

KAREN J. BAEHLER, PhD

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ACADEMIC APPOINTMENTS

American University, School of Public Affairs, Washington, DC

- Associate Dean of Faculty, September 2020-present
- MPP Program Director, July-December 2020
- Scholar-in-residence, Department of Public Administration and Policy, School of Public Affairs, January 2010–present

Victoria University of Wellington (VUW), School of Government, Wellington, New Zealand

- Senior Lecturer in Public Policy, October 2003–June 2009 (with New Zealand equivalent of tenure)
- Acting Director of Research Programmes, June–December 2007
- Lecturer in Public Policy, January 1999–September 2003

The Australia and New Zealand School of Government (ANZSOG), Melbourne, Australia

- Adjunct Senior Lecturer, 2006–2009

Georgetown University, Center for Australian and New Zealand Studies, Washington, DC

- Visiting Scholar, August–December 2006

EDUCATION

University of Maryland, College Park, School of Public Affairs, PhD, Policy Sciences, 1999

- Dissertation: *Fair Shares and Formula Fights: A Study of Federal Social Welfare Distribution*, supervised by Professor William A. Galston (with committee of Professors Joe Oppenheimer, Peter Reuter, Allen Schick, and Peyton Young)

University of Maryland, College Park, School of Public Affairs, Master of Public Policy, 1991

St. Olaf College, Northfield, Minnesota, BA, Philosophy, *magna cum laude*, 1981

DISTINCTIONS & GRANT AWARDS

Robert Wood Johnson Foundation / Environmental Defense Fund grant of \$73,500 for Health Equity Study of DC Water's Lead Service Line Replacement Program, 2018-19 (PI)

Award for Outstanding Service to the University Community (Term Faculty), School of Public Affairs, **American University**, April 2018 and 2019

Award for Outstanding Teaching (Term Faculty), School of Public Affairs, **American University**, April 2017

Marsden Fund (Royal Society of New Zealand) Research Funding Award (NZ\$140,000 over two years) for “Fresh Perspectives on Liberty and Equality: A New Zealand Brand of Meso-Justice,” 2004 (PI)

Merit Award for Excellence in Teaching, **Victoria University of Wellington**, 2002

Honorable Mention, **Association of Public Policy Analysis and Management (APPAM)** Annual PhD Dissertation Awards, 1999

Doctoral Dissertation Research Grant Award, **U.S. Department of Housing and Urban Development**, 1998

University of Maryland Fellow, 1992

PUBLICATIONS

Books

Adding Value to Policy Analysis and Advice, coauthored with Claudia Scott. 2010. Sydney: University of New South Wales Press.

Rural Development in the United States: Connecting Theory, Practice and Possibilities, coauthored with William A. Galston. 1995. Washington, DC: Island Press.

Edited Books

The Oxford International Handbook of Governance and Management for Social Policy (forthcoming). New York: Oxford University Press.

As senior editor, I assembled a team of 12 editors from 6 regions around the world (Africa, Asia, Australasia, Europe, Latin America, and Canada-U.S.) who recruited authors to write 60+ chapters.

Improving Public Services: International Experiences in Using Evaluation Tools to Improve Program Performance, coedited with Douglas J. Besharov and Jacob Alex Klerman. 2017. New York: Oxford University Press.

Chinese Social Policy in a Time of Transition, coedited with Douglas J. Besharov. 2013. New York: Oxford University Press.

Book Chapters

“Complexity in U.S. Social Welfare Administration,” coauthored with Stephanie Holcomb, in KJ Baehler (senior ed), *The Oxford Handbook of Governance and Management for Social Policy* (in press). New York: Oxford University Press.

“Environmental Justice: Making Policy, One Skirmish at a Time,” in DJ Fiorino and J Meadowcroft (eds), *Do Ideas Matter? Conceptual Innovation in Environmental Policy*. 2017. Boston: MIT Press.

“Measuring and Managing Farther Along in the Logic Model,” coauthored with Jacob Alex Klerman, in DJ Besharov, KJ Baehler, and JA Klerman (eds), *Improving Public Services: International Experiences in Using Evaluation Tools to Improve Program Performance*. 2017. New York: Oxford University Press.

“Justice as Collective Capability,” in J Boston, A Bradstock, and D Eng (eds), *Ethics and Public Policy: Contemporary Issues*. 2011. Wellington, NZ: Victoria University Press.

“Justifying Restorative Justice,” in JH Liu and G Maxwell (eds), *Restorative Justice and Practices in New Zealand: Towards a Restorative Society*. 2007. Wellington, NZ: Institute for Policy Studies.

“Intervention Logic / Program Logic: Toward Good Practice,” in J Wanna (ed), *Improving Implementation: Organizational Change and Project Management*. 2007. Canberra: Australian National University E Press.

“Evaluation and the Policy Cycle,” in N Lunt, C Davidson, and K McKegg (eds), *Evaluating Policy and Practice: A New Zealand Reader*. 2003. Auckland: Pearson Education.

Journal Special Issue (Guest Editor)

Transferable Learning in Comparative Policy Analysis and Practice, Special Issue of the *Journal of Comparative Policy Analysis: Research and Practice* (2018, vol. 20 no. 4), coedited with Amanda Wolf.

“Approaches to transferable learning in comparative policy analysis and practice: Introduction to the Special Issue,” co-authored with Amanda Wolf. 2018. *Journal of Comparative Policy Analysis: Research and Practice* 20(4): 345-353.

Peer-Reviewed Journal Articles

“Federal welfare time-limit extensions and exemptions: Why does utilization vary across states and over time?” coauthored with Andrea Hetling and Rafay Kazmi. 2020. *Social Service Review* 94(3): 567-606.

<https://doi.org/10.1086/710556>

“‘Hostages to compliance’: Toward a reasonableness test for administrative burdens,” coauthored with Meghan Doughty. 2020. *Perspectives on Public Management and Governance* 3(4), 273-287

<https://doi.org/10.1093/ppmgov/gvaa010>

“Breaking bad: When does polycentricity lead to maladaptation rather than adaptation?” coauthored with Jennifer Biddle. 2019. *Environmental Policy and Governance* 29(5): 344-359.

<https://doi.org/10.1002/eet.1864>

“Autonomy matters: Insights from US water utility managers on governance structures,” coauthored with Jennifer Biddle. 2019, *AWWA Water Science* 1(3): e1140 (10 pp). Published online:

<https://doi.org/10.1002/aws2.1140>

- “Governance for adaptive capacity and resilience in the U.S. water sector,” coauthored with Jennifer Biddle. 2018. *Ecology and Society* 23(4): 24 (16 pp).
<https://doi.org/10.5751/ES-10537-230424>
- “Learning transferable lessons from single cases in comparative policy analysis,” coauthored with Amanda Wolf. 2018. *Journal of Comparative Policy Analysis: Research and Practice* 20(4): 420-434.
<https://doi.org/10.1080/13876988.2017.1399578>
 This article has been reprinted as Chapter 23 in *Classics of Comparative Policy Analysis Volume One: Theory and Methods in Comparative Policy Analysis*, edited by Iris Geva-May, B. Guy Peters, and Joselyn Muhleisen. New York: Routledge (2020).
- “Mission-extrinsic public values as an extension of regime values: Examples from the United States and the People’s Republic of China,” co-authored with David H. Rosenbloom and Aviva Chengcheng Liu. 2014. *Administration and Society* 46(2): 199-219.
<https://doi.org/10.1177/0095399713515873>
- “Behind the Beehive buzz: Sources of occupational stress for New Zealand policy officials,” coauthored with Jane Bryson. 2009. *Kotuitui: New Zealand Journal of Social Sciences* 4(1): 5-23.
<https://doi.org/10.1080/1177083X.2009.9522441>
- “Stress, Minister: Government policy advisors and work stress,” coauthored with Jane Bryson. 2008. *International Journal of Public Sector Management* 21(3): 257-270.
<https://doi.org/10.1108/09513550810863169>
- “Social sustainability: New Zealand’s solution to Tocqueville’s problem,” 2007, *Social Policy Journal of Aotearoa/New Zealand* 31 (July): 22-40.
- “Survey research on New Zealand government: What next?” coauthored with Paul Callister, Bob Gregory, Gary Hawke, Andrew Ladley, Bill Ryan, Claudia Scott, Bob Stephens, Ann Walker, and Amanda Wolf. 2005. *Australian Journal of Public Administration* 64(1): 43-61.
- “Managing for outcomes: Accountability and thrust.” 2003. *Australian Journal of Public Administration* 62(4): 23-34.
- “Ethnicity-based research and politics: Snapshots from the United States and New Zealand.” 2002. *Social Policy Journal of Aotearoa/New Zealand* 18 (June): 18-30.
- “One man, one grant: Equity in federal aid to states.” 1995. *Journal of Public and International Affairs* 6: 60-85.
- “Demonstration and evaluation strategies,” coauthored with Douglas J Besharov. 1992. *Children and Youth Services Review* 14: 1 –18.

Non-Peer-Reviewed Articles

- “Improving the quality of public services: A multinational conference on public management,” coauthored with Douglas J. Besharov, Alexey Barabashev, and Jacob Klerman. 2013. *Journal of Policy Analysis and Management* 32(1): 204-210.
- “What are the limits to public service advising? The public argument test.” 2005. *Policy Quarterly* 1(3).
- “Intervention logic: A user’s guide.” 2002. *Public Sector* 25(3): 14-20.
- “In praise of irrational drug policy.” 2000. *Public Sector* 23(3): 2-7.
- “The perverse federal incentives for welfare cuts,” coauthored with Douglas J Besharov. 1993. *Governing*, February, p 11.

Book Reviews

- Review of *International Public Policy Analysis* by George Guess and Thomas Husted, 2017, *Journal of Policy Analysis and Management* (JPAM) 36(2): 484-488.
- Review of *Continuity and Change in Public Policy and Management* by Christopher Pollitt and Geert Bouckaert, 2012, *Journal of Comparative Policy Analysis* 14(1): 104-107.
- Review of *Ethnicity, Identity and Public Policy: Critical Perspectives on Multiculturalism* by David Bromell, 2009, *Social Policy Journal of New Zealand/Aotearoa* 36 (August): 88-92.
- Review of *Ideas and Influence: Social Science and Public Policy in Australia* edited by Peter Saunders and James Walters, 2006, *Social Policy Journal of New Zealand/Aotearoa* 27 (March): 199-201.

APPLIED RESEARCH OUTPUTS & MONOGRAPHS

- Lead Pipes and Environmental Justice: A Study of Lead Pipe Replacement in Washington, DC*, Environmental Defense Fund and American University School of Public Affairs, 2020 (March). Coauthored with Tom Neltner and Lindsay McCormick.
https://www.edf.org/sites/default/files/u4296/LeadPipe_EnviroJustice_AU%20and%20EDF%20Report.pdf
- Comments submitted to the U.S. Environmental Protection Agency (EPA) Feb. 11, 2020 regarding health equity, environmental justice, and civil rights aspects of proposed revisions to EPA’s Lead and Copper Rule in the National Primary Drinking Water Regulations (26 pp). Coauthored with Tom Neltner and Lindsay McCormick (Environmental Defense Fund) and Shaun Goho and Laurel Petrulionus (Emmett Environmental Law and Policy Clinic, Harvard University).
<http://clinics.law.harvard.edu/environment/files/2020/02/Final-Comment-Letter-02.11.20.pdf>

What if Tocqueville Visited New Zealand Instead? Working Paper Series, Center for Australian and New Zealand Studies, Georgetown University, 2007.

The Public Defense Service Pilot Evaluation: Interim Report One, 2005, with coauthor Judy Paulin. Crime and Justice Research Centre, Victoria University of Wellington. Commissioned by the New Zealand Legal Services Agency.

Strategic Review of the Social Policy Evaluation and Research (SPEaR) Initiative, 2004, with coauthors Rob Laking and John Yeabsley. Ministry of Social Development, New Zealand.

Toward Mutual Adjustment: An Independent Evaluation of the Pathfinder Project, 2003. The New Zealand Treasury and State Services Commission.

Outcome Capability: Vote Analysts Reflect on the 2002/03 Statement of Intent Roll-Out, 2002. The New Zealand Treasury.

The Budget Enforcement Act: Implications for Children and Families, Washington, DC, The Finance Project, 1995.

CONFERENCE PAPERS

“Replacing lead service lines in Washington, DC: Equity and Effectiveness,” Association of Public Policy and Management (APPAM) Fall Research Conference, Chicago, Nov. 7-9, 2019, coauthored with Carley Weted (PhD student) and Theo Affonso Laguna (MPP student).

“The promise of polycentricity in two US water systems,” Workshop on the Ostrom Workshop (WOW 6), Bloomington, IN, June 19-21, 2019, coauthored with Jennifer Biddle.

“State use of federal TANF hardship extensions: Why does uptake vary across states and over time?” Association of Public Policy and Management (APPAM) Fall Research Conference, Chicago, Nov. 2-4, 2017, coauthored with Andrea Hetling, Rafay Kazmi, and Meghan Doughty (PhD student).

“State use of federal TANF hardship exemptions: Why is uptake so different?” NAWRS (National Association of Welfare Research and Statistics) Bi-Annual Workshop, Pittsburgh, July 30-Aug. 2, 2017, coauthored with Andrea Hetling and Rafay Kazmi.

“A tale of two water systems: Governance for adaptive capacity and resilience in Flint, MI and New York City,” National Council for Science and the Environment 17th National Conference, Crystal City, VA Jan. 24-26, 2017, coauthored with Jennifer Biddle.

“Building adaptive capacity for resilience in US coastal communities: What are water managers worrying about?” APPAM Fall Research Conference, Miami, Nov. 12-14, 2015, coauthored with Jennifer Biddle.

“Adaptive governance: Toward the top-down / bottom-up ideal,” APPAM Fall Research Conference, Washington DC, Nov. 7-9, 2013, coauthored with Daniel Fiorino.

- “Environmental justice: Tracing a concept’s ‘career,’” presented at Workshop I, Conceptual Innovation in Environmental Policy, Wakefield, Quebec, April 11-13, 2013.
- “Rock around the clock: State use of TANF time limit exceptions and exemptions,” APPAM Fall Research Conference, Baltimore, Nov. 8-10, 2012, coauthored with Andrew Breza (AU-MPA student).
- “Sustainability policy analysis: Toward a conceptual framework,” American Society of Public Administration’s (ASPA) 73rd Annual Conference, Las Vegas, March 2012, coauthored with Daniel Fiorino.
- “Sustainability policy analysis: What is it? What, if anything, can it do for us?” 2nd International Conference on Government Performance Management and Leadership: Innovations Toward Sustainable Solutions, Portland, OR, October 2011, Portland State University, coauthored with Daniel Fiorino. (Same paper also presented at DuPont Summit, Washington DC, Dec. 2011, Policy Studies Organization.)
- “New Zealand justice as collective capability,” Conference on the Ethical Foundations of Public Policy, Wellington, Dec. 2009, Institute for Policy Studies, Victoria University of Wellington.
- “Tocqueville in New Zealand: A thought experiment on equality and social cohesion,” The Social Policy Research and Evaluation Conference, Wellington, April 2007.
- “Intervention logic/program logic: Toward good practice,” Project Management and Organizational Change Conference, Canberra, Feb. 2006, Australia New Zealand School of Government and Australian Department of the Prime Minister and Cabinet.
- “Value-added policy analysis and advice,” APPAM Fall Research Conference, Washington DC, Nov. 2005, coauthored with Claudia Scott.
- “Time limits make better politics than policy: Capability theory and U.S. welfare reform,” American Political Science Association (APSA) Annual Research Conference, Philadelphia, Aug. 2003.
- “The new dual federalism,” APSA Annual Research Conference (poster), Philadelphia, Aug. 2003.
- “Intervention logic for learning, allocation, and accountability,” Australian Public Policy Network, Wellington, Jan. 2003.
- “A leap of logic across the policy analysis/public management divide,” APPAM Fall Research Conference, Dallas, Nov. 2002, coauthored with Amanda Wolf.
- “It’s about need, not reciprocity: A new defense of work requirements,” APSA Annual Research Conference, Boston, Aug. 2002.
- “Why does the federal government pick up the welfare hot potato? Toward an integrated theory of federalism,” APSA Annual Research Conference, San Francisco, Aug. 2001.

SELECTED INTERNAL & EXTERNAL SERVICE ACTIVITIES

Reviewer for *Administration and Society*, *Australian Journal of Public Administration*, *Evaluation Review*, *Journal of Comparative Policy Analysis*, *Journal of Environmental Studies and Sciences*, *Policy Sciences*, *Social Policy Journal of New Zealand*, *Water Resources Management (WARM) Journal*, Routledge/Taylor and Francis Press (books), CQ Press (books).

Selection Committee, Best Paper, *Journal of Comparative Policy Analysis*, annually 2010-2020

Chair and Vice Chair, American University Faculty Senate, 2018-2020 (currently serving as Past Chair, 2020-2021)

Member, Enrollment and Retention Task Force, American University, 2020

Member, Technology Governance Committee, American University, 2019-2020

Leader of workstream on cross-disciplinary teaching and scholarship, American University Strategic Plan Implementation Group – Strategic Imperative 4, 2019-2020

Chair, Graduate Curriculum Committee, American University Faculty Senate, 2017-2019

Co-Chair, American University Faculty Senate Task Force on Evaluating Teaching Beyond SETs, 2018-2019

Member, School of Public Affairs Dean Search Committee, American University, June-December 2017

Co-chair, 14th Annual Workshop on Comparative Policy Analysis, Wellington, New Zealand, August 7-9, 2016, sponsored by the *Journal of Comparative Policy Analysis* and International Comparative Policy Analysis Forum (with Amanda Wolf)

Senator representing School of Public Affairs, American University Faculty Senate, 2015-2017

Chair, School of Public Affairs Education Policy Committee, American University, 2014-2015

Program Committee, “Improving the Quality of Public Services,” a multinational conference sponsored by APPAM, University of Maryland School of Public Policy, and State University’s Higher School of Economics (Russia), June 28-29, 2011, Moscow

Program Committee, “Asian Social Protection in Comparative Perspective,” a multinational conference sponsored by APPAM, University of Maryland School of Public Policy, and Lee Kuan Yew School of Public Policy, National University of Singapore, January 7-9, 2009, Singapore

Editorial Board, *Policy Quarterly*, 2006–2009

Marsden Fund Social Sciences Panel, Royal Society of New Zealand, 2007–2008

Advice on statements of intent, outcomes-based management, evaluation plans, and policy budget bids provided in New Zealand to Te Puni Kokiri (the Maori Development Ministry), Tertiary Education Commission, Legal Services Agency, Ministry of Health, Department of Justice, Department of Labor - Occupational Safety and Health, and a cross-departmental team led by DoL on joint outcomes

Managing for Outcomes Working Group member, New Zealand State Services Commission, 2004

Co-chair, Symposium: Towards a Restorative Society, Wellington, New Zealand, October 10-11, 2005, sponsored by the Institute of Policy Studies (with Jonathan Boston)

COURSES TAUGHT

American University, 2010-present

- Foundations of Policy Analysis (MPP)
- Project Management (MPA and MPP)
- Ethical Issues in Public Policy (MPA and MPP)
- Independent studies (MPA, MPP, and PhD)

Victoria University of Wellington, 1999-2009

- Policy Analysis (MPP core course)
- Applied Policy Analysis (MPP core course)
- Social Policy (MPP elective)
- Equity in Policy Analysis (MPP elective)
- Methodology in Public Policy (Honors year core course)
- Theory and Methods of Policy Analysis (3rd year undergraduates)
- Introduction to Public Policy (2nd year undergraduates)

The Australia and New Zealand School of Government (ANZSOG), 2003-2009

- Designing Public Policies and Programs, co-taught with Claudia Scott; core course in ANZSOG's Executive Master of Public Administration (EMPA) degree

University of Maryland, College Park, 1997

- Public Resource Allocation (MPP elective)

Thesis/Major Project Supervision

- Member of 2 PhD committees (AU)
- Serve on committees for PhD qualifier papers and grade PhD exams (AU)
- Chaired 3 PhD and 2 MA committees to completion (New Zealand)
- Supervised 50+ individual MPP capstone research projects (New Zealand) and 1 Work-Based Project team capstone (ANZSOG)
- Supervised 5 undergraduate capstones (AU-SPA)

Professional Development Courses on Intervention Logic, Policy Writing, and Policy Analysis

- The New Zealand Treasury, State Services Commission, Ministry of Economic Development, Ministry of Social Development, Department of Labour, New Zealand Immigration Service, Society of Local Government Managers, Tertiary Education Commission, and Victoria University of Wellington's Centre for Continuing Education and Executive Development, 1999-2009
- Pacific Executive (PACE) Program, AusAID and ANZSOG, 2007 and 2008
- Evaluation Summer School, National Health Service of Scotland, 2009

EARLY PROFESSIONAL EXPERIENCE

Maryland Department of Human Resources, Baltimore

- Policy Analyst, 1994–95

American Enterprise Institute, Washington DC

- Research Associate, 1991–93

Institute for Philosophy and Public Policy, University of Maryland, College Park

- Researcher, 1989–91

Roosevelt Center for American Policy Studies, Washington DC

- Project Manager, 1986–89

Northeast-Midwest Institute, Washington DC

- Development Coordinator, 1983–86

The Joyce Foundation, Chicago

- Program Associate, 1981–83