**ZACHARY W. OBERFIELD**
Haverford College
370 Lancaster Avenue
Haverford, PA 19041

## ACADEMIC POSITIONS

Haverford College
Professor of Political Science, 2021-present
Associate Professor of Political Science, 2016-2021
Assistant Professor of Political Science, 2010-2016

City College of New York
Post-Doctoral Fellow, 2009-10

Temple University
Adjunct Professor of Political Science, 2007

## EDUCATION

University of Wisconsin-Madison, Political Science, Ph.D., 2008

Dissertation: *Becoming "The Man": How Street-Level Bureaucrats Develop Their Workplace Identities and Views*. Committee: Joe Soss (chair), Katherine Cramer Walsh, John Coleman, Graham Wilson, and John Witte

> Winner of the 2009 Leonard D. White Award given by the American Political Science Association for the best dissertation in the field of public administration.

University of Wisconsin-Madison, Political Science, M.A., 2003

Hobart and William Smith Colleges, Political Science, B.A., *cum laude*, 1998

## PUBLICATIONS

### Books

*Are Charters Different? Public Education, Teachers, and the Charter School Debate*. 2017. Cambridge, MA: Harvard Education Press.

> Reviewed by: *The Washington Post, Teachers College Record, and Journal of Public Administration Research and Theory*.

*Becoming Bureaucrats: Socialization at the Front Lines of Government Service*. 2014. Philadelphia: University of Pennsylvania Press.

> Winner of "Best Book Award" from the Academy of Management, Public and Nonprofit Division.

Reviewed by: *Journal of Public Administration Research and Theory*, *American Review of Public Administration, Social Service Review*, *Political Science Quarterly*, *Journal of Sociology and Social Welfare*, *Choice*, and *American Ethnologist*.

**Peer-reviewed articles**

"The politics of progressivity: Court-ordered reforms, racial difference, and school finance fairness." 2022. *American Education Research Journal* 59 (6): 1229-1264. With Bruce Baker.

This piece was included in the EdWorkingPapers series, hosted by the Annenberg Institute for School Reform at Brown University.

"Racial Discrimination and Street-Level Managers: Performance, Publicness, and Group Bias." 2021. *Public Administration Review* 81 (6): 1055-1070. With Matthew Incantalupo.

The piece was the focus of an article in *Chalkbeat*, April 26, 2021: https://www.chalkbeat.org/2021/4/26/22400039/principals-public-schools-racial-bias-racism-study

Winner of "Best Journal Article" award from Academy of Management, Public and Nonprofit Division.

"Unionization and Street-Level Bureaucracy: An Examination of Public School Teachers in the United States." 2021. *Review of Public Personnel Administration* 41 (3): 419-446.

"Parent Engagement and Satisfaction in Public Charter and District Schools." 2020. *American Educational Research Journal* 57 (3): 1083-1124.

"Change and Stability in Public Workforce Development: A Ten-Year Study of New Officers in an Urban Police Department." 2019. *Public Management Review* 21 (12): 1753-1774.

"A Bargain Half Fulfilled: Teacher Autonomy and Accountability in Traditional Public Schools and Public Charter Schools." 2016. *American Educational Research Journal* 53 (2): 296-323.

"Why Are Some Agencies Perceived As More Committed To Diversity Than Others? An Analysis Of Public-Sector Diversity Climates." 2016. *Public Management Review* 18 (5): 763-790.

"Assessing the Past and Promise of the Federal Employee Viewpoint Survey for Public Management Research: A Research Synthesis." 2015. *Public Administration Review* 75 (3): 382-394. With Sergio Fernandez, William Resh, and Temirlan Moldogaziev.

Winner of the American Society for Public Administration's William and Frederick C. Mosher Award for the outstanding academic article published in *Public Administration Review* in 2015.

"Accounting for Time: Comparing Temporal and Atemporal Analyses of the Business Case for Diversity Management." 2014. *Public Administration Review* 74 (6): 777-789.

Winner of the American Society for Public Administration's William and Frederick C. Mosher Award for the outstanding academic article published in *Public Administration Review* in 2014.

"Public Management in Time: A Longitudinal Examination of the Full Range of Leadership Theory." 2014. *Journal of Public Administration Research and Theory* 24 (2): 407-429.

"Motivation, Change, and Stability: Findings from an Urban Police Department." 2014. *American Review of Public Administration* 44 (2): 210-232.

"Socialization and Self-Selection: How Police Officers Develop Their Views about Using Force." 2012. *Administration & Society* 44 (6): 702-730.

"Rule-Following and Discretion at Government's Frontlines: Continuity and Change during Organization Socialization." 2010. *Journal of Public Administration Research and Theory* 20 (4): 735-755.

**Book chapters**

"Discretion From a Sociological Perspective." 2019. Chapter 10, in Tony Evans and Peter Hupe eds. *Discretion and the Quest for Controlled Freedom*. London: Palgrave Macmillan.

"The Social Context of Charter Schools." 2019. Chapter 10, in Mark Berends, Ann Primus, and Matthew Springer eds. *Handbook of Research on School Choice*. New York: Routledge.

"Public Sector Diversity Research: Taking Stock." 2018. Chapter 17, in Edmund Stazyk and H. George Frederickson eds. *Handbook of Public Administration*. Northhampton, MA: Edward Elgar Publishing. Co-written with Leisha DeHart-Davis, Deneen Hatmaker, and Amy Smith.

"Pluralism Examined: Party Television Expenditures Focused on the Latino Vote in Presidential Elections." 2008. Chapter 13, in Federico Subervi-Velez ed. *The Mass Media and Latino Politics*. New York: Routledge. Co-written with Adam J. Segal.

**Book review**

*Punishing the Poor: The Neoliberal Government of Social Insecurity*, by Loïc Wacquant. 2011. *Journal of Politics* 73 (1): 289-290.

### Non-academic writing

"What (If Anything) Makes Charters Different?" 2018. *School Administrator*. http://my.aasa.org/AASA/Resources/SAMag/2018/Jan18/Oberfield.aspx

"Twitter, Teachers, and the Debate over Charter Schools." 2017. The Blog of Harvard Education Publishing. http://hepg.org/blog/twitter,-teachers,-and-the-debate-over-charter-sch.

"A Bargain Half Fulfilled: Teacher Autonomy and Accountability in Charter and Public Schools." 2016. Policy Analysis for California Education Blog. http://edpolicyinca.org/-blog/bargain-half-fulfilled-teacher-autonomy-and-accountability-charter-and-public-schools

"Would More Minority Officers Have Made a Difference in Ferguson?" 2014. *Washington Post*, Monkey Cage Blog. http://www.washingtonpost.com/blogs/monkey-cage/wp/2014/11/10/would-more-minority-police-officers-have-made-a-difference-in-ferguson/

"Learning While Doing." 2011. *Teaching and Learning Together in Higher Education*. Issue 4. With Sally Wu. (Note: This is an online pedagogy journal hosted by Bryn Mawr College.)

## RESEARCH SUPPORT AND FELLOWSHIPS

Bill and Melinda Gates Foundation (via the Albert Shanker Institute). K12 Revenue and Effort Research, $15,000. 2021.

Summer Student Research Assistant Awards, Haverford College. 2012, 2013, 2015, 2019, 2020.

Research Fellow, Arizona State University, Center for Organizational Research & Design. March 2014-present.

Dissertation Research Support, University of Wisconsin-Madison, Institute for Research on Poverty. 2007-08.

Graduate Research Fellow, University of Wisconsin-Madison, Institute for Research on Poverty. 2004-05.

Vilas Travel Grant, University of Wisconsin-Madison. Graduate Student Collaborative. 2008.

## PRESENTATIONS

### Academic conference and university presentations

"Education Reform, Teaching Climates, and Student Learning in Poor and Nonpoor Districts." Indiana University, O'Neill School of Public and Environmental Affairs. March 2022. (Invited.)

"How Publicness and Communication Affect Citizens' Experiences: Quasi-Public Charter Schools, Public District Schools, and Parent Satisfaction." Public Management Research Conference. June 2020. (Cancelled due to COVID-19 pandemic.)

"Redistributing Opportunity: The Politics and Demographics of Progressive School Spending." Association for Education Finance and Policy. March 21, 2020. With Bruce Baker.

"What Drives Discrimination in Street-Level Bureaucracies? Evidence from An Audit Study of U.S. Public Schools." Southern Political Science Association. January 11, 2020. With Matthew Incantalupo.

"Race and Ability Discrimination in Public District and Charter High Schools." Public Management Research Conference. June 13, 2019. With Matthew Incantalupo.

"Explaining Bureaucratic Responsiveness and Discrimination in Public and Charter High Schools." Western Political Science Association. April 20. 2019. With Matthew Incantalupo.

"Parent Engagement and Satisfaction in Charter and District Schools." Rutgers University School of Public Affairs and Administration. October 17, 2018. (Invited.)

"Do Unions Affect How Public Organizations Operate? Unionization, Change, and U.S. Public Schools." International Research Society of Public Management. April 12, 2018.

"Teaching Climates, Publicness, and Charter Schools." John Glenn School of Public Affairs at Ohio State University. January 22, 2018. (Invited.)

"Teaching Climates and Publicness." Wake Forest University. October 18, 2017. (Invited.)

"Looking Inside: Investigating the Teaching Climates of Charter and Public Schools." Education Research Alliance for New Orleans, Tulane University. July 19, 2017. (Invited).

"Police Entrants at Midcareer." Public Management Research Conference. June 10, 2017.

"Leadership and Diversity Climate." U.S. Office of Personnel Management (OPM) Research Summit. Hosted jointly by OPM and American University's School of Public Affairs. March 8, 2016. (Invited.)

"A Street-Level Perspective on Privatization's Promise: Teacher Autonomy and Accountability in Public and Charter Schools." *International Conference on Public Policy*. July 2, 2015.

"Institutionalizing Coercive Power as Everyday Practice – Author Meets Readers Salon." Conference of the *Law and Society Association*. May 29, 2015. (This salon featured my

book, *Becoming Bureaucrats*, and Charles Epp and Steven Maynard-Moody's book, *Pulled Over: How Police Define Race and Citizenship*.)

"New Street-Level Bureaucrats? Comparing Teachers in Traditional Public and Quasi-Public Schools." Conference of the *International Research Society for Public Management*. March 31, 2015.

"Are Street-Level Bureaucrats Born or Made? An Analysis of Police Officer and Welfare Caseworker Socialization." Institute for Research on Poverty, University of Wisconsin – Madison. January 29, 2015. (Invited.)

"A Street-Level Perspective on Privatization's Promise: Teacher Autonomy and Accountability in Public and Charter Schools." Conference of the *Association for Public Policy Analysis and Management*. November 6, 2014.

"The New Face of the State: Street-Level Bureaucrats in an Age of Privatization." American University, Department of Public Administration and Policy. November 14, 2013. (Invited.)

"Privatization and Rule Following." Conference of the *Public Management Research Association*. June 22, 2013.

"Becoming Inclusive: Procedural Justice, Personnel, and Diversity Management Culture." Conference of the *Association for Public Policy Analysis and Management*. November 9, 2012.

"What Policy Does and Doesn't Do: Policy Feedback, Civic Engagement, and the Carceral State." *Philadelphia Area American Politics Conference*. May 4, 2012. With Daniel Weaver. (Invited.)

"What Policy Does and Doesn't Do: Policy Feedback, Civic Engagement, and the Carceral State." Conference of the *Midwest Political Science Association*. April 12, 2012. With Daniel Weaver.

"Making Change: How Management Overcomes Organizational Inertia." Conference of the *Midwest Political Science Association*. April 13, 2012.

"Leadership, Diversity, and Formalized Discord: Analyzing U.S. Federal Agency EEO Complaints." Conference of the *American Society for Public Administration*. March 6, 2012. With Matthew Dull.

**"**Leadership and Diversity Management in U.S. Federal Agencies: An Organizational Analysis of EEO Discrimination Complaints." Conference of the *Association for Public Policy Analysis and Management*. November 5, 2011. With Matthew Dull.

**"**Leadership and Diversity Management in U.S. Federal Agencies: An Organizational Analysis of EEO Discrimination Complaints." Conference of the *Midwest Political Science Association*. April 2, 2011. With Matthew Dull.

"Socialization or Self-Selection? How Police Officers Develop Their Views About Using Force." Conference of the *Association for Public Policy Analysis and Management*. November 6, 2010.

"I'm Using My Nightstick: How Police Officers Develop Their Views About Using Force." Conference of the *Law and Society Association*. May 28, 2010.

"How Bureaucrats Develop Their Rule-Following Identities." Conference of the *Association for Public Policy Analysis and Management*. November 7, 2009.

"Developing and Executing a Multi-method Dissertation." The Center for Public Administration and Policy. Virginia Tech University. November 5, 2009. (Invited.)

"Shaping Identities: The Development of Street-Level Bureaucrats." Conference of the *American Political Science Association*. August 29, 2008.

"Becoming the Man: How Street-Level Bureaucrats Construct Their Workplace Identities and Beliefs." University of Kansas Public Administration Department. April 15, 2008. (Invited.)

"Shaping the State: The Development of Street-Level Bureaucrats." Conference of the *Midwest Political Science Association*. April 5, 2008.

"Discretion Revisited: Explaining the Influences on Perceptions of Rules and Judgment at the Street-Level." Conference of the *Midwest Political Science Association*. April 15, 2007.

"Bringing the States In: How Presidents Went to the States to Reform Welfare." Conference of the *Midwest Political Science Association*. April 7, 2005.

"Divided We Stand? U.S. Hispanics and Party Appeals." Conference of the *Midwest Political Science Association*. April 15, 2004.

**Haverford College presentations**

"Where (and Which) Teaching Climates Matter Most: Education Reform and Student Learning in Poor and Nonpoor Districts." Haverford Lawyers in Delaware. January 7, 2022.

"How Classrooms Matter: Exploring the Links between Teaching Climates and Test Scores." Social Inquiry Brown Bag. September 17, 2021.

"Where the Market Ends: Prices, Profit, and the Fight Over What's Fair." Political Science Research Workshop. October 23, 2020.

"What Drives Discrimination in Street-Level Bureaucracies? Evidence from an Audit Study of U.S. Public Schools." Political Science Research Workshop. September 27, 2019.

"Are Charters Different? Public Education, Teachers, and the Charter School Debate." Jacob Jones Society Lecture. May 31, 2019.

"Are Charters Different? Public Education, Teachers, and the Charter School Debate." Haverford College Library Faculty Publication Talk. November 14, 2018.

"Assessing the Charter Promise: An Examination of Teacher Autonomy and Accountability." Haverford College, D3 Lecture. October 28, 2014.

"The New Face of the State: Street-Level Bureaucrats in an Age of Privatization." Haverford College, Coleman Lecture. September 19, 2014.

"The U.S. Elections and American Foreign Policy in the Middle East." Haverford College, Middle Eastern and Islamic Studies Roundtable Debate. October 24, 2012.

### Community presentations

"Race, Policing, and Representativeness." Episcopal Diocese of Pennsylvania, Clergy Association. Church of the Redeemer, Bryn Mawr. February 24, 2015. (Invited.)

"Forging Caseworkers: How Welfare Caseworkers Develop Their Workplace Identities and Views of the Poor." Welfare Research and Evaluation Conference. May 29, 2008.

## GOVERNMENT AND NON-PROFIT EMPLOYMENT

U.S. Department of Health and Human Services, Administration for Children and Families, Office of Planning, Research and Evaluation
Research Fellow, 2008-09

Community Service Society of New York
Policy Research and Advocacy Intern, Summers 2003 and 2007

U.S. City (location is confidential for research purposes)
Public Welfare Caseworker, 2006

## SERVICE

### Professional service

Board member, *Perspectives on Public Management & Governance*. Oxford University Press. 2016-2020.

Board member, *Journal of Public Administration Research and Theory*. Oxford University Press. 2018-2021.

Co-chair, Conference of the International Research Society of Public Management. Panel: "Perspectives on Workforce Diversity." With Deneen Hatmaker and Amy Smith. 2020. (Conference cancelled due to COVID-19 pandemic.)

Review committee member and chair of "Red Tape and Administrative Burden" panel. Public Management Research Conference. 2019.

Co-chair, Conference of the International Research Society of Public Management. Panel: "Perspectives on Diverse Workforces." With Deneen Hatmaker and Amy Smith. 2018.

Committee chair, American Political Science Association, 2017 Leonard D. White Award (committee charged with choosing the best public administration dissertation over the last year).

Co-chair and discussant, Conference of the *International Research Society of Public Management*. Panel: "Organizational Socialization in Public Organizations: Learning the Ropes in Complex Times." With Deneen Hatmaker and Stéphane Moyson. 2015.

Discussant, Conference of the *Association for Public Policy Analysis and Management*. Panel: "The Complexity of Performance Management: Goal Ambiguity, Authority, Political Ideology and Path Dependence." 2012.

Discussant, Conference of the *Midwest Political Science Association*. Panels: "Street Level Bureaucracy" and "Individual Attitudes and Engagement with U.S. Social Policy Programs." 2012.

Organizer, Conference of the *Midwest Political Science Association*. Panel: "Representation and Diversity in American Government: New Scholarship." 2011.

Referee: *American Educational Research Journal*, *American Political Science Review*, *American Politics Research*, *American Review of Public Administration*, *Educational Researcher*, *International Review of Administrative Sciences*, *International Public Management Journal*, *Journal of Behavioral Public Administration*, *Journal of Educational Change, Journal of Public Administration Research and Theory*, *Journal of Public Policy*, *Journal of School Choice*, *Perspectives on Public Management & Governance*, *Political Research Quarterly*, *Public Administration*, *Public Administration Review, Public Management Review*, *Public Personnel Management, Review of Public Personnel Administration*, and *Social Problems*.

**Haverford College service**

Academic Council, 2020-present
Strategic Planning Steering Committee, 2019-present.
Clerk of the Faculty, 2018-2020.
Reappointment case presenter, 2018-2019.
Faculty Grand Marshal, 2016-2021.
Faculty Representative, Faculty Affairs and Planning Committee. 2015-2017.
Co-organizer, Public Policy Forum. 2015-present.
Co-organizer, Haverford Day on the Hill. 2019-present.
Faculty Representative, Center for Peace and Global Citizenship. 2012-13 and 2014-15.
Faculty Representative, Multi-Cultural Scholars Program. 2011-13.

## TEACHING

### Courses taught
American Politics (POLS 121)
American Politics: Difference and Discrimination (POLS 123)
American Political Process: The Congress (POLS 223)
Bureaucracy and Democracy (POLS 214)
Education Reform in America (POLS 217)
Public Policymaking and Analysis (POLS 293)
Race, Poverty, and the U.S. Welfare State (POLS 316)
Research in American Politics (POLS 315)
The American Presidency (POLS 224)

### Award
Chase-Parker Teaching Award, Haverford College, 2016

### Thesis advising

2021-22
Channell, Caroline. "The Violent Epidemic: A Policy Analysis on the Uptick in Gun Violence in Philadelphia during COVID-19."

Edelman, David. "What It Takes to Get on Track: Exploring State-Level Policy Change in Public Transit Funding."

Feinberg, Wyatt. "Why Trump and Not Buchanan? Understanding Republican Party Control in the Modern Era of Politics."

Ganesh, Bharati. "Puzzled and Prejudiced Partisans: The Impact of Party Cues on Voter Behavior in Local Elections."

Shiff, Jacob. "The Wind and Solar Takeover: An Analysis of Wind and Solar Generation to Increase Renewable Energy Usage in the Northeastern United States."

Trevor, Jackson. "Planet-Warming but Economically Essential: An Analysis of Alternatives to Reduce the Climate Impacts of Heavy Trucks."

2020-21
Epstein, Jacob. "New York's Paradox of Affordability: An Analysis of Inclusionary Zoning Programs to Expand Access to Affordable Housing in Rapidly-Developing Neighborhoods."

Friedson, Jesse. "Falling on the Fringe: Examining the Role of Political Socialization in the Development of Extreme Political Beliefs in the United States."

Liu, Chloe. "The Future of Political Participation: Implications of Social Media and Generational Differences on Political Efficacy."

Manheim, Makoto. “Power Across Levels: The Politics of Tax Policy and Federalism.”

Marcovici, Elena. “Power and Change in Education Policymaking: Analyzing Symbolic and Substantive Changes to the Common Core State Standards.”

Richon, Brooks. “Overincarcerating the Drug User: Current Solutions and Recommendations: A Policy Analysis of Drug Courts, LEAD, and PAARI.”

Sellers, Althea. “ ‘I Gotta Get Off This.’ The Political Act of Claiming Welfare: Predicting Individual Participation in Stigmatized and Structurally Complex Social Assistance Programs.”

2019-2020
Censor, Ariel. “What Makes a Smarter Charter? Understanding Quasi-Public Organizational Success.”

Cribb, Pheobe. “Why Do States Comply to International Law Even When They Don’t Have To? Examining Variation in the Adoption of Migrant Education Policies in the European Union.”

Feist, Lillian. “A Judge’s Vote, and the People’s: How Do Elected Judges Make Decisions?”

Harbert, Marilyn. “Republican Women as Hopeless Candidates: Exploring the Role of Strategic Recruitment in Candidate Emergence Patterns.”

Jonsson, Maya. “When Teachers Respond: A Framework for Understanding Education Policy Implementation.”

Ross, Cecil. “Fostering Growth: An Analysis of Asset-Based Welfare Policy for Low-income Americans.”

Wheaton, Riley. “Coalitions of Crip Power: Understanding Cooperative Behavior among Disability Interest Groups.”

2018-2019
Corcoran, Alexandra. “Mobilizing Medicaid: Understanding Advocacy Group Action at the State Level.”

Guth, Madeline. “Addressing Unintendedness: An Analysis of LARC-Focused Initiatives to Reduce Unintended Pregnancy Among Low-Income Women.”

Hess, Sophie. “Getting Off Track: A Policy Analysis of Initiatives to Increase Socioeconomic and Racial Integration through Ability Tracking Reforms in K-12 Public Education.”

Kahan, Isaac. “The Herd or the Shepherd? Understanding and Comparing the Effects of Exposure to Norms and Leader Positions on the Political Attitudes in Social Groups.”

Lyne, Ethan. “What Can Be Done to Strengthen the Right to Counsel in the United States? A Policy Analysis.”

Scott, Talia. “The Emergence of a Prosecutorial Reform Movement in the United States.”

Turner, Jared. “Waxing and Waning Power: How the Fight for Central Intelligence Agency’s Power, from 1946 to 2008, Illustrates the Ongoing Separation of Powers Battle between the Legislative Branch and the Executive Branch.”