theory of Interorganizational Effectiveness: A Comparative Study of Four Community Mental Health Systems. *Administrative Science Quarterly* 40(1): 1-33.
- Laurence J. O'Toole. 1997. Treating Networks Seriously: Practical and Research-Based Agendas in Public Administration. *Public Administration Review* 57(1): 45-52.
- Robert Agranoff and Michael McGuire. 2001. Big Questions in Public Network Management Research. *Journal of Public Administration Research and Theory* 11(3): 295-326.
- Frances S. Berry, Ralph S. Brower, Sang Ok Choi, Wendy Xinfang Goa, HeeSoun Jang, Myungjung Kwon, and Jessica Ward. 2004. Three Traditions of Network Research: What the Public Management Research Agenda Can Learn from Other Research Communities. *Public Administration Review* 64(5): 539-552.
- Michael McGuire and Michael and Robert Agranoff. 2010. Networking in the Shadow of Bureaucracy. In Robert Durant (ed.), *Handbook of American Bureaucracy*. Oxford: Oxford University Press.
- Todd R. LaPorte. 1996. Shifting Vantage and Conceptual Puzzles in Understanding Public Organization Networks. *Journal of Public Administration Research and Theory* 6(January): 49-74.

- Michael McGuire and Robert Agranoff. 2011. "The Limitations of Public Management Networks." *Public Administration* 89(2): 265–284.
- Geert R. Teisman and Erik-Hans Klijn. 2002. Partnership Arrangements: Governmental Rhetoric or Governance Scheme? *Public Administration Review* 62(March/April): 197-205.
- Anne Marie Thomson, James L. Perry, and Theodore K. Miller. 2009. Conceptualizing and measuring collaboration. *Journal of Public Administration Research and Theory*, 19(January): 23-56.

**WEEK 7: Administrative Reforms:
The Promise and Perils for Performance
(Thursday February 25, 2021)**

WEEK 7 SEMINAR LEADERS: Steuert (PT. 1) & Trusczynski (PT. 2)

Required Assigned Readings

- Alexander Kroll and Donald P. Moynihan. *Nd.* "Tools of Control: Comparing Congressional and Presidential Performance Management Reforms." *Public Administration Review* (Forthcoming). *Early View*: <https://onlinelibrary.wiley.com/doi/full/10.1111/puar.13312>.
 - George A. Krause and Roger Qiyuan Jin, 2020. "Organizational Design and its Consequences for Administrative Reform: Historical Lessons from the U.S. Budget and Accounting Act of 1921." *Governance* 33(April): 365-384.
 - Shaun Goldfinch and Joe Wallis. 2010. "Two myths of convergence in public management reform." *Public Administration* 88(4): 1099-1115.
 - Robert F. Durant and Susannah Bruns Ali. 2013. "Repositioning American Public Administration? Citizen Estrangement, Administrative Reform, and the Disarticulated State," *Public Administration Review* 73 (March-April): 278-289.
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- Anthony M. Bertelli and J. Andrew Sinclair. 2018. "Democratic Accountability and the Politics of Mass Administrative Reorganization." *British Journal of Political Science* 48(July): 691-711.

- Sergio Fernandez and Hal G. Rainey. 2006. "Managing Successful Organizational Change in the Public Sector: An Agenda for Research and Practice." *Public Administration Review*, 66 (March): 168-176.
 - Stephane Lavertu, Stephane, David E. Lewis, and Donald P. Moynihan. 2014. "Government Reform, Political Ideology, and Administrative Burden: The Case of Performance Management in the Bush Administration." *Public Administration Review* 73 (November/December): 845-857.
 - Soo-Young Lee and Andrew B. Whitford. 2013. "Assessing the Effects of Organizational Resources on Public Agency Performance: Evidence from the US Federal Government," *Journal of Public Administration Research and Theory* 23(July): 687-712.
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Supplementary Readings

- Laurence J. O'Toole, Jr. 1984. "American Public Administration and the Idea of Reform," *Administration and Society* 16 (August): 141-166.
- Richard Chackerian. 1996. Reorganization of State Governments: 1900-1985. *Journal of Public Administration Research and Theory* 6(January): 25-47.
- Donald P. Moynihan. 2006. Managing for Results in State Government: Evaluating a Decade of Reform. *Public Administration Review* 66(1): 77-89.
- Jonathan D. Breul and John M. Kamensky. 2008. Federal Government Reform: Lessons from Clinton's "Reinventing Government" and Bush's "Management Agenda" Initiatives. *Public Administration Review* 68(November/December): 1009-1026.
- Gene A. Brewer and Sally Coleman Selden. 2000. "Why Elephants Gallop: Assessing and Predicting Organizational Performance in Federal Agencies," *Journal of Public Administration Research and Theory* 10(October): 685-711.
- Christopher Hood and B. Guy Peters. 2004. "The Middle Aging of New Public Management: Into the Age of Paradox." *Journal of Public Administration Research and Theory* 14(July): 267-282.
- James G. March and Johan P. Olsen. 1983. Organizing Political Life: What Administrative Reorganization Tells Us About Government. *American Political Science Review* 77(June): 281-296.

**WEEK 8: Public Administration's Internal Environment:
Expertise, Motivation, and Performance
(Thursday March 4, 2021)**

WEEK 8 SEMINAR LEADERS: Nugent (PT. 1) & Waddell (PT. 2)

Required Assigned Readings

- Robert Durant, Robert Kramer, James L. Perry, James L., Debra Mesch, and Laurie Paarlberg. 2006. "Motivating Employees in a New Governance Era: The Performance Paradigm Revisited." *Public Administration Review*, 66(July/August): 505-514.
 - Bradley E. Wright. 2004. "The Role of Work Context in Work Motivation: A Public Sector Application of Goal and Social Cognitive Theories." *Journal of Public Administration Research and Theory* 14 (January): 59-78.
 - James R. Thompson. 2006. "The Federal Civil Service: The Demise of an Institution," *Public Administration Review* 66(July-August): 496-503.
 - Christopher Pollitt. 2006. "Performance Management in Practice: A Comparative Study of Executive Agencies," *Journal of Public Administration Research and Theory* 16 (January): 25-44.
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- Manuel P. Teodoro. 2010. "Contingent Professionalism: Bureaucratic Mobility and the Adoption of Water Conservation Rates," *Journal of Public Administration Research and Theory* 20 (April): 437-459.
 - Mark D. Richardson. 2019. "Politicization and Expertise: Exit, Effort, and Investment." *Journal of Politics* 81(July): 878-891.
 - Anna A. Amirkhanyan, Hyun Joon Kim, and Kristina T. Lambright. 2014. "The Performance Puzzle: Understanding the Factors Influencing Alternative Dimensions and Views of Performance," *Journal of Public Administration Research and Theory* 24 (January): 1-34.
 - Hollibaugh, Gary E., Jr. 2015. "Naïve Cronyism and Neutral Competence: Patronage, Performance, and Policy Agreement in Executive Appointments." *Journal of Public Administration Research and Theory* 25(April): 341-372.

Supplementary Readings

- Bertelli, Anthony M. 2007. "Determinants of Bureaucratic Turnover Intention: Evidence from the Department of Treasury." *Journal of Public Administration Research & Theory* 17(April): 235-258.
- Heckman, James, Carolyn Heinrich, and Jeffrey Smith. 1997 "Assessing the Performance of Performance Standards in Public Bureaucracies." *American Economic Review: Papers and Proceedings*, 87(May): 389-395.
- J. Greenberg and A.E. Lind. 2000. "The Pursuit of Organizational Justice: From Conceptualization to Implication to Application." In C.L. Cooper and E.A. Locke (Eds.) *Industrial and Organizational Psychology*. Oxford: Blackwell.
- T.A. Judge and A.H. Church. 2000. "Job Satisfaction: Research and Practice." In C.L. Cooper and E.A. Locke (Eds.) *Industrial and Organizational Psychology*. Oxford: Blackwell.
- Hal G. Rainey and Paula Steinbauer. 1999. "Gallopig Elephants: Developing Elements of a Theory of Effective Government Organizations." *Journal of Public Administration Research and Theory* 9 (January): 1-32.
- Kenneth J. Meier and Laurence J. O'Toole, Jr. 1999. "Modeling the Impact of Public Management: Implications of Structural Context." *Journal of Public Administration Research and Theory* 9: 505-526.
- Frederick Mosher. 1968. *Democracy and the Public Service*. Oxford: Oxford University Press.
- John D. Marvel. 2016 "Unconscious Bias in Citizens' Evaluations of Public Sector Performance," *Journal of Public Administration Research and Theory* 26 (January): 143-158.
- Kenneth J. Meier and Laurence J. O'Toole, Jr. 2013. "Subjective Organizational Performance and Measurement Error: Common Source Bias and Spurious Relationships," *Journal of Public Administration Research and Theory* 23 (April): 429-456.

- Sean Gilmard and John W. Patty. 2012. *Learning While Governing: Expertise and Accountability in the Executive Branch*. Chicago, IL: University of Chicago Press.
- James Q. Wilson. 1995. *Bureaucracy: What Government Agencies Do and Why They Do It*. Second Edition. New York: Basic Books. (**Chapters 11-12**).

WEEK 9: Original Research Paper Workshop Session # 1 (Thursday March 11, 2021)

D. ADMINISTRATIVE ACCOUNTABILITY (4 weeks)

WEEK 10: Representative Bureaucracy: *Descriptive and Substantive Representation in Public Administration* (Thursday March 18, 2021)

WEEK 10 SEMINAR LEADERS: Park (PT. 1) & Perren (PT. 2)

Required Assigned Readings

- Brian J. Cook. 1992. "The Representative Function of Bureaucracy: Public Administration in Constitutional Perspective." *Administration and Society* 23(February): 403-429.
- Kenneth J. Meier. 2019. "Theoretical Frontiers in Representative Bureaucracy: New Directions for Research." *Perspectives on Public Management and Governance* 2(March): 39-56.
- Martha Kropf, David C. Kimball, and Timothy Vercellotti. 2013. "Representative Bureaucracy and Partisanship: The Implementation of Election Law," *Public Administration Review* 73(March-April): 242-252.

- Gregg G. Van Ryzin. 2015. "Service Quality, Administrative Process, and Citizens' Evaluation of Local Government in the US." *Public Management Review* 17(3): 425-442.
- John D. Marvel and William G. Resh. 2015. "Bureaucratic Discretion, Client Demographics, and Representative Bureaucracy," *The American Review of Public Administration* 45(May): 281-310.

- Rhys Andrews and Rachel Ashworth. 2015. "Representation and Inclusion in Public Organizations: Evidence from the U.K. Civil Service," *Public Administration Review* 75(March-April): 279-288.
- Thaddeus W. Conner. 2016. "Representation and Collaboration: Exploring the Role of Shared Identity in the Collaborative Process," *Public Administration Review* 76(March-April): 288-301.
- Mark D. Bradbury and J. Edward Kellough. 2011. "Representative Bureaucracy: Assessing the Evidence on Active Representation," *American Review of Public Administration* 41(March): 157-167.
- Vibeke Lehmann Nielsen. 2015. "Personal Attributes and Institutions: Gender and the Behavior of Public Employees. Why Gender Matters to not only 'Gendered Policy Areas.'" *Journal of Public Administration Research and Theory* 25(October): 1005-1029.
- Niels Opstrup and Anders R. Villadsen. 2015. "The Right Mix? Gender Diversity in Top Management Teams and Financial Performance," *Public Administration Review* 75(March-April): 291-301.

Supplementary Readings

- Cynthia J. Bowling, Christine A. Kelleher, Jennifer Jones, and Deil S. Wright. 2006. "Cracked Ceilings, Firmer Floors, and Weakening Walls: Trends and Patterns in Gender Representation among Executives Leading American State Agencies, 1970-2000," *Public Administration Review* 66(November-December): 823-836.
- Rikhil R. Bhavnani and Alexander Lee. *Nd.* "Does Affirmative Action Worsen Bureaucratic Performance? Evidence from the Indian Administrative Service." *American*

Journal of Political Science (December 2019). *Early View*:
<https://onlinelibrary.wiley.com/doi/10.1111/ajps.12497>.

- Amy E. Smith and Karen R. Monaghan. 2013. "Some Ceilings Have More Cracks: Representative Bureaucracy in Federal Regulatory Agencies," *American Review of Public Administration* 43(January): 50-71.
- Norma Riccucci, Gregg G. Van Ryzin, and Cecilia F. Lavena. 2014. "Representative Bureaucracy in Policing: Does It Increase Perceived Legitimacy?" *Journal of Public Administration Research and Theory* 24(July): 537-551.
- Norma M. Riccucci, Gregg G. Van Ryzin and Huafang Li. 2016. "Representative Bureaucracy and the Willingness to Coproduce: An Experimental Study," *Public Administration Review* 76(January-February): 121-130.
- Gregory B. Lewis and David W. Pitts. 2011. "Representation of Lesbians and Gay Men in Federal, State, and Local Bureaucracies," *Journal of Public Administration Research and Theory* 21(January): 159-180.
- Judith R. Sidel and Karyn Loscocco. 2005. "Agency Leaders, Gendered Institutions, and Representative Bureaucracy," *Public Administration Review* 65(March): 158-170.
- Julie Dolan. 2002. "Representative Bureaucracy in the Federal Executive: Gender and Spending Priorities," *Journal of Public Administration Research and Theory* 12(July): 353-375.
- Julie Dolan. 2004. "Gender Equity: Illusion or Reality for Women in the Federal Executive Service?" *Public Administration Review* 64(May-June): 299-308.
- Sergio Fernandez, Deanna Malatesta, and Craig R. Smith. 2013. "Race, Gender, and Government Contracting: Different Explanations or New Prospects for Theory?" *Public Administration Review* 73(January-February): 109-120.
- Erica Gabrielle Foldy. 2004. "Learning from Diversity: A Theoretical Exploration," *Public Administration Review* 64(September-October): 529-538.
- Jason A. Grissom, Jill Nicholson-Crotty, and Lael Keiser. 2012. "Does My Boss's Gender Matter? Explaining Job Satisfaction and Employee Turnover in the Public Sector," *Journal of Public Administration Research and Theory* 22(October): 649-673.

- Vernon Greene, Sally Coleman Selden, and Gene Brewer. 2001. "Measuring Power and Presence: Bureaucratic Representation in the American States," *Journal of Public Administration Research and Theory* 11(July): 379-402.
- Brandy Kennedy. 2014. "Unraveling Representative Bureaucracy: A Systematic Analysis of the Literature," *Administration & Society* 46(April 2014): 395-421.

**WEEK 11: Public Administration's External Environment:
Political Institutions & Organized Interests
(Thursday March 25, 2021)**

WEEK 11 SEMINAR LEADER: Steuert [Pt. 1] & Trusczynski [Pt. 2]

Required Assigned Readings

- Alasdair Roberts. 1996. "Why the Brownlow Committee Failed: Neutrality and Partisanship in the Early Years of Public Administration," *Administration and Society* 28(May 1996): 3-38.
 - Melissa Martino Golden. 1998. Interest Groups in the Rule Making Process: Who Participates? Whose Voice Gets Heard? *Journal of Public Administration Research and Theory* 8(2): 245-270.
 - Sanford C. Gordon. 2011. "Politicizing Agency Spending Authority: Lessons From a Bush Era Scandal." *American Political Science Review* 105(November): 1117-1134.
 - Susan Webb Yackee. 2012. "The Politics of *Ex Parte* Lobbying: Pre-Proposal Agenda Building and Blocking During Agency Rulemaking." *Journal of Public Administration Research and Theory* 22(April): 373-393.
 - Alexander Bolton, Rachel Augustine Potter, and Sharece Thrower. 2016. "Organizational Capacity, Regulatory Review, and the Limits of Political Control." *Journal of Law, Economics, and Organization*. 32(May): 242-271.
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- Carl Dahlstrom, Mihaly Fazekas, and David E. Lewis. *Nd.* "Partisan Procurement: Contracting with the United States Government, 2003-2015." *American Journal of Political Science* (*Forthcoming*). Early View: <https://onlinelibrary.wiley.com/doi/abs/10.1111/ajps.12574>.

- George A. Krause and Matthew Zarit. *Nd.* "The Retraction of Policy Benefits Across U.S. Federal Agencies: Programmatic Cutbacks and Executive Control of U.S. Federal Grant Retrenchments." *Public Administration Review* (*Forthcoming*). *Early View*: <https://onlinelibrary.wiley.com/doi/abs/10.1111/puar.13310>.
- Joshua D. Clinton, David E. Lewis, and Jennifer Selin. 2014. "Influencing the Bureaucracy: The Irony of Congressional Oversight." *American Journal of Political Science* 58(April): 387-401.
- Jason A. MacDonald. 2010. "Limitation Riders and Congressional Influence over Bureaucratic Policy Decisions." *American Political Science Review* 104(December): 766-782.
- Kenneth Lowande. 2018. "Who Polices the Administrative State?" *American Political Science Review* 112(November): 874-890.

Supplementary Readings

- David Rosenbloom. 2000. *Building a Legislative-Centered Public Administration: Congress and the Administrative State, 1946-1999*. Tuscaloosa, AL: University of Alabama Press.
- Kelly LeRoux. 2009. Paternalistic or Participatory Governance? Examining Opportunities for Client Participation in Nonprofit Social Service Organizations. *Public Administration Review* 69(3): 504-517.
- Christopher Pollitt. 2001. Clarifying Convergence: Striking Similarities and Durable Differences in Public Management Reform. *Public Management Review* 3(4): 471-492.
- Christopher Pollitt and Geert Bouckaert. 2004. *Public Management Reform: A Comparative Analysis*. Oxford: Oxford University Press.
- Steven J. Balla and John R. Wright. 2001. "Interest Groups, Advisory Committees, and Congressional Control of the Bureaucracy." *American Journal of Political Science* 45(October): 799-812.
- Andrew B. Whitford. 2002. "Decentralization and Political Control of the Bureaucracy." *Journal of Theoretical Politics* 14(April): 167-193.
- Daniel P. Carpenter. 1996. "Adaptive Signal Processing, Hierarchy, and Budgetary Control in Federal Regulation." *American Political Science Review* 90(June): 283-302

- Mathew D. McCubbins and Thomas Schwartz. 1984. "Congressional Oversight Overlooked: Police Patrols versus Fire Alarms." *American Journal of Political Science* 28(February): 165-179
- Anthony M. Bertelli and Christian Grose. 2009. "Secretaries of Pork? A New Theory of Distributive Public Policy." *Journal of Politics* 71(July): 926-945.
- McNollgast (Mathew D. McCubbins, Roger G. Noll, and Barry R. Weingast).1987. "Administrative Procedures as Instruments of Political Control." *Journal of Law, Economics, and Organization* 3(April): 243-277.
- Terry M. Moe. 1985. "Control and Feedback in Economic Regulation: The Case of the NLRB." *American Political Science Review* 79(December): 1094-1116.
- Charles R. Shipan. 2004. "Regulatory Regimes, Agency Actions, and the Conditional Nature of Congressional Influence." *American Political Science Review* 98(August): 467-480.
- James Q. Wilson. 1995. *Bureaucracy: What Government Agencies Do and Why They Do It*. Second Edition. New York: Basic Books. (Chapters 13-16)

**WEEK 12: Accountability of Public Administrators:
Elected, Appointed, Careerists, and Independent Experts
(Thursday April 1, 2021)**

WEEK 12 SEMINAR LEADERS: Nugent (PT. 1) & Waddell (PT. 2)

Required Assigned Readings

- James Svara. 2006. "Introduction: Politicians and Administrators in the Political Process -- A Review of Themes and Issues in the Literature." *International Journal of Public Administration* 29: 953-976.
- Joel D. Aberbach and Bert A. Rockman. 1988. "Mandates or Mandarins? Control and Discretion in the Modern Administrative State," *Public Administration Review* 48(March-April 1988): 606-612.

- James P. Pfiffner, "Political Appointees and Career Executives: The Democracy-Bureaucracy Nexus in the Third Century," *Public Administration Review* 47, 1 (January-February 1987): 57-65.
 - Francis E. Rourke. 1992. "Responsiveness and Neutral Competence in American Bureaucracy." *Public Administration Review* 52(November/December): 539-546.
 - Herbert Kaufman. 1969. Administrative Decentralization and Political Power. *Public Administration Review* 29(4): 339-352.
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- Susan M. Miller, "Administering Representation: The Role of Elected Administrators in Translating Citizens' Preferences into Public Policy," *Journal of Public Administration Research and Theory* 23, 4 (October 2013): 865-897.
 - Jonathan G.S. Koppell. 2005. "Pathologies of Accountability: ICANN and the Challenge of "Multiple Accountabilities Disorder." *Public Administration Review* 65(1): 94-108.
 - George A. Krause, David E. Lewis, and James W. Douglas. 2006. "Political Appointments, Civil Service Systems, and Bureaucratic Competence: Organizational Balancing and Executive Branch Revenue Forecasts in the American States." *American Journal of Political Science* 50(July): 770-787.
 - Sebastian Garmann. 2015. "Elected or Appointed? How the Nomination Scheme of a City Manager Influences the Effects of Government Fragmentation." *Journal of Urban Economics* 86(March): 26-42.
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Supplementary Assigned Readings

- Charles R. Wise and Christian M. Freitag. 2002. Balancing Accountability and Risk in Program Implementation: The Case of National Fire Policy. *Journal of Public Administration Research and Theory* 12(4): 493-523.
- Delmer D. Dunn and Jerome S. Legge, Jr. 2001. "U.S. Local Government Managers and the Complexity of Responsibility and Accountability in Democratic Governance," *Journal of Public Administration Research and Theory* 11(January 2001): 73-88.
- Michael Lipsky. 1980. *Street-Level Bureaucracy*. New York: Russell Sage Foundation.
- Andrew B. Whitford, Andrew B. 2007. "Decentralized Policy Implementation." *Political Research Quarterly* 60(March): 17-30.

**WEEK 13: NO CLASS – University Spring Break Day
(Thursday April 8, 2021)**

**WEEK 14: *Ex Ante* Controls, Credible Commitment, and Agency Design
(Thursday April 15, 2021)**

WEEK 14 SEMINAR LEADER: Krause [ALL]

Required Assigned Readings

- Terry M. Moe. 1985. "The Politics of Bureaucratic Structure." pp. 267-329. In *Can the Government Govern?* John E. Chubb and Paul E. Peterson, Editors. Washington, D.C.: Brookings Institution.
 - David E. Lewis and Jennifer L. Selin. 2015. "Political Control and the Forms of Agency Independence." *The George Washington Law Review* 83(4/5): 1487-1516.
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Supplementary Readings

- Jack H. Knott and Gary J. Miller. 1987. *Reforming Bureaucracy: The Politics of Institutional Choice*. Englewood Cliffs, NJ: Prentice-Hall.
 - David E. Lewis. 2003. *Presidents and the Politics of Agency Design: Political Insulation in the United States Government Bureaucracy, 1946-1997*. Stanford, CA: Stanford University Press.
 - Gary J. Miller and Andrew B. Whitford. 2016. *Above Politics: Bureaucratic Discretion and Credible Commitment*. New York: Cambridge University Press.
 - Bo Bernhard Nielsen. 2010. "Strategic Fit, Procedural, and Contractual Governance in Alliances." *Journal of Business Research* 62(July): 682-689.
 - Douglass C. North. 1990. "A Transaction Cost Theory of Politics." *Journal of Theoretical Politics* 2(October): 355-367.
 - David E. Lewis. 2002. "The Politics of Agency Termination: Confronting the Myth of Agency Immortality." *Journal of Politics* 64(February): 89-107.
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WEEK 15: Original Research Paper Workshop Session # 2 (Tuesday April 22, 2021)

WEEK 16: RESEARCH SYMPOSIUM SESSION (Tuesday April 29, 2021)

**ADDITIONAL TOPICS RELEVANT TO PADP 8710 & STUDENT PH.D.
TRAINING [INCLUDING COMPREHENSIVE EXAMINATION
PREPARATIONS] BUT NOT COVERED DURING THE SEMINAR**

T1. Classic Foundational Perspectives on Public Administration

- Laurence E. Lynn, Jr. 2001. "The Myth of the Bureaucratic Paradigm: What Traditional Public Administration Really Stood For," *Public Administration Review* 61(March-April): 144-160.
- Taylor, Frederick Winslow. 1911. *The Principles of Scientific Management*. New York: Harper & Brothers.
 - Brian J. Cook. 1996. *Bureaucracy and Self-Government: Reconsidering the Role of Public Administration in American Politics* (Baltimore, Md.: Johns Hopkins University Press.
- Charles T. Goodsell. 1997. "Bureaucracy's House in the Polis: Seeking an Appropriate Presence," *Journal of Public Administration Research and Theory* 7 (July): 393-417.
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- William D. Richardson. 1997. *Democracy, Bureaucracy and Character: Founding Thoughts* Lawrence: University of Kansas Press.

T2. Modern Foundational Perspectives on Public Administration

- Hal G. Rainey, *Understanding and Managing Public Organizations* 5th ed. (San Francisco, Calif.: Jossey-Bass, 2014).
- Kenneth J. Meier and Laurence J. O'Toole, Jr., *Bureaucracy in a Democratic State: A Governance Perspective*.
- Anthony M. Bertelli and Laurence E. Lynn. 2006. *Madison's Managers: Public Administration and the Constitution*. Baltimore, MD: The Johns Hopkins University Press.
- James L. Perry and Hal G. Rainey. 1988. The Public-Private Distinction in Organization Theory: A Critique and Research Strategy. *Academy of Management Review* 13(2): 182-201.
- Rainey, Hal G., and Barry Bozeman. 2000. Comparing Public and Private Organizations: Empirical Research and the Power of the A Priori. *Journal of Public Administration Research and Theory* 10(2): 447-469.
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- Kenneth J. Meier, "Bureaucracy and Democracy: The Case for More Bureaucracy and Less Democracy," *Public Administration Review* 57, 3 (May/June 1997): 193-199.

T3. Historical and Development Foundations of the Administrative State

- Brian Balogh, *A Government Out of Sight: The Mystery of National Authority in Nineteenth-Century America* (New York: Cambridge University Press, 2009).
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- White, Leonard D. 1958. *The Republican Era, 1869-1901: A Study in Administrative History*. New York: Macmillan.
- M. Curtis Hoffman, "Paradigm Lost: Public Administration at Johns Hopkins University, 1884-96," *Public Administration Review* 62, 1 (January-February 2002): 12-23.
- Paul P. Van Riper, "Some Anomalies in the Deep History of U.S. Public Administration," *Public Administration Review* 57, 3 (May/June 1997): 218-223.
- Laurence E. Lynn, Jr., "Restoring the Rule of Law to Public Administration: What Frank Goodnow Got Right and Leonard White Didn't," *Public Administration Review* 69, 5 (September-October 2009): 803-812.
- Jos C.N. Raadschelders, "Administrative History of the United States: Development and State of the Art," *Administration and Society* 32, 5 (November 2000): 499-528.
- Jos C. N. Raadschelders, "Is American Public Administration Detached from Historical Context? On the Nature of Time and the Need to Understand It in Government and Its Study," *American Review of Public Administration* 40, 3 (May 2010): 235-260.
- David H. Rosenbloom and Howard E. McCurdy, eds., *Revisiting Waldo's Administrative State: Constancy and Change in Public Administration* (Washington, DC: Georgetown University Press, 2006).
- Stephen Skowronek, *Building a New American State: The Expansion of National Administrative Capacities, 1877-1920* (Cambridge: Cambridge University Press, 1982)
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- Brian J. Cook, *Democracy and Administration: Woodrow Wilson's Ideas and the Challenges of Public Management* (Baltimore: Johns Hopkins University Press, 2007).
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- Jos C. N. Raadschelders, "Is American Public Administration Detached from Historical Context? On the Nature of Time and the Need to Understand It in Government and Its Study," *American Review of Public Administration* 40, 3 (May 2010): 235-60.
- Keith E. Whittington and Daniel P. Carpenter. 2003. "Executive Power in American Institutional Development." *Perspectives on Politics* 1(September): 495-513.
- Norma M. Riccucci, "The 'Old' Public Management versus the 'New' Public Management: Where Does Public Administration Fit In?" *Public Administration Review* 61, 2 (March-April 2001): 172-175.
- James H. Svara, "The Myth of the Dichotomy: Complementarity of Politics and Administration in the Past and Future of Public Administration," *Public Administration Review* 61, 2 (March-April 2001): 176-183.
- Amber Wichowsky and Donald P. Moynihan, "Measuring How Administration Shapes Citizenship: A Policy Feedback Perspective on Performance Management," *Public Administration Review* 68, 5 (September-October 2008): 908-920.

T4. State of the Public Administration Field

- Rhys Andrews and Marc Esteve. 2015. "Still Like Ships That Pass in the Night? The Relationship Between Public Administration and Management Studies," *International Public Management Journal* 18 (1): 31-60.
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- Sebastian Jilke, Bart Meuleman, and Steven van de Walle. 2015 "We Need to Compare, but How? Measurement Equivalence in Comparative Public Administration," *Public Administration Review* 75 (January-February): 36-48.
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T5. ORGANIZATIONAL THEORY

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- James W. Wilson. 1995. *Bureaucracy: What Government Agencies Do and Why They Do It*. Second Edition. New York: Basic Books.
- George A. Akerloff and Rachel E. Kranton. 2005. "Identity and the Economics of Organizations." *Journal of Economic Perspectives* 19(Winter): 9-32.
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T6. NEW INSTITUTIONALISM & THE ECONOMICS OF ORGANIZATION

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