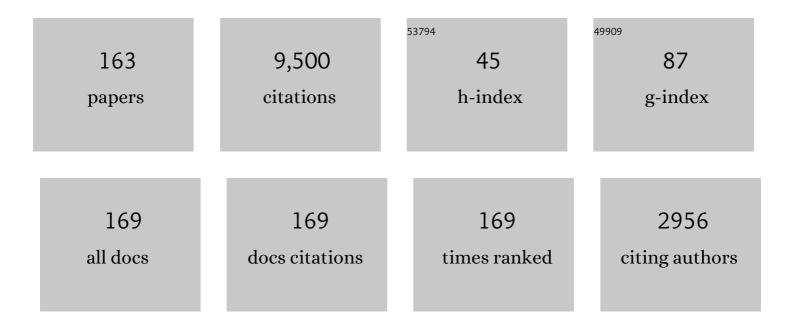
List of Publications by Year in descending order

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#	Article	IF	CITATIONS
1	Principal-Agent Models: An Expansion?. Journal of Public Administration Research and Theory, 1998, 8, 173-202.	3.3	456
2	Lipstick and Logarithms: Gender, Institutional Context, and Representative Bureaucracy. American Political Science Review, 2002, 96, 553-564.	3.7	449
3	Modeling the Impact of Public Management: Implications of Structural Context. Journal of Public Administration Research and Theory, 1999, 9, 505-526.	3.3	428
4	Gender, Representative Bureaucracy, and Law Enforcement: The Case of Sexual Assault. Public Administration Review, 2006, 66, 850-860.	4.1	362
5	Public Management and Educational Performance: The Impact of Managerial Networking. Public Administration Review, 2003, 63, 689-699.	4.1	351
6	Subjective Organizational Performance and Measurement Error: Common Source Bias and Spurious Relationships. Journal of Public Administration Research and Theory, 2013, 23, 429-456.	3.3	324
7	Representative Bureaucracy and Distributional Equity: Addressing the Hard Question. Journal of Politics, 1999, 61, 1025-1039.	2.2	284
8	Public management and organizational performance: The effect of managerial quality. Journal of Policy Analysis and Management, 2002, 21, 629-643.	1.4	276
9	The Politics of Gay and Lesbian Rights: Expanding the Scope of the Conflict. Journal of Politics, 1996, 58, 332-349.	2.2	266
10	Representative Bureaucracy: An Empirical Analysis. American Political Science Review, 1975, 69, 526-542.	3.7	262
11	Goal Displacement: Assessing the Motivation for Organizational Cheating. Public Administration Review, 2000, 60, 173-182.	4.1	238
12	The Impact of Representative Bureaucracies: Educational Systems and Public Policies. American Review of Public Administration, 1992, 22, 157-171.	2.3	218
13	Desperately Seeking Selznick: Cooptation and the Dark Side of Public Management in Networks. Public Administration Review, 2004, 64, 681-693.	4.1	218
14	Public Management, Context, and Performance: In Quest of a More General Theory. Journal of Public Administration Research and Theory, 2015, 25, 237-256.	3.3	211
15	Political Control versus Bureaucratic Values: Reframing the Debate. Public Administration Review, 2006, 66, 177-192.	4.1	190
16	Environmental Turbulence, Organizational Stability, and Public Service Performance. Administration and Society, 2009, 40, 799-824.	2.1	147
17	Gender and Emotional Labor in Public Organizations: An Empirical Examination of the Link to Performance. Public Administration Review, 2006, 66, 899-909.	4.1	131
18	Theoretical Frontiers in Representative Bureaucracy: New Directions for Research. Perspectives on Public Management and Governance, 2019, 2, 39-56.	1.5	128

#	Article	IF	CITATIONS
19	Managing upward, downward and outward. Public Management Review, 2005, 7, 45-68.	4.9	127
20	Goals, Trust, Participation, and Feedback: Linking Internal Management With Performance Outcomes. Journal of Public Administration Research and Theory, 2016, 26, 327-343.	3.3	117
21	Bureaucracy and Democracy: The Case for More Bureaucracy and Less Democracy. Public Administration Review, 1997, 57, 193.	4.1	106
22	Subjective and objective measures of organizational performance: An empirical exploration. , 2006, , 14-34.		104
23	Hispanic Americans and Educational Policy: Limits to Equal Access. Journal of Politics, 1986, 48, 850-876.	2.2	98
24	Management Activity and Program Performance: Gender as Management Capital. Public Administration Review, 2006, 66, 24-36.	4.1	98
25	Representative Bureaucracy and Fire Service Performance. International Public Management Journal, 2014, 17, 1-24.	2.0	96
26	Performance Gaps and Managerial Decisions: A Bayesian Decision Theory of Managerial Action. Journal of Public Administration Research and Theory, 2015, 25, 1221-1246.	3.3	96
27	Explaining Policy Punctuations: Bureaucratization and Budget Change. American Journal of Political Science, 2007, 51, 140-150.	4.5	92
28	Cooperation and Conflict in Multiracial School Districts. Journal of Politics, 1991, 53, 1123-1133.	2.2	87
29	The Proverbs of New Public Management. American Review of Public Administration, 2009, 39, 4-22.	2.3	87
30	Managerial Networking. Administration and Society, 2005, 37, 523-541.	2.1	85
31	The Politics of Latino Education: The Biases of At-Large Elections. Journal of Politics, 2004, 66, 1224-1244.	2.2	84
32	Size Doesn't Matter: In Defense of Single-State Studies. State Politics and Policy Quarterly, 2002, 2, 411-422.	0.8	83
33	Structural Choices and Representational Biases: The Post-Election Color of Representation. American Journal of Political Science, 2005, 49, 758-768.	4.5	82
34	THE DOG THAT DIDN'T BARK: HOW PUBLIC MANAGERS HANDLE ENVIRONMENTAL SHOCKS. Public Administration, 2009, 87, 485-502.	3.5	76
35	All measures of performance are subjective: More evidence on US federal agencies. , 2006, , 35-54.		73
36	Wakeup Call: Strategic Management, Network Alarms, and Performance. Public Administration Review, 2010, 70, 731-741.	4.1	73

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37	The Politics of Bureaucratic Discretion: Educational Access as an Urban Service. American Journal of Political Science, 1991, 35, 155.	4.5	72
38	Modeling public management. Public Management Review, 2007, 9, 503-527.	4.9	66
39	Divided or Together? Conflict and Cooperation between African Americans and Latinos. Political Research Quarterly, 2004, 57, 399-409.	1.7	64
40	Ode to Luther Gulick. Administration and Society, 2000, 32, 115-137.	2.1	63
41	Evaluating Urban Public Schools: Parents, Teachers, and State Assessments. Public Administration Review, 2013, 73, 401-412.	4.1	63
42	In Defense of Bureaucracy. Public Management Review, 2010, 12, 341-361.	4.9	62
43	VERTICAL STRATEGIC ALIGNMENT AND PUBLIC SERVICE PERFORMANCE. Public Administration, 2012, 90, 77-98.	3.5	62
44	Drugs, Sex, Rock, and Roll: A Theory of Morality Politics. Policy Studies Journal, 1999, 27, 681-695.	5.1	60
45	Span of Control and Public Organizations: Implementing Luther Gulick's Research Design. Public Administration Review, 2003, 63, 61-70.	4.1	57
46	MANAGERIAL GOALS IN A PERFORMANCEâ€DRIVEN SYSTEM: THEORY AND EMPIRICAL TESTS IN HIGHER EDUCATION. Public Administration, 2015, 93, 17-33.	3.5	56
47	Citizen Satisfaction and the Kaleidoscope of Government Performance: How Multiple Stakeholders See Government Performance. Journal of Public Administration Research and Theory, 2018, 28, 489-505.	3.3	53
48	Multilevel governance and organizational performance: Investigating the political-bureaucratic labyrinth. Journal of Policy Analysis and Management, 2004, 23, 31-47.	1.4	51
49	IT?S WHERE YOU ARE THAT MATTERS: THE NETWORKING BEHAVIOUR OF ENGLISH LOCAL GOVERNMENT OFFICERS. Public Administration, 2007, 85, 739-756.	3.5	51
50	Management Theory and Occam's Razor. Administration and Society, 2008, 39, 931-958.	2.1	51
51	Bureaucracy, Democracy, and Race: The Limits of Symbolic Representation. Public Administration Review, 2021, 81, 1033-1043.	4.1	48
52	Teachers, Students, and Discrimination: The Policy Impact of Black Representation. Journal of Politics, 1984, 46, 252-263.	2.2	47
53	Taking Managerial Context Seriously: Public Management and Performance in U.S. and Denmark Schools. International Public Management Journal, 2015, 18, 130-150.	2.0	47
54	Ethnic Conflict in France. American Review of Public Administration, 2009, 39, 269-285.	2.3	46

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55	Policy Theory, Policy Theory Everywhere: Ravings of a Deranged Policy Scholar. Policy Studies Journal, 2009, 37, 5-11.	5.1	46
56	The Multiple Dimensions of Managerial Networking. American Review of Public Administration, 2013, 43, 251-272.	2.3	45
57	Bureaucratic red tape and organizational performance: Testing the moderating role of culture and political support. , 2006, , 130-151.		42
58	l've Seen Fire and l've Seen Rain. Administration and Society, 2010, 41, 979-1003.	2.1	42
59	Proverbs and the Evolution of Public Administration. Public Administration Review, 2015, 75, 15-24.	4.1	42
60	Race, Sex, and Clarence Thomas: Representation Change in the EEOC. Public Administration Review, 2005, 65, 171-179.	4.1	41
61	The impact of state-level restrictions on abortion. Demography, 1996, 33, 307-312.	2.5	40
62	The Human Side of Public Organizations. American Review of Public Administration, 2009, 39, 499-518.	2.3	40
63	Alignment and Results. Administration and Society, 2010, 42, 160-192.	2.1	40
64	Women and Public Administration in a Comparative Perspective. Administration and Society, 2017, 49, 121-142.	2.1	40
65	The Political Economy of Consumer Protection: An Examination of State Legislation. The Western Political Quarterly, 1987, 40, 343.	0.3	37
66	Politics, Bureaucrats, and Schools. Public Administration Review, 1994, 54, 551.	4.1	37
67	The Politics of Demon Rum. American Politics Research, 1990, 18, 404-429.	0.7	36
68	Governance, Structure, and Democracy: Luther Gulick and the Future of Public Administration. Public Administration Review, 2010, 70, s284.	4.1	36
69	Public Administration as a Science of the Artificial: A Methodology for Prescription. Public Administration Review, 1996, 56, 459.	4.1	35
70	Management and Performance in US Nursing Homes. Journal of Public Administration Research and Theory, 2018, 28, 33-49.	3.3	35
71	The Wages of Sin: Taxing America's Legal Vices. The Western Political Quarterly, 1990, 43, 577-595.	0.3	34
72	Representative bureaucracy in a cross-national context: politics, identity, structure and discretion. , 2015, , .		34

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73	The Politics of Insurance Regulation. Journal of Risk and Insurance, 1991, 58, 700.	1.6	32
74	BEWARE OF MANAGERS NOT BEARING GIFTS: HOW MANAGEMENT CAPACITY AUGMENTS THE IMPACT OF MANAGERIAL NETWORKING. Public Administration, 2010, 88, 1025-1044.	3.5	32
75	Measuring Organizational Power. Administration and Society, 1980, 12, 357-375.	2.1	30
76	Race, Structure, and State Governments: The Politics of Higher Education Diversity. Journal of Politics, 2008, 70, 851-860.	2.2	30
77	THE VALIDITY OF SUBJECTIVE PERFORMANCE MEASURES: SCHOOL PRINCIPALS IN TEXAS AND DENMARK. Public Administration, 2015, 93, 1084-1101.	3.5	29
78	Perceptual Bias and Public Programs: The Case of the UnitedÂStates and Hospital Care. Public Administration Review, 2019, 79, 820-828.	4.1	29
79	Zen and the Art of Policy Analysis: A Response to Nielsen and Wolf. Journal of Politics, 2001, 63, 616-629.	2.2	28
80	Networking in the Penumbra: Public Management, Cooptative Links, and Distributional Consequences. International Public Management Journal, 2006, 9, 271-294.	2.0	28
81	Bureaucracy and the Failure of Politics: Challenges to Democratic Governance. Administration and Society, 2019, 51, 1576-1605.	2.1	28
82	Consequences of goal ambiguity in public organizations. , 2006, , 92-112.		26
83	The Wages of Sin: Taxing America's Legal Vices. The Western Political Quarterly, 1990, 43, 577.	0.3	25
84	Trading Speed for Accuracy? Managing Goal Conflict and Accommodation in the U.S. Unemployment Insurance Program. Policy Studies Journal, 2008, 36, 175-198.	5.1	25
85	Structure and the Performance of Public Organizations: Task Difficulty and Span of Control. Public Organization Review, 2001, 1, 341-354.	2.3	24
86	Social Context, Management, and Organizational Performance: When human capital and social capital serve as substitutes. Public Management Review, 2016, 18, 258-277.	4.9	24
87	Crime and Punishment: The Politics of Federal Criminal Justice Sanctions. Political Research Quarterly, 2003, 56, 119-126.	1.7	22
88	Managing in the Regulatory Thicket: Regulation Legitimacy and Expertise. Public Administration Review, 2017, 77, 381-394.	4.1	22
89	Employee Perceived Effect of Leadership Training: Comparing Public and Private Organizations. International Public Management Journal, 2019, 22, 2-28.	2.0	22
90	Sector Bias and the Credibility of Performance Information: An Experimental Study of Elder Care Provision. Public Administration Review, 2022, 82, 69-82.	4.1	21

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91	The Politics of Drug Abuse: Laws, Implementation, and Consequences. The Western Political Quarterly, 1992, 45, 41.	0.3	20
92	Representative Bureaucracy: Four Questions. , 0, , 420-430.		19
93	The Role of Management and Representation in Improving Performance of Disadvantaged Students: An Application of Bum Phillips's "Don Shula Rule". Review of Policy Research, 2006, 23, 1095-1110.	3.9	18
94	Intersectionality and equity: Dynamic bureaucratic representation in higher education. Public Administration, 2021, 99, 335-352.	3.5	18
95	Regulation and Signaling: When a Tax is not Just a Tax. Journal of Politics, 2000, 62, 875-885.	2.2	17
96	Deconstructing Larry Luton. Administration and Society, 2007, 39, 786-796.	2.1	17
97	Networking in comparative context. Public Management Review, 2007, 9, 401-420.	4.9	17
98	For the Want of a Nail: The Interaction of Managerial Capacity and Human Resource Management on Organizational Performance. Public Administration Review, 2017, 77, 118-130.	4.1	17
99	MANAGING SOCIAL CAPITAL AND DIVERSITY FOR PERFORMANCE IN PUBLIC ORGANIZATIONS. Public Administration, 2016, 94, 609-629.	3.5	16
100	Minority Public Administrators: Managing Organizational Demands While Acting as an Advocate. American Review of Public Administration, 2019, 49, 810-824.	2.3	16
101	Representative bureaucracy in challenging environments: Gender representation, education, and India. International Public Management Journal, 2020, , 1-22.	2.0	16
102	Quality standards, implementation autonomy, and citizen satisfaction with public services: cross-national evidence. Public Management Review, 2021, 23, 906-928.	4.9	16
103	Separating symbolic and active representation: a mixed methods study of gender and education in China. Public Management Review, 2022, 24, 1429-1451.	4.9	16
104	Looking for Their Dick Vermeil: How Prior Performance Influences the Selection Decision. Public Organization Review, 2009, 9, 1-14.	2.3	15
105	Managing Racial Diversity: Matching Internal Strategies with Environmental Needs. Public Administration Review, 2019, 79, 69-81.	4.1	15
106	Health Care in America: The Relationship Between Subjective and Objective Assessments of Hospitals. International Public Management Journal, 2019, , 1-27.	2.0	15
107	Regulatory Administration and Organizational Rigidity. The Western Political Quarterly, 1978, 31, 80.	0.3	12
108	Ode to Patronage: A Critical Analysis of Two Recent Supreme Court Decisions. Public Administration Review, 1981, 41, 558.	4.1	12

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109	The Public Administration of Politics, or What Political Science Could Learn from Public Administration. PS - Political Science and Politics, 2007, 40, 3-9.	0.5	12
110	How Should We Estimate the Performance Effect of Management? Comparing Impacts of Public Managers' and Frontline Employees' Perceptions of Management. International Public Management Journal, 2018, 21, 105-130.	2.0	12
111	A Research Agenda on Elections and Education. Educational Policy, 2002, 16, 219-230.	2.0	11
112	Goal Ambiguity, Management, and Performance in U.S. Nursing Homes. Administration and Society, 2020, 52, 1170-1208.	2.1	11
113	Replication: A View From the Streets. PS - Political Science and Politics, 1995, 28, 456-459.	0.5	10
114	Public management and organizational performance: An agenda for research. , 2006, , 295-311.		10
115	Learning on the Job: The Impact of Job Tenure and Management Strategies on Nursing Home Performance. Administration and Society, 2020, 52, 593-630.	2.1	9
116	Party Identification and Vote Choice: The Causal Relationship. The Western Political Quarterly, 1975, 28, 496.	0.3	8
117	GAINING GROUND. American Politics Research, 1987, 15, 254-273.	0.7	8
118	EU accession and public service performance. Policy and Politics, 2009, 37, 19-37.	2.4	8
119	Demographic dreams, institutional realities: election design and Latino representation in American education. Politics, Groups & Identities, 2018, 6, 77-94.	1.8	8
120	Public Management on the Ground: Clustering Managers Based on Their Behavior. International Public Management Journal, 2019, 22, 254-294.	2.0	8
121	Theorizing Status Distance: Rethinking the Micro Theories of Representation and Diversity in Public Organizations. Administration and Society, 2022, 54, 248-276.	2.1	8
122	Representative bureaucracy and the policy environment: Gender representation in Fortyâ€Four countries. Public Administration, 2022, 100, 900-922.	3.5	8
123	Bureaucracy in the Twenty-First Century. , 2007, , .		8
124	Variations in Corruption among the American States*. , 2017, , 627-644.		7
125	International comparisons of output and productivity in public service provision: A review. , 2006, , 233-253.		6
126	Executive Mobility in the Federal Service: A Career Perspective. Public Administration Review, 1975, 35, 291.	4.1	6

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127	The Politics of Sin: Drugs, Alcohol and Public Policy. , 0, , .		6
128	Critical thoughts about critical mass in representative bureaucracy: A theoretical exploration and empirical illustration. Governance, 2023, 36, 887-907.	2.0	6
129	A qualitative evaluation of public sector organizations: Assessing organizational performance in healthcare. , 2006, , 55-74.		5
130	Can Hierarchy Dodge Bullets? Examining Blame Attribution in Military Contracting. Journal of Conflict Resolution, 2019, 63, 1965-1985.	2.0	5
131	Gender and the Effectiveness of Leadership Training: Results From a Field Experiment. Review of Public Personnel Administration, 2021, 41, 747-770.	3.2	5
132	Le lien entre représentativité passive et active de l'administration. Revue Francaise D'Administration Publique, 2006, n o 118, 265-279.	0.2	5
133	Quantitative approaches towards assessing organizational performance. , 2006, , 75-91.		4
134	The Politics of Fertility Control: Family Planning and Abortion Policies in the American States. Contemporary Sociology, 2003, 32, 229.	0.0	4
135	All that glitters is not gold: Disaggregating networks and the impact on performance. , 2006, , 152-170.		3
136	Style issues and vote choice. Political Behavior, 1979, 1, 203-215.	2.7	3
137	Get Your Tongue out of My Mouth 'Cause I'm Kissin' You Goodbye: The Politics of Ideas. Policy Studies Journal, 2004, 32, 225-233.	5.1	3
138	Divided or Together? Conflict and Cooperation between African Americans and Latinos. Political Research Quarterly, 2004, 57, 399.	1.7	3
139	Replenishing Our Theoretical Capital: An Introduction to the Public Management Theory Symposium. Journal of Public Administration Research and Theory, 2015, 25, 1-4.	3.3	3
140	Forty acres and a mule: housing programs and policy feedback for African-Americans. Politics, Groups & Identities, 2018, 6, 612-630.	1.8	3
141	Politics, Bureaucracy, and Successful Governance: The Problem of Political Failure. SSRN Electronic Journal, 0, , .	0.4	3
142	Seeing eye to eye: can leadership training align perceptions of leadership?. International Public Management Journal, 2020, , 1-22.	2.0	3
143	Principal-Agent Models:. , 0, , 19-42.		2
144	State Abortion Funding Policies in 1990. Women and Health, 1994, 22, 99-115.	1.0	2

#	Article	IF	CITATIONS
145	Reforming the Review Process: Right Problem, Wrong Solution. PS - Political Science and Politics, 1997, 30, 561.	0.5	2
146	The Scientific Study of Public Administration: A Short Essay on the State of the Field. International Review of Public Administration, 2008, 13, 1-10.	0.9	2
147	Human resource management and public organizational performance: educational outcomes in the Netherlands. , 2013, , .		2
148	Bureaucratic Representation and Responsiveness. , 0, , .		2
149	Looking for Meaning in All the Wrong Places: Country Music and the Politics of Identity*. Social Science Quarterly, 2019, 100, 89-108.	1.6	2
150	Gender differences in performance-driven managerial innovation: evidence from US nursing homes. International Public Management Journal, 2022, 25, 841-861.	2.0	2
151	Gender and the State Politics of Policy Implementation in Education: The Interaction of Bureaucratic and Legislative Representation in India. State Politics and Policy Quarterly, 0, , 1-27.	0.8	2
152	THE POLICY IMPACT OF NO-FAULT AUTOMOBILE INSURANCE. Review of Policy Research, 1987, 6, 496-505.	3.9	1
153	No Longer Gaining Ground. American Politics Research, 1991, 19, 377-385.	0.7	1
154	Rotisserie Political Science. PS - Political Science and Politics, 1992, 25, 565.	0.5	1
155	Managerial networking, managing the environment, and programme performance: a summary of findings and an agenda. , 0, , 127-151.		1
156	Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations. Public Performance & Management Review, 0, , 1-23.	2.2	1
157	Managerial quality and performance. , 0, , 100-130.		0
158	Jesus Loves Me, But He Can't Stand You:1 A Reply to My Out-of-Tune Critics. Policy Studies Journal, 2005, 33, 121-124.	5.1	0
159	Management and Performance in U.S. Nursing Homes. SSRN Electronic Journal, 2018, , .	0.4	0
160	Proverbs and the Evolution of Public Administration. Proceedings - Academy of Management, 2014, 2014, 15860.	0.1	0
161	Separating Excellent Agencies from the Good Ones: Pushing the Extremes of the Data Distribution 1. , 2018, , 83-98.		0

162 Zen and the Art of Policy Analysis: Substantively Weighted Analytical Techniques. , 2018, , 1-15.

#	Article	IF	CITATIONS
163	Limiting managerial discretion by regulation: nursing homes and the national background check program. International Public Management Journal, 0, , 1-21.	2.0	О