

Kristen M. Carroll

Texas A&M University
The Bush School of Government and Public Service
4220 TAMU
College Station, Texas 77843
k.carroll@tamu.edu

Academic History

Ph.D. Political Science, Texas A&M University, August 2017
Fields: Public Administration and Public Policy, Race and Ethnic Politics, Education Policy
Dissertation: *“When Representatives Work: The Influence of Local Context on Minority Representation”*
Committee: Kenneth Meier, Manuel Teodoro, Francisco Pedraza, Kalena Cortes

Bachelor of Science, Louisiana State University, 2012

Academic Positions

Visiting Assistant Professor, The Bush School of Government and Public Service, Texas A&M University, August 2017-present.

Publications

Carroll, Kristen. 2017. “Ambition is Priceless...for some: The Impact of Professional Socialization and Ambition on Minority Student Outcomes.” *The American Review of Public Administration*. 47(2), 209-229.

Johnson, Austin, Kenneth J. Meier, & Kristen Carroll. 2017. “Forty Acres and a Mule: Housing Programs and Policy Feedback for African Americans.” *Politics, Groups and Identities*. <http://dx.doi.org/10.1080/21565503.2016.1234962>.

Maranto, Rob, Manuel Teodoro, Kristen Carroll, & Albert Cheng. 2017. “Gendered Ambition: Career Advancement in Public Schools.” SSRN. Chicago.

Working Papers

Carroll, Kristen. “Mo’ Money, No Problem: The Impact of Financial Stress on Bureaucratic Representation.” *Under Review*.

Carroll, Kristen. “It Takes a Village: Social Capital, Representation, and Student Performance.”

Carroll, Kristen & Apolonia Calderon. “The Winners and Losers of Performance Funding.”

Teodoro, Manuel & Kristen Carroll. “A for Effort: The Effect of Behavior on Public Executive Career Paths.”

Teodoro, Manuel, Robert Maranto, Kristen Carroll, & Albert Cheng. “Gen-

der, Bureaucratic Ambition, and Career Paths.”

Carroll, Kristen, Albert Cheng, Robert Maranto, & Manuel Teodoro. “Race, Career Paths, and Bureaucratic Ambition: Evidence from Public Schools.”

Carroll, Kristen, Kenicia Wright, & Kenneth J. Meier. “Black, White, and Shades of Gray: Minority Managerial Behavior and Organizational Context.”

**Other
Research**

Carroll, Kristen. 2015 “A Statewide Stand: Trends and Future Implications of Financial Stability Programs Across United Way Texas Organizations.” A Financial Stability Report. United Ways of Texas.

**Research
Interests**

Public Administration, Public Policy, Representative Bureaucracy, Public Administrative Career Paths, Education Policy, Race and Gender Politics

**Teaching
Interests**

Public Administration, Public Management, Organizational Theory, Human Resources Management, Public Policy and Race, Education Policy, Quantitative Methods

**Conference
Presentations**

Teodoro, Manuel and Kristen Carroll. “The Jackie Robinson Effect: How Race Shapes Bureaucratic Ambition.” June 2017. Public Management Research Association Conference. Washington, DC.

Carroll, Kristen. “It Takes a Village: Social Capital, Representation, and Student Performance.” Jan 2017. Southern Political Science Association Annual Meeting. New Orleans, LA.

Teodoro, Manuel, Robert Maranto, Kristen Carroll & Albert Cheng. “Gender, Bureaucratic Ambition, and Career Paths.” Sep 2016. American Political Science Association Annual Meeting. Philadelphia, PA.

Carroll, Kristen. “Revisiting Representative Bureaucracy: The Rational Bureaucrat & Active Representation.” June 2016. Public Management Research Association Conference. Aarhus, Denmark.

Carroll, Kristen. “Mo’ Money, No Problem: The Impact of Financial Stress on Representation.” April 2016. Midwest Political Science Association Annual Meeting. Chicago, IL.

Carroll, Kristen. “When Policies Feed-Forward: A Case of Restrictive Higher Education.” Jan 2016. Southern Political Science Association Annual Meeting. San Juan, Puerto Rico.

Carroll, Kristen & Apolonia Calderon. “The Winners and Losers of Performance Funding.” June 2015. Public Management Research Association Conference. Minneapolis, MN.

Carroll, Kristen. "Revisiting Representative Bureaucracy." April 2015. Midwest Political Science Association Annual Meeting. Chicago, IL.

Carroll, Kristen & Kenneth Meier. "Environmental Complexity, Managerial Strategy, and Organizational Performance." Jan 2015. Southern Political Science Association Annual Meeting. New Orleans, LA.

Carroll, Kristen. "Outputs vs. Outcomes: A Study of Judicial Political Control." April 2014. Midwest Political Science Association Annual Meeting. Chicago, IL.

**Research
Experience**

Research Assistant, Fall 2013-Summer 2017: Kenneth J. Meier, Texas A&M University, Project for Equity Representation and Governance (PERG).

Responsibilities include organizing graduate student recruitment, guest speaker scheduling, organizing weekly PERG group meetings, data management, writing lecture series press release, and oversight of undergraduate research assistant. Professional responsibilities include serving as the editorial assistant for the Journal of Public Administration, Research, and Theory. Research responsibilities include various research projects on minority education administrators and developing a representative bureaucracy database.

Research Assistant, Fall 2014-Summer 2017: Manuel Teodoro, Texas A&M University.

Responsibilities include research on survey methodology, public managerial behaviors, and public education labor markets.

Research Assistant, Fall 2013-Summer 2014: Maria Escobar-Lemmon, Texas A&M University.

Responsibilities include data collection for a National Science Foundation funded study of female justices on international supreme courts.

Certified Researcher, Fall 2013-present, Texas A&M University Institutional Review Board.

Experience includes writing an Institutional Review Board application for qualitative research.

Participant, Summer 2016, Texas A&M University Workshop on Grant Writing.

**Teaching
Experience**

Graduate Level:

BUSH 631, Quantitative Methods I, Texas A&M University, Fall 2017.

BUSH 635, Quantitative Methods II, Texas A&M University, Spring 2018.

PSAA 635, Social Welfare and Health Policy, Texas A&M University, Spring 2018.

Honors & Awards

University & School Awards:

Vision 2020 Fellowship, Texas A&M University, College of Liberal Arts, 2013-2017.

Professional Development Support Award, Texas A&M University, College of Liberal Arts, Summer 2015.

Merit Fellowship, Texas A&M University, Office of Graduate and Professional Studies, 2013.

Diversity Fellowship, Texas A&M University, Office of Graduate and Professional Studies, 2013 (declined).

Discipline Awards:

Paul A. Volcker Endowment for Public Service Research and Education, Junior Scholar Research Grant Award, American Political Science Association, Public Administration Section, 2017.

Graduate Student Travel Grant, American Political Science Association, 2016.

Prestage-Cook Travel Award, Southern Political Science Association, 2016.

Women of Color in Political Science Workshop, American Political Science Association, 2015.

Professional Service

Reviewer: *Public Administration Review*, *Public Personnel Management*.

Southern Political Science Association, 2018 Program Committee, Public Administration Co-chair, Jan 2017-present.

Responsibilities include organizing and selecting Public Administration panel participants for the 2018 Southern Political Science Annual Meeting.

Journal of Public Administration, Research, and Theory, Editorial Assistant, May 2016-May 2017.

Responsibilities include organizing online advance access lists, maintaining a detailed record of editorial team meetings, and answering online queries.

Race and Public Administration Conference, Conference Planner, Texas A&M University, May 2017.

Responsibilities include organizing travel, lodging, conference presentations, and meals for domestic and international scholars invited to participate in a book project on public administration and race.

Midwest Political Science Association, 2017 Poster Session Discussant. "Social Constructions of Immigrants and Refugees in the US." April 2017.

Texas A&M University, Black Graduate Student Association, Vice President, May 2016-May 2017.

Responsibilities include organizing general body meetings, planning professional and social events, keeping a detailed record of organizational meetings, maintaining contact with members, and fulfilling the roles of the president in her absence.

Texas A&M University, Department of Political Science Diversity Committee, Member, Fall 2015-present.

Responsibilities include serving as a voting member on the committee and presenting concerns regarding diversity to administration in the department.

Texas A&M University, Graduate and Professional Student Council, Political Science Representative, Fall 2014-May 2016.

Responsibilities include serving as a voting member of the council, presenting concerns of graduate students to the council and Department of Graduate Studies, and sharing research and scholarship opportunities with graduate students in Political Science.

Professional Memberships

Public Management Research Association
Association for Public Policy Analysis and Management
American Society for Public Administration
American Political Science Association
Midwest Political Science Association
Southern Political Science Association
American Educational Research Association

Volunteer Activities

North Bryan Community Center, Educational Programming and Tutor, Volunteer, Spring 2017-present.

Additional Training and Skills

Pooled Time-Series Cross-Sectional Analysis, University of Essex Summer School in Social Science Data Analysis, Summer 2015.
Game Theory, Texas A&M University, Spring 2015.
Quantitative Political Analysis II, Texas A&M University, Spring 2014.
Quantitative Political Analysis, Texas A&M University, Fall 2013.
Software Programming: LaTeX, STATA

References

Professor Kenneth J. Meier
The Bush School of Government and Public Service
Texas A&M University
College Station, TX 77843
(979)-845-4232
kenneth-j-meier@tamu.edu

Professor Manuel Teodoro
Department of Political Science
Texas A&M University
College Station, TX 77843
(979)-845-2059
mteodoro@tamu.edu

Professor Francisco Pedraza
Department of Political Science
University of California Riverside
Riverside, CA 92521
(951)-827-5594
francisco.pedraza@ucr.edu