

Nathan Favero

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Academic Appointments

Associate Professor, Department of Public Administration & Policy, School of Public Affairs,
American University, 2023-
Visiting Assistant/Associate Professor, Department of Political Science, School of Business &
Social Sciences, Aarhus University, 2020-21, August 2022, August 2023
Assistant Professor, Department of Public Administration & Policy, School of Public Affairs,
American University, 2016-2023
Visiting Scholar, School of Public Affairs, University of Colorado Denver, January 2019

Education

Ph.D., Political Science, Texas A&M University, 2016
B.S., Political Science (Economics minor), Texas A&M University, 2012

Peer-Reviewed Journal Articles

- Nathan Favero. Forthcoming. "Bureaucratic Values and Representation: Linking Social Identities, Attitudes, and Client Outcomes." *American Review of Public Administration*. <https://doi.org/10.1177/02750740231213995>
- Nathan Favero, Richard M. Walker, and Jiasheng Zhang. Forthcoming. "A Dynamic Study of Citizen Satisfaction: Replicating and Extending Van Ryzin's 'Testing the Expectancy Disconfirmation Model of Citizen Satisfaction with Local Government.'" *Public Management Review*. <https://doi.org/10.1080/14719037.2024.2304130>
- Nathan Favero, Mogens Jin Pedersen, and Joohyung Park. Forthcoming. "Which Job Attributes Attract Individuals High in Public Service Motivation and Self-Efficacy to a Public Service Job?" *Public Administration*. <https://doi.org/10.1111/padm.12975>
- Mogens Jin Pedersen, Nathan Favero, and Joohyung Park. Forthcoming. "Pay-for-Performance, Job Attraction, and the Prospects of Bureaucratic Representation in Public Organizations: Evidence from a Conjoint Experiment." *Public Management Review*. <https://doi.org/10.1080/14719037.2023.2245841>
- Joohyung Park and Nathan Favero. 2023. "Race, Locality, and Representative Bureaucracy: Does Community Bias Matter?" *Journal of Public Administration Research and Theory* 33(4): 661-674.

- Nathan Favero and Minjung Kim. 2021. "Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services." *Journal of Public Administration Research and Theory* 31(3): 561-577.
- Nathan Favero, Sebastian Jilke, Julia A. Wolfson, Chengxin Xu, and Matthew M. Young. 2021. "Messenger Effects in COVID-19 Communication: Does the Level of Government Matter?" *Health Policy OPEN* 2.
<https://doi.org/10.1016/j.hlopen.2020.100027>
- Mogens Jin Pedersen and Nathan Favero. 2020. "Social Distancing during the COVID-19 Pandemic: Who Are the Present and Future Noncompliers?" *Public Administration Review* 80(5): 805-814.
- Nathan Favero and Mogens Jin Pedersen. 2020. "How to Encourage 'Togetherness by Keeping Apart' amid COVID-19? The Ineffectiveness of Prosocial and Empathy Appeals." *Journal of Behavioral Public Administration* 3(2).
<https://doi.org/10.30636/jbpa.32.167>
- Nathan Favero and Amanda Rutherford. 2020. "Will the Tide Lift All Boats? Examining the Equity Effects of Performance Funding Policies in U.S. Higher Education." *Research in Higher Education* 61(1): 1-25.
- Miyeon Song, Minjung Kim, and Nathan Favero. 2020. "Social Class, Ingroup-Outgroup Comparison, and Citizen Evaluations: Is User Satisfaction Linked to Outcome Disparities?" *American Review of Public Administration* 50(2): 205-218.
- Justin Stritch, Angel Luis Molina, Jr., and Nathan Favero. 2020. "Pushing Too Hard? Unattainable Organizational Goals and Frontline Employee Turnover." *Review of Public Personnel Administration* 40(2): 272-296.
- Amanda Rutherford and Nathan Favero. 2020. "Organizational Turnaround: Moving Beyond One-Size-Fits-All Solutions." *International Public Management Journal* 23(3): 315-335.
- Scott J. Cook, Seung-Ho An, and Nathan Favero. 2019. "Beyond Policy Diffusion: Spatial Econometric Models of Public Administration." *Journal of Public Administration Research and Theory* 29(4): 591-608.
- Mogens Jin Pedersen, Nathan Favero, Vibeke Lehmann Nielsen, and Kenneth J. Meier. 2019. "Public Management on the Ground: Clustering Managers Based on Their Behavior." *International Public Management Journal* 22(2): 254-294.
- Nathan Favero and Angel Luis Molina, Jr. 2018. "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* 48(1): 3-17.
- Nathan Favero, Simon Calmar Andersen, Kenneth J. Meier, Laurence J. O'Toole, Jr., and Søren C. Winter. 2018. "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* 21(1): 105-130.
- 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, and Organizational Performance: When Human Capital and Social Capital Serve as Substitutes." *Public Management Review* 18(2): 258-277.
- Nathan Favero and Justin B. 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 Decision Theory of Managerial Action." *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.

Other Academic 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.
https://doi.org/10.1007/978-3-319-31816-5_1434-1.

Teaching Materials

- Nathan Favero. 2020. *Statistics Minus the Math: An Introduction for the Social Sciences*. Self-published.
<https://nathanfavero.com/wp-content/uploads/Minus-the-Math.pdf> [Note: This textbook was largely adapted from the public domain resource *Online Statistics Education: A Multimedia Course of Study*.]

External Funding

- Principal Investigator. William T. Grant Foundation. "Do Relative or Absolute Spending Levels Matter More? Progressive Funding Allocations and Low-Income Student Achievement." May 2019 - November 2021. \$43,085.

Papers Under Review/Symposia In Progress

- Nathan Favero and Ali Kagalwala. "The Politics of School Funding: How State Political Ideology is Associated with the Allocation of Revenue to School Districts" (revise and

resubmit at *Educational Policy*)

Ohbet Cheon, Minjung Kim, and Nathan Favero. “Tell Me How You Really Feel: Unpacking Sub-dimensions of Citizen Satisfaction with Hospital Services.” (revise and resubmit at *International Public Management Journal*)

Miyeon Song, Minjung Kim, and Nathan Favero. “Who Reacts to What Performance Information? Heterogeneous Citizen Response to Performance Metrics.” (under review)

Nathan Favero, Colt Jensen, Minjung Kim, and Jaclyn Piatak. “What Should Public Organizations Prioritize? Exploring Public Value Hierarchies among the Public.” (under review)

Nick Petrovsky, Richard M. Walker, Nathan Favero, and Miyeon Song. Editors. “The Next Generation of Citizen Satisfaction Research: Theoretical and Methodological Advancements.” [Special Issue](#) at *Public Management Review* – 2023 (planned)

Conference Presentations

American Political Science Association: 2011-14, 2017, 2019

American Society for Public Administration: 2022

Association for Budgeting and Financial Management: 2021

Association for Education Finance and Policy: 2020-21

Association for Public Policy Analysis and Management: 2015-16, 2018

Association for the Study of Higher Education: 2016

International Research Society for Public Management: 2018

Midwest Political Science Association: 2012-16, 2018-19, 2022-23

Public Management Research Conference: 2013, 2015, 2017-19, 2021-23

Society for Political Methodology: 2018

Southern Political Science Association: 2013-14, 2016

Invited Presentations/Workshops

“Give Me Attitude: Making Smart Use of Structural Equation Models and Other Tools When Studying Survey Data.” Roskilde University (Denmark), August 16, 2023.

“Survey Methods.” CAAPA-Zhejiang University Summer Methods Workshop (virtual), July 7-8, 2023.

“Reflections on Strengthening and Empowering the Federal Workforce.” Roundtable on the President’s Management Agenda as part of the ‘Year of Evidence Action.’ Georgetown University, November 16, 2022.

“Local Competition Over School Resources: The Search for Scarce Talent among Geographically Proximate Governments.” University of Missouri, November 11, 2022.

“A Dynamic Study of Citizen Satisfaction: Replicating and Extending Van Ryzin’s ‘Testing the Expectancy Disconfirmation Model of Citizen Satisfaction with Local Government.’” (with Richard M. Walker and Jiasheng Zhang). Workshop (It’s About Time: Temporal Dynamics and Longitudinal Research in Public Administration). BI Norwegian Business School (Campus Bergen), October 27, 2022.

“Revisiting the Politics of School Funding: A Compositional Approach to Modeling School Funding Sources” (with Ali Kagalwala). Conference (Analyzing Compositional Variables in the Study of Politics and Policy). Texas A&M University EU Center, June 10, 2022.

Untitled panel discussion. Gov 50 Speaker Series, Harvard University (virtual), October 2, 2020.

“Goal-setting, Turnover and Performance of Public Employees.” The World Bank, Governance Global Practice (virtual), April 6, 2020.

“Expectations and Citizen Satisfaction.” Aarhus University (Denmark), March 26, 2019.

“What Do the Parents Think? Assessing Parental Assessment of School Quality.” Symposium (Experiments in Public Administration and Management Research). Roskilde University & Aarhus University (Denmark), March 25, 2019.

“Expectations and Citizen Satisfaction.” Leiden University (Netherlands), March 21, 2019.

“Does Representative Bureaucracy Theory Deserve All the Limelight? Comparing Frameworks for Understanding Organizational Racial Dynamics.” Arizona State University, January 31, 2019.

“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.

Press, Popular Writing, and Practitioner Outreach

Quoted in article. Maddie Gannon. July 10, 2023. “[Questions remain over any potential political impact of Supreme Court rulings.](#)” *Spectrum News*.

Presenter. May 11 and 21, 2021. “Effectively Using Goals to Motivate Employees.” Crown Prince Frederik Center for Public Leadership annual conference, Aarhus University.

Panelist. December 23, 2020. “[Biden Education Policy Agenda.](#)” *C-SPAN*.

Nathan Favero. October 11, 2020. “[What If the System is Broken?](#)” *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. July 12, 2020. “[What Counts As ‘Evidence’?](#)” *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero and Mogens Jin Pedersen. July 2, 2020. “[Encouraging Public Adherence to COVID-19 Recommendations and Orders.](#)” *3Streams*.

Quoted in article. Delphine Touitou. May 27, 2020. “[US states, cities cry out for federal aid amid pandemic.](#)” *Agence France-Presse*.

Nathan Favero. April 12, 2020. “[Now, Public Administration Needs a Fifth Pillar.](#)” *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. January 11, 2020. “[Making Use of User Satisfaction Surveys.](#)” *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. November 23, 2019. “[Managerial Humility.](#)” *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. October 27, 2019. "[Thinking Clearly About Causality.](#)" *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. September 28, 2019. "[Evidence-Based Management? A Great Idea, But Proceed with Caution.](#)" *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. August 26, 2019. "[Follow the Performance Metrics.](#)" *PA Times Online*. American Society for Public Administration magazine.

Research highlighted. Robert Kelchen. April 5, 2019. "[Three New Articles on Performance-Based Funding Policies.](#)" *Kelchen on Education* blog.

Nathan Favero. March 10, 2019. "[Considerations as Congress Looks to Higher Education Legislation.](#)" *PA Times Online*. American Society for Public Administration magazine.

Nathan Favero. February 15, 2019. "[Striking teachers in Denver shut down performance bonuses – here's how that will impact education.](#)" *The Conversation US*. Education section.

TV interview. Nathan Baca. August 23, 2018. "7 On Your Side investigates teacher shortages in the D.C. area." *WJLA-TV (ABC 7)*.

Nathan Favero. May 8, 2018. "[Why graduation rates lag for low-income college students.](#)" *The Conversation US*. Education section. (Republished by *CNBC* and *Salon*)

Nathan Favero. December 8, 2017. "[Reflections on 'Does Public Administration Want Diversity... Really?'](#)" *Management Matters* 15(2): 6. Public Management Research Association newsletter.

Nathan Favero. October 12, 2017. "[The Geography of Teacher Shortages.](#)" *U.S. News & World Report*. Knowledge Bank opinion blog.

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.

Research highlighted. Steve Kelman. May 9, 2016. "[Management 101: It Really Does Work.](#)" *FCW*. The Lectern blog.

Various podcasts with Justin B. Bullock. [February 27, 2019](#); [February 12, 2019](#); [April 23, 2018](#); [March 12, 2018](#); [March 5, 2018](#); [February 5, 2018](#); [February 5, 2018](#); [January 22, 2018](#); [December 14, 2017](#).

Honors/Awards

Robert Cleary Award for Excellence in Public Affairs Research, School of Public Affairs, American University - 2021

Honorable Mention for Best Article Award (for "Pushing Too Hard? Unattainable Organizational Goals and Frontline Employee Turnover"), Review of Public Personnel Administration – 2020

Herbert Kaufman Best Paper Award (with Angel Luis Molina, Jr.), Public Administration Section, American Political Science Association – 2018

Summer Faculty Research Fellowship, School of Public Affairs/Washington Institute for Public Affairs Research, American University, Project Title: "Parental Opinions about School Quality: The Role of Test Scores, Benchmarks, and Expectations" – 2018 (\$7,500)

Teaching Experience

Courses Taught: Organizational Behavior/Theory (Master's, Ph.D.), Introduction to Quantitative Research Methods (Master's, Ph.D.), Survey Research Methods (Master's), Leadership & Motivation (Master's), Capstone (Master's)

Student Mentoring

Doctoral Dissertation Committee Member, William G. Prince, American University – 2023-Present
Doctoral Dissertation Committee Member, Tianyu Chen, American University – 2023-Present
Doctoral Dissertation Committee Member, Kathryn Grossman, American University – 2023-Present
Doctoral Dissertation Committee Member, Joohyung Park, American University – 2022-2023
Doctoral Dissertation Committee Member, Jared Olsen, Arizona State University – 2023
Doctoral Dissertation Committee Member, Jimmy R. Ellis, American University – 2023
Qualifier Paper Committee Member, Tingli Qu, American University – 2023
Doctoral Dissertation Committee Member, Taylor Delaney (Assistant Professor, University of Oklahoma), American University – 2021-2023
Doctoral Dissertation Committee Member, Anita Dhillon (Assistant Professor, University of Cincinnati), American University – 2022
Doctoral Dissertation Committee Member, Minjung Kim (Assistant Professor, University of Alabama at Birmingham), American University – 2021
Doctoral Dissertation Committee Member, Aeric Koerner (Analysis Administrator, Tucson Police Department), American University – 2021
Doctoral Dissertation Committee Member, Alberto Jacinto (Senior Analyst, TNTP), American University – 2021
Doctoral Dissertation Committee Member, Jourdan Davis (Assistant Professor, University of North Carolina at Charlotte), American University – 2021
Doctoral Dissertation Committee Member, Austin McCrea (Assistant Professor, Texas Tech University), American University – 2021
Qualifier Paper Committee Member, Christopher Tyler Burks, American University – 2020
Qualifier Paper Committee Member, Richard Takacs, American University – 2018
Doctoral Dissertation Committee Member, James E. Wright II (Assistant Professor, Florida State University), American University – 2018
Undergraduate Capstone Adviser, Nick Guthman, American University – 2017

University Service

Chair, Faculty Search Committee, Department of Public Administration & Policy, American University – 2023-Present
Co-organizer, Research Seminar Series, Department of Public Administration & Policy, American University – 2023-Present
Member, MPA Admission Committee, Department of Public Administration & Policy, American University – 2021-23

Member, Faculty Search Committee, Department of Public Administration & Policy, American University – 2022-23

Member, PhD Comprehensive Exam Committee (Public Administration), Department of Public Administration & Policy, American University – 2017-23 (Chair in 2022)

Member, PhD 1st-Year Qualifier Exam Committee (Public Administration), Department of Public Administration & Policy, American University – 2023

Member, MPA Self-Study Committee (NASPAA Reaccreditation), Department of Public Administration & Policy, American University – 2021-22

Member, MPA Best Capstone Poster Selection Committee, Department of Public Administration & Policy, American University – 2018, 2020, 2021 (Chair)

Member, Education Policy Committee, School of Public Affairs, American University – 2017-18

Member, Minority Postdoctoral Fellow Search Committee, Department of Public Administration & Policy, American University – 2018

Member, PhD Curriculum Committee, Department of Public Administration & Policy, American University – 2016-17

Member, Diversity Committee, Department of Political Science, Texas A&M University – 2015-16

Assistant Coach, Undergraduate Moot Court Team, Texas A&M University – 2014-16

Professional Service

Associate Editor, *Journal of Public Administration Research & Theory* – 2024-Present

Editorial Board Member, *Journal of Public Administration Research & Theory* – 2022-2024

Editorial Board Member, *Public Administration Review* – 2023-Present

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

Editorial Board Member, *Public Performance & Management Review* – 2022-Present

Founding Member of Steering Committee, DC Public Management Consortium – 2019 (event canceled due to pandemic), 2022-Present

Advisory Board Member, Research Project “Measuring equity in public service delivery. Gender stereotypes in educational expectations (STEREO)” (PI: Maria Falk Mikkelsen, VIVE), 2023-Present

Co-organizer, Mini-conference on Methodological Pluralism in Public Management, Indiana University Bloomington (May 17-19) – 2023

Co-chair, Methods Innovation in Public Administration and Management pre-conference workshop at the Public Management Research Conference – 2019, 2022

Member, Herbert Kaufman Committee (Best Paper Award), Public Administration Section of the American Political Science Association – 2019

Occasional reviewer for (see [Web of Science profile](#) for more details): *Administration & Society*, *AERA Open*, *American Political Science Review*, *American Review of Public Administration*, *Educational Researcher*, *Higher Education Quarterly*, *International Journal of Health Policy and Management*, *International Journal of Hospitality Management*, *International Journal of Public Administration*, *International Journal of Social Welfare*, *International Review of Administrative Sciences*, *Journal of Behavioral Public Administration*, *Journal of Contingencies and Crisis Management*, *Journal of General Management*, *Journal of Policy Analysis and Management*, *Journal of Policy*

Studies, Journal of Public Policy, Journal of Social Equity and Public Administration, Perspectives on Public Management and Governance, Policy Sciences, Policy Studies Journal, Political Analysis, Proceedings of the National Academy of Sciences, Public Administration, Public Management Review, Review of Public Personnel Administration, State Politics & Policy Quarterly, Urban Affairs Review

Ad hoc grant reviewer for: National Science Foundation, European Science Foundation (conducting an evaluation process on behalf of Research Foundation Flanders)

Participant in roundtable discussion for: American Society for Public Administration student webinar series (2019 “Methodological Approaches When Doing Research”), Public Management Research Conference (2017 “The State of Diversity Research in Public Management”), American University Metropolitan Policy Center event (2017 “Roundtable Discussion on School Choice and Housing in DC”).

Paper or poster discussant for: American Political Science Association annual meeting (2016, 2017, 2019), Midwest Political Science Association annual meeting (2017, 2022, 2023), Society for Political Methodology (2018), Association for Public Policy Analysis and Management fall conference (2018, 2022).

Conference panel chair for: Midwest Political Science Association annual meeting (2017, 2023), Public Management Research Conference (2017, 2023), Association for Public Policy Analysis and Management fall conference (2022).

Conference proposal reviewer for: Public Management Research Conference (2015, 2022-23).

Professional Memberships

Association for Public Policy Analysis and Management
Midwest Political Science Association
Public Management Research Association