

KAREN J. BAEHLER, PhD

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Karen Baehler is Adjunct Professor at Victoria University of Wellington (VUW), New Zealand, and Adjunct Senior Lecturer at the Australia and New Zealand School of Government. After receiving her PhD in 1999 from the School of Public Affairs, University of Maryland, College Park, she spent ten years as a full-time, tenured member of the public policy faculty at VUW, teaching policy analysis at all levels, contributing to scholarship at the intersections of social policy/normative analysis and public policy/public administration, conducting evaluation research for government agencies, and advising governments on policy development and management.

Her research focuses on the evolving theory of capability-based egalitarianism as it relates to political culture and social policy history and the development of systems thinking and intervention logic-based frameworks for policy analysis and design. Her articles on intervention logic have been widely used by departments throughout the New Zealand public sector, with some influence in Australia as well. She is currently editing a book about social policy developments in China and completing books on the craft of policy advising (co-authored) and the principle of equality in New Zealand policymaking (sole-authored). She spent ten years in the Washington, DC think-tank sector prior to her appointment in New Zealand.

EDUCATION

PhD, Policy Sciences, University of Maryland, College Park, 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)

Master of Public Policy (MPP), University of Maryland, College Park, 1991

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

DISTINCTIONS / GRANT AWARDS

Marsden Fund (Royal Society of New Zealand) Research Funding Award for “Fresh Perspectives on Liberty and Equality: A New Zealand Brand of Meso-Justice,” 2004

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

Honourable Mention, Annual PhD Dissertation Awards, Association of Public Policy Analysis and Management, 1999

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

University of Maryland Fellow, 1992

ACADEMIC APPOINTMENTS

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

- Adjunct Professor since July 2009
- Senior Lecturer in Public Policy, 2003 – June 2009¹
- Lecturer in Public Policy, January 1999 – 2002
- Acting Director of Research Programmes, June – December 2007

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

- Adjunct Senior Lecturer since 2006
- Contract teaching staff, 2003 – 2005

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

- Visiting Scholar, August – December 2006

PREVIOUS PROFESSIONAL EXPERIENCE

Maryland Department of Human Resources, Baltimore, Maryland

- Policy Analyst, 1994 – 95 (analyzed data from a large-scale evaluation of the state's welfare reform initiatives)

American Enterprise Institute, Washington DC

- Research Associate, 1991 – 93 (staffed the AEI/White House Working Seminar on Integrated Services for Children and Families, as well as providing research support to AEI Fellow Douglas Besharov in the policy areas of welfare reform, child care, work and training, child welfare and other social services)

Institute for Philosophy and Public Policy, College Park, Maryland

- Researcher, 1989 – 91 (conducted analysis of rural development issues, leading to 1995 book)

Roosevelt Center for American Policy Studies, Washington DC

- Project Manager, 1986 – 89 (designed and implemented public consultation projects in the areas of economic development, employment and training, and child care policy, including preparation of analytical material)

Northeast-Midwest Institute, Washington DC

- Development Coordinator, 1983 – 86

The Joyce Foundation, Chicago

- Program Associate, 1981 – 83

RESEARCH FOR GOVERNMENT

The Public Defence 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.
<http://www.lsa.govt.nz/documents/PDSevaluation.pdf>

¹ There is no 'assistant professor' rank in New Zealand. All entry-level, full-time faculty members begin as lecturers, which is the equivalent of assistant professor in the U.S., and then advance to senior lecturer, which is a permanent position corresponding roughly to U.S. associate professor rank with the equivalent of tenure.

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.
<http://io.ssc.govt.nz/pathfinder/documents/pathfinder-evaluation.pdf>

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

PUBLICATIONS

Books

Adding Value to Policy Analysis and Advice. Sydney: University of New South Wales Press. In press. Coauthored with Claudia Scott.

Equal to the Task: A Normative Exploration of New Zealand Egalitarianism. Wellington: Institute of Policy Studies. Forthcoming, 2010.

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

Edited Books

Chinese Social Policy in a Time of Transition (guest editor). Oxford University Press Series on Comparative Policy Analysis, series edited by Douglas Besharov and Neil Gilbert. Forthcoming, 2010.

Book Chapters

“Justifying Restorative Justice,” in J. H. Liu and G. Maxwell, editors, *Restorative Justice and Practices in New Zealand: Towards a Restorative Society*, Institute for Policy Studies. 2007.

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

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

Refereed Articles

“Behind the Beehive buzz: Sources of Occupational Stress for New Zealand Policy Officials,” *Kotuitui: New Zealand Journal of Social Sciences* 4(1), 2009. Coauthored with Jane Bryson.

“Stress, Minister: Government policy advisors and work stress,” *International Journal of Public Sector Management*, vol. 21(3), 2008, pp. 257-270. Coauthored with Jane Bryson.

“Social sustainability: New Zealand’s solution to Tocqueville’s problem,” *Social Policy Journal of Aotearoa/New Zealand*, Issue 31 (July), 2007, pp. 22-40.

“What are the limits to public service advising? The public argument test,” *Policy Quarterly* 1(3), 2005.

“Survey research on New Zealand government: What next?” *Australian Journal of Public Administration* 64(1), 2005, pp. 43-61. Coauthored with Paul Callister, Bob Gregory, Gary Hawke, Andrew Ladley, Bill Ryan, Claudia Scott, Bob Stephens, Ann Walker, and Amanda Wolfe.

“Managing for outcomes: Accountability and thrust,” *Australian Journal of Public Administration* 62(4), 2003, pp. 23-34.

“Ethnicity-based research and politics: Snapshots from the United States and New Zealand,” *Social Policy Journal of Aotearoa/New Zealand*, Issue 18 (June), 2002, pp. 18-30.

“Intervention logic: A user’s guide,” *Public Sector* 25(3), 2002, pp. 14-20.

“In praise of irrational drug policy,” *Public Sector* 23(3), 2000, pp. 2-7.

“One man, one grant: Equity in federal aid to states,” *Journal of Public and International Affairs*, Vol. 6, 1995, pp. 60-85.

“The perverse federal incentives for welfare cuts,” *Governing*, February, 1993, p 11. Coauthor Douglas J Besharov.

“Demonstration and evaluation strategies,” *Children and Youth Services Review*, vol. 14, 1992, pp. 1 –18. Coauthor Douglas J Besharov.

Conference Papers

“New Zealand justice as collective capability,” Conference on the Ethical Foundations of Public Policy,” Wellington, December 10-11, 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 2007, Wellington, 3-5 April.

“Intervention logic/program logic: Toward good practice,” Project Management and Organisational Change Conference, Canberra, February 2006, Australia New Zealand School of Government and Australian Department of the Prime Minister and Cabinet.

“Value-added policy analysis and advice,” Association of Public Policy and Management Research Conference, Washington DC, November 2005. Coauthor Claudia Scott.

“Time limits make better politics than policy: Capability theory and U.S. welfare reform,” American Political Science Association Annual Research Conference, Philadelphia, August 2003.

“The new dual federalism,” American Political Science Association Annual Research Conference, Philadelphia, August 2003.

“Intervention logic for learning, allocation, and accountability,” Australian Public Policy Network, Wellington, January 2003.

“A leap of logic across the policy analysis – public management divide,” Association of Public Policy and Management Research Conference, Dallas, November 2002.

“It’s about need, not reciprocity: A new defense of work requirements,” American Political Science Association Annual Research Conference, Boston, August 2002.

“Why does the federal government pick up the welfare hot potato? Toward an integrated theory of federalism.” American Political Science Association Annual Research Conference, San Francisco, August 2001.

Book Reviews

Review of *Ethnicity, Identity and Public Policy: Critical Perspectives on Multiculturalism*, by David Bromell (Wellington: Institute of Policy Studies, 2008), *Social Policy Journal of New Zealand/Aotearoa*, Issue 36 (August), 2009, pp 88-92.

Review of *Ideas and Influence: Social Science and Public Policy in Australia*, edited by Peter Saunders and James Walters (Sydney: UNSW Press, 2005), *Social Policy Journal of New Zealand/Aotearoa*, Issue 27 (March), 2006, pp 199-201.

Monographs

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

Working Papers

“What if Tocqueville Visited New Zealand Instead?” Working Paper Series, Center for Australian and New Zealand Studies, Georgetown University, 2007.
<http://canz.georgetown.edu/61456.html>

SELECTED PROFESSIONAL ACTIVITIES

Editorial Board, *Journal of Comparative Policy Analysis*, starting 2010

Editorial Board, *Policy Quarterly*, 2006 – 2009

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

Referee for *Australian Journal of Public Administration* and *Social Policy Journal of New Zealand*

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

Coordinator of VUW School of Government's breakfast seminar series 2004 – 2009

Invited member, Managing for Outcomes Working Group, State Services Commission, 2004

Co-chaired symposium, "Towards a Restorative Society," with Jonathan Boston, Institute of Policy Studies, 10-11 October 2005

COURSES TAUGHT

Victoria University of Wellington 1999 - present

Policy Analysis (Master of Public Policy (MPP) core course)

Applied Policy Analysis (MPP core course, roughly similar to a U.S. capstone course)

Social Policy (MPP elective)

Equity in Policy Analysis (MPP elective)

Methodology in Public Policy (Honours year core course)

Theory and Methods of Policy Analysis (3rd year undergraduates in a 3-year BA/BCA)

Introduction to Public Policy (2nd year undergraduates)

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

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

Supervision

2 PhDs and 2 MAs to completion

1 ongoing PhD student

50+ individual MPP research projects

Work-Based Project team for ANZSOG 2007

Professional Development Courses 1999 - present

- Intervention Logic
- Policy Writing
- Policy Analysis

Delivered to: 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, and Victoria University of Wellington's Centre for Continuing Education and Executive Development

Contributor to Pacific Executive (PACE) Program, AusAID and ANZSOG, 2007 and 2008

Contributor to Evaluation Summer School, National Health Service of Scotland, 2009

University of Maryland College Park 1997

Public Resource Allocation (MPP elective)

REFERENCES FURNISHED UPON REQUEST