

# Nathan Favero

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## Academic Appointments

Assistant Professor, Department of Public Administration & Policy, School of Public Affairs,  
American University, 2016-Present

## Education

Ph.D., Political Science, Texas A&M University, 2016

Fields: Public Administration/Public Policy, Research Methods, Race and Ethnic Politics  
Committee: Kenneth J. Meier (chair), Lori L. Taylor, Manuel P. Teodoro, Guy D. Whitten  
Dissertation: *Representation in the Fourth Branch of Government: A Closer Look at the  
Link between Employee Demographics and Client Outcomes*

B.S., Political Science (Economics minor), Texas A&M University, 2012

## Peer-Reviewed Articles

Nathan Favero and Angel Luis Molina, Jr. Forthcoming. "Is Active Bureaucratic Representation an Organizational-Level Process? The Indirect Effect of Bureaucrats on Clients They Don't Directly Serve." *American Review of Public Administration*  
doi:10.1177/0275074016660614.

Nathan Favero, Simon Calmar Andersen, Kenneth J. Meier, Laurence J. O'Toole, Jr., and Søren C. Winter. Forthcoming. "How Should We Estimate the Performance Effect of Management? Comparing Impacts of Public Managers' and Front-line Employees' Perceptions of Management." *International Public Management Journal*.  
doi:10.1080/10967494.2016.1236763.

Mogens Pedersen, Vibeke Nielsen, Nathan Favero, and Kenneth J. Meier. Forthcoming. "Managing Versus Reacting: A Cluster Analytical Perspective on Public Management." *International Public Management Journal*.

Nathan Favero. 2016. "What's Really Happening Here? Effectively Using Surveys to Learn about Organizations." *Public Performance & Management Review* 40(1): 145-157.

Nathan Favero, Kenneth J. Meier, and Laurence J. O'Toole, Jr. 2016. "Goals, Trust, Participation, and Feedback: Linking Internal Management With Performance Outcomes." *Journal of Public Administration Research and Theory* 26(2): 327-343.

- Nathan Favero and Amanda Rutherford. 2016. "For Better or Worse: Organizational Turnaround in New York City Schools." *Public Management Review* 18(3): 437-455.
- Kenneth J. Meier, Nathan Favero, and Mallory Compton. 2016. "Social Context, Management Strategies, and Organizational Performance: When Human Capital and Social Capital Serve as Substitutes." *Public Management Review* 18(2): 258-277.
- Nathan Favero and Justin Bullock. 2015. "How (Not) to Solve the Problem: An Evaluation of Scholarly Responses to Common Source Bias." *Journal of Public Administration Research and Theory* 25(1): 285-308.
- Kenneth J. Meier, Simon Calmar Andersen, Laurence J. O'Toole, Jr., Nathan Favero, and Søren C. Winter. 2015. "Taking Managerial Context Seriously: Public Management and Performance in U.S. and Denmark Schools." *International Public Management Journal* 18(1): 130-150.
- Kenneth J. Meier, Nathan Favero, and Ling Zhu. 2015. "Performance Gaps and Managerial Decisions: A Bayesian Theory of Why Managers Seek Information and Take Risks." *Journal of Public Administration Research and Theory* 25(4): 1221-1246.
- Kenneth J. Meier, Søren C. Winter, Laurence J. O'Toole, Jr., Nathan Favero, and Simon Calmar Andersen. 2015. "The Validity of Subjective Performance Measures: School Principals in Texas and Denmark." *Public Administration* 93(4): 1084-1101.
- Nathan Favero and Kenneth J. Meier. 2013. "Evaluating Urban Public Schools: Parents, Teachers and State Assessments." *Public Administration Review* 73(3): 401-412.

## Manuscripts Under Review

- Amanda Rutherford and Nathan Favero. "Organizational Turnaround: Moving Beyond One-Size-Fits-All Solutions." (revise and resubmit at *International Public Management Journal*)
- Nathan Favero. "Does Representative Bureaucracy Theory Deserve All the Limelight? Comparing Frameworks for Understanding Organizational Racial Dynamics."
- Justin Stritch, Angel Luis Molina, Jr., and Nathan Favero. "Pushing Too Hard? Unattainable Organizational Goals and Frontline Employee Turnover."

## Other Publications

- Nathan Favero. 2017. "Source Bias." In *The SAGE Encyclopedia of Political Behavior*, ed. Fathali M. Moghaddam. Sage Publications.
- Nathan Favero. 2016. "Politics and Bureaucracy." In *Global Encyclopedia of Public Administration, Public Policy, and Governance*, ed. Ali Farazmand. Springer. doi:10.1007/978-3-319-31816-5\_1434-1.

## Press

- Nathan Favero. May 6, 2017. "The Power of Markets... and Hospitals." *The Huffington Post* Politics contributor section.
- Nathan Favero. April 7, 2017. "The Danger Of 'One-Size-Funds-All' Policies." *The Huffington Post* Politics contributor section.

Steve Kelman. May 9, 2016. "Management 101: It Really Does Work." *FCW* The Lectern blog.

## Research Interests

Public Administration, Public Management, Race and Ethnicity, Quantitative Methodology, Survey Methodology, Formal Theory, Public Policy Theory, Program Evaluation

## Conference Papers

- Nathan Favero and Amanda Rutherford. "Will the Tide Lift All Boats? Examining the Equity Effects of Performance Funding Policies in U.S. Higher Education." Association for the Study of Higher Education Annual Meeting, Council on Public Policy in Higher Education Pre-Conference, November 9-10, 2016, Columbus, OH.
- Nathan Favero. "When Representation Matters: The Interaction of Heterogeneous Citizen Interests and Representation." Midwest Political Science Association Annual Meeting, April 7-10, 2016, Chicago, IL.
- Nathan Favero. "Representative Bureaucracy: Are Bureaucratic Values Really Key?" Southern Political Science Association Annual Meeting, January 7-9, 2016, San Juan, PR.
- Justin Stritch and Nathan Favero. "Setting the Bar Too High? Infeasible Goals, Performance, and Employee Turnover in Public Service Organizations." Academy of Management Annual Meeting, August 7-11, 2015, Vancouver, BC (Canada).
- Seung-Ho An, Nathan Favero, and Laurie Paarlberg. "Does Race Matter in Charitable Organizations? Linking Passive and Active Representation in the Nonprofit Sector." Public Management Research Association Conference, June 11-13, 2015, Minneapolis, MN.
- Nathan Favero. "Revisiting Multicollinearity: When Correlated Predictors Exhibit Nonlinear Effects or Contain Measurement Error." Midwest Political Science Association Annual Meeting, April 16-19, 2015, Chicago, IL.
- Nathan Favero. "Evaluating the Quality of Representation in the Bureaucracy." American Political Science Association, August 28-31, 2014, Washington, DC.
- Mogens Pedersen, Vibeke Nielsen, Kenneth J. Meier, and Nathan Favero. "Transcending Theory and Unidimensionality: An Empirical Exposition of Public Manager Types." Midwest Political Science Association Annual Meeting, April 3-6, 2014, Chicago, IL.
- Nathan Favero. "Punctuated Equilibrium and Discreet Policy Decision Making Mechanisms: A Maximum Likelihood Approach to Explaining Policy Change." Southern Political Science Association Annual Meeting, January 9-11, 2014, New Orleans, LA.
- Manuel P. Teodoro and Nathan Favero. "A Labor Market Theory of Bureaucratic Politics." Southern Political Science Association Annual Meeting, January 9-11, 2014, New Orleans, LA.
- Nathan Favero and Kenneth J. Meier. "Formalizing Punctuated Equilibrium: Constructing a Falsifiable Theory of Policy Change." American Political Science Association, August 29-September 1, 2013, Chicago, IL.
- Nathan Favero and Blake Windham. "Internal Networking: High-Level Managers' Interactions with Front-Line Employees." Public Management Research Association Conference, June 20-22, 2013, Madison, WI.

- Nathan Favero, Kenneth J. Meier, and Laurence J. O’Toole, Jr. “Goal Ambiguity and Performance: The Effect of Employee Consensus Regarding Organizational Goals.” Midwest Political Science Association, April 11-14, 2013, Chicago, IL.
- Nathan Favero. “Strategic Management and Bureaucratic Collaboration: Games of Irregular Cooperation with Randomly Varying Payoffs.” Southern Political Science Association, January 3-5, 2013, Orlando, FL.
- Nathan Favero, Kenneth J. Meier, and Laurence J. O’Toole, Jr. “Goals, Communication, Participation and Feedback: Mid-level Management and Traditional Public Administration.” American Political Science Association, August 29-September 2, 2012, New Orleans, LA.
- Nathan Favero and Kenneth J. Meier. “Public Schools as Multidimensional Institutions: Examining Parent and Teacher Evaluations.” Midwest Political Science Association, April 12-15, 2012, Chicago, IL.
- Nathan Favero and Kenneth J. Meier. “Evaluating Urban Public Schools: Parents, Teachers and State Assessments.” American Political Science Association, September 1-4, 2011, Seattle, WA.

## **Teaching Experience**

Organizational Analysis (Master’s, Ph.D.), Introduction to Quantitative Research Methods (Ph.D.)

## **Invited Presentations/Workshops**

- “Organizational Turnaround Strategies: Do Failing Organizations Require Different Managerial Approaches?” Aarhus University (Denmark), March 16, 2015.
- “Management, Social Capital and Organizational Performance: How Management Moderates Inequality.” Danish National Centre for Social Research (SFI), August 12, 2014.
- “Understanding the Multiple Effects of Bureaucrats’ Race on Client Outcomes.” Aarhus University (Denmark), June 20, 2014.
- “Measuring Management and Performance: The Merits of Diverse Sources.” LEAP Project Expert Group Seminar (Sandbjerg, Denmark), June 18, 2014.
- “Merging Large Datasets in Stata.” University of Georgia, October 26, 2012.

## **Other Training and Research Skills**

- Introduction to Qualitative Research Workshop, Department of Political Science, Texas A&M University – 2016
- Grant Writer’s Seminar, College of Liberal Arts, Texas A&M University – 2015
- Research with Human Subjects Training (Social and Behavioral Research), Institutional Review Board, Texas A&M University – 2012, 2015
- Spatial Regression Analysis, Research Assistant to Scott Cook, Texas A&M University – 2015
- Survey Construction Coordinator, Texas Middle Management Survey, Project for Equity, Representation, and Governance, Texas A&M University – 2013

Data Manager, Project for Equity, Representation, and Governance, Texas A&M University – 2012-2013  
Pooled Times-Series Cross-Sectional Analysis, University of Essex Summer School in Social Science Data Analysis, United Kingdom – 2013  
Bayesian Hierarchical Linear Modeling, University of Essex Summer School in Social Science Data Analysis, United Kingdom – 2013  
Data Mining, Winter Institute in Social Science Research Methodology, Texas A&M University – 2013  
Times-Series Analysis, Department of Political Science, Texas A&M University – 2013  
Maximum Likelihood Estimation, Department of Political Science, Texas A&M University – 2012  
Advanced Applications of Game Theory, Department of Political Science, Texas A&M University – 2012  
Programming Experience in Stata, R, WinRATS, JavaScript, and PHP  
Experience Using Maple, L<sup>A</sup>T<sub>E</sub>X, Qualtrics, and SurveyMonkey

## **Honors/Awards**

George W. Kunze Endowed Graduate Student Award, Office of Graduate and Professional Studies, Texas A&M University – 2016  
Doctoral Graduate Merit Fellowship, Office of Graduate and Professional Studies, Texas A&M University – 2012-2016  
Vision 2020 Graduate Fellowship, College of Liberal Arts, Texas A&M University – 2013-2016  
Summertime for Advancement in Research (STAR) Award, College of Liberal Arts, Texas A&M University – 2015  
Aggies Commit to Graduate and Professional Student Educational Experiences Fellowship, Graduate and Professional Student Council, Texas A&M University – 2015  
Bryan D. Jones Award for Best Graduate Student Paper, Department of Political Science, Texas A&M University – 2014  
Travel Grant, College of Liberal Arts, Texas A&M University – 2014  
Professional Development Support Award, College of Liberal Arts, Texas A&M University – 2013  
Honorable Mention, NSF Graduate Research Fellowship Program – 2013  
Phi Beta Kappa

## **University Service**

Member, Education Policy Committee, School of Public Affairs, American University – 2017-Present  
Member, PhD Curriculum Committee, Department of Public Administration & Policy, American University – 2016-Present  
Member, Diversity Committee, Department of Political Science, Texas A&M University – 2015-2016  
Assistant Coach, Undergraduate Moot Court Team, Texas A&M University – 2014-2016

## **Student Mentoring**

Doctoral Dissertation Committee Member, James E. Wright II, American University – 2017-Present

Undergraduate Capstone Adviser, Nick Guthman, American University – 2017

PhD Advisor, Minjung Kim, American University – 2016-Present

## **Professional Service**

Editorial Board, *International Public Management Journal* – 2016-Present

Graduate Student Advisory Board, *International Public Management Journal* – 2015-2016

Occasional reviewer for: *Journal of Public Administration Research and Theory*, *Public Administration Review*, *American Review of Public Administration*, *Public Administration*, *Journal of Public Policy*, *Review of Public Personnel Administration*, *Educational Researcher*, *Policy Studies Journal*, *Urban Affairs Review*

Conference panel discussant for: American Political Science Association annual meeting (2016, 2017), Midwest Political Science Association annual meeting (2017).

Conference panel chair for: Midwest Political Science Association annual meeting (2017).

## **Professional Memberships**

Public Management Research Association

American Political Science Association

Midwest Political Science Association