

2016 Midwest Panels of Representative Bureaucracy

Representative Bureaucracy I

Friday, April 8 8:00 am

Chair(s): Kenneth Meier, Texas A&M University

Paper(s): Passive Representation and Policing in America

This project seeks to analyze the demographic make-up of a representative sample of local police departments. Further, we seek to explore the potential causal mechanisms influencing demographic representation within U.S. police departments.

Brandy A. Kennedy, Georgia College and State University

Adam M. Butz, California State University, Long Beach

Shaping Young Minds: Representation, Equity and the Perception of Fairness in School Discipline

We explore how diversity and representation within public schools influences how young adults feel about the fairness of discipline using individual-level survey data from ELS. We find diversity improves attitudes.

Lael R. Keiser, University of Missouri, Columbia

Donald P. Haider-Markel, University of Kansas

Rajeev Darolia, University of Missouri

Representative bureaucracy at play in the European Commission

The paper presents an analysis of the European Commission's recruitment policy from the point of view of 'geographical balance', using the theory of representative bureaucracy.

Magali M. Gravier, Copenhagen Business School

Camille Roth, CNRS/Centre Marc Bloch

Comparative Representative Bureaucracy: Testing Gender Representation in Korean Schools

The purpose of this study is to test the international generalizability of the literature on representative bureaucracy in gender, by examining how sharing the same gender may influence performance in Korean schools

Miyeon Song, Texas A&M University

Gender, Representation, and Whistle-Blowing: The Case of Sexual Harassment

This study examines the impact of gender representation on the likelihood that female public servants blow the whistle about sexual harassment in U.S. federal agencies.

Sun Young Kim, Indiana University

Discussant(s): Audience acts as discussants,

Representative Bureaucracy II

Friday, April 8 9:45 am

Chair(s): Claudia N. Avellaneda, Indiana University

Paper(s): Linking Passive and Active Representation: Physicians' Attentiveness to Gender in the VHA

How does passive representation get translated into active representation in the case of physicians working for the Veterans Health Administration?

Julie Dolan, Macalester College

Minority Discrimination in Street-level Bureaucracy: Taste-Based or Coping Strategy? Combined Survey- and Field Experimental Evidence

A field experiment providing street-level bureaucrats with more resources neutralizes the discrimination of immigrants found in the control group. The bureaucrats do not exercise taste-based discrimination, but discriminates as a coping strategy.

Simon Calmar Andersen, Aarhus University

Thorbjørn Sejr Guul, Aarhus University

Does increasing the representativeness of forestry agency employees in India improve the representation of the interests of forest-dependent people?

An Analysis of Representative Bureaucracy in Indian forest management drawing on an original survey of forestry trainees. We measure the likelihood of people with forest background holding pro-poor attitudes towards forest policy.

Forrest D. Fleischman, Texas A&M University

Manager and Minority: Exploring the Duality of Identity in Public Organizations

This paper explores the impacts of racial identity for top-level public managers in several hundred public organizations. Preliminary findings suggest that race is a primary determinant of management decisions and leadership style.

Erin K. Melton, University of Connecticut

Representative Bureaucracy and Identity Saliency: Do Differences among Ethnic Groups Drive Identity Saliency?

This paper argues that the relevance of a demographic characteristic (such as ethnicity) depends on the degree to which the demographic characteristic is associated with substantial differences among individuals served by the bureaucracy.

Nathan Favero, Texas A&M University

Discussant(s): Audience acts as discussants,

Representative Bureaucracy III

Friday, April 8 11:30 am

Chair(s): Simon Calmar Andersen, Aarhus University

Paper(s): Incarcerating Our Own: Examining Representation in Public and Private Corrections Facilities

We compare the representativeness of corrections staff across sectors. In addition, across sectors, and within the private facility realm, we will examine the relationship between performance (incidents) and representation.

Jocelyn M. Johnston, American University

Stephen Bradford Holt, American University

James a Wright, American University

Managing Critical Mass

By weakening the norms against representation, managers can reduce the critical mass at which individual street level bureaucrats feel comfortable engaging in representation behavior for clients.

Jill D. Nicholson-Crotty, Indiana University

Sean Nicholson-Crotty, Indiana University

Passive Puppet or Active Representative? Leaders from the Ethnic Minorities in China

Are top-level leaders from the ethnic minority regions in China just political decorations of the regime of Chinese Communist Party (CCP)? Drawing on the insights from the representative bureaucracy theory, my research sheds light on this question.

Youlang Zhang, Texas A&M University

Assessing the Effect of Gender Representation on Local Administrative Reform

This study examines the impact of gender representation in local assemblies on administrative reform.

Kohei Suzuki, Indiana University, Bloomington

Claudia N. Avellaneda, Indiana University

Discussant(s): Audience acts as discussants,

Representative Bureaucracy IV

Friday, April 8 1:15 pm

Chair(s): Jill D. Nicholson-Crotty, Indiana University

Paper(s): Race, School discipline and Administrative Representation.

We examine whether school administrators of varying racial backgrounds assign the same or different disciplinary actions to students of different races.

Christine H. Roch, Georgia State University

Mahmoud Elsayed, Georgia State University

The Leading Ladies: How the Election of Women Executives Leads to Representative Bureaucracies

Using data from 5,500 municipalities and 27 states in Brazil, we test whether female elected executives lead to more representative state and local bureaucracies controlling for wealth, urbanization, demographic homogeneity, and partisanship.

Maria C. Escobar-Lemmon, Texas A&M University

Kendall Funk, Texas A&M University

Thiago Silva, Texas A&M University

Representative Bureaucracy: Gender and Ethnic Minorities in the UK Criminal Justice Service.

A number of studies clearly state levels of inequalities and discrimination in the British police and criminal justice services. The lack of representation is particularly relevant to women and British Ethnic Minorities with poor policy outcomes.

Thulani Phillip Moyo, Glasgow Caledonian Business School

Can diversity management improve job satisfaction for military veterans in the federal government?

This paper explores whether diversity management can mitigate lower levels of job satisfaction among military veterans working for the federal government and whether veterans should be considered a standalone demographic in diversity scholarship.

Matthew F Vanderschuere, American University

Chris Birdsall, American University

Mo Money, No Problem: The Impact of Financial Uncertainty on Representation

Representative bureaucracy theory fails to discuss how context will affect representation. This paper explores how an organization's financial environment will affect the relationship between minority agents and minority client outcomes.

Kristen Monique Carroll, Texas A&M University

Discussant(s): Audience acts as discussants,

Representative Bureaucracy V

Friday, April 8 3:00 pm

Chair(s): William G Resh, University of Southern California

Paper(s): Understanding that 'No Means No': Teacher Representation and Sexual Violence

We test the relationship between teacher representation and juvenile sexual assault rates.

Vicky M. Wilkins, School of Public Affairs - American University

Danielle N. Atkins, University of Tennessee

Diversity Management and Fairness in Public Organizations

We attempt to examine whether diversity management advances organizational fairness in public organizations by examining data from the 2013 Federal Employee Viewpoint Survey (FEVS).
Sungchan Kim, Mississippi State University

Soyoung Park, University of Baltimore

Effective and efficient representative bureaucracy: An application to immigration enforcement

We apply the distinction to representative bureaucracy by operationalizing models of effective and efficient organization performance using nationally representative, immigration enforcement metrics archived by the Department of Homeland Security.

Francisco I. Pedraza, Texas A&M University

M. Apolonia Calderon, Texas A&M University

Does race matter? Examining the influence of racial identity on the administrative discretion practices of police officers

The present study attempts to study the effect of racial identities of street-level bureaucrats on their administrative discretion practices, particularly police officers in relation to minority clients.

Aleksey V. Kolpakov, University of Nevada, Reno

Towards Inclusiveness in the Civil Service? The Context of Representative Bureaucracy in Germany

The paper sets out to analyze the context of national administrative traditions and values as shaping factors of representative bureaucracy in Germany.

Eckhard Schroeter, Zeppelin University

Discussant(s): Audience acts as discussants,

Representative Bureaucracy VI

Saturday, April 9 11:30 am

Author Meets Critics: Authors Meet Critics: Representative Bureaucracy and Public Services Performance by Rhys Andrews, Sandra Groeneveld, Kenneth J. Meier, and Eckhard Schroeter

Chair: Kenneth Meier, Texas A&M University

Panelists: Lael R. Keiser, University of Missouri, Columbia

Julie Dolan, Macalester College

Vicky M. Wilkins, School of Public Affairs - American University