

# Partisan Departures from the Administrative States

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University of Michigan  
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**ENHANCE ★ PROTECT ★ CONSERVE**



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Bill Walker, former head of DMR

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- *Following reclassification, do executives target political opponents for removal?*

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*A1: Yes, the senior echelons of many Republican states' bureaucracies are staffed by Democrats.*

Q2: After protections are removed, are political opponents more likely to depart the state workforce?

*A2: No, Democrats no more likely to depart than Republicans following reclassification in Mississippi.*

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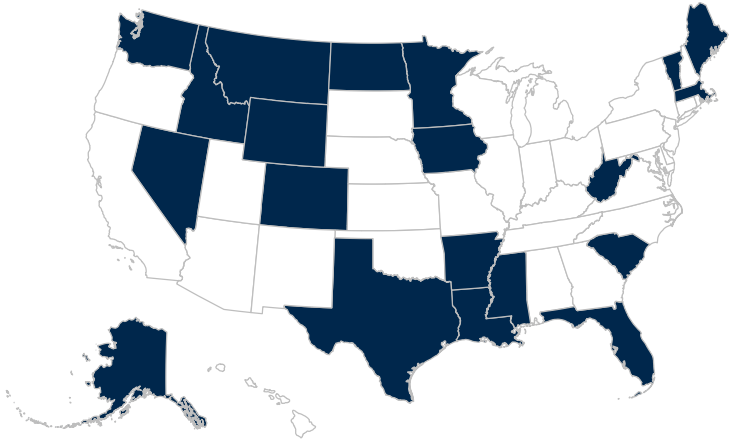
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- N employees: 1,710,545
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- Matched with voter registration records from L2
- Match rate: 72%



Collected Personnel Records

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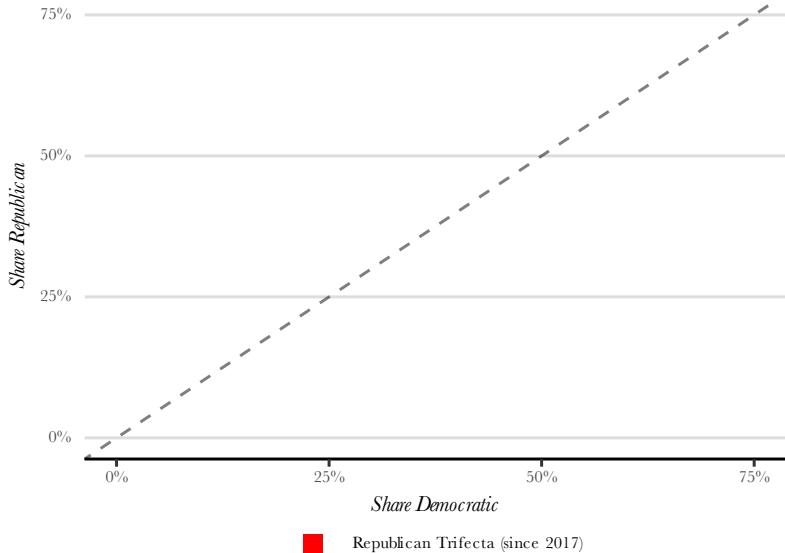
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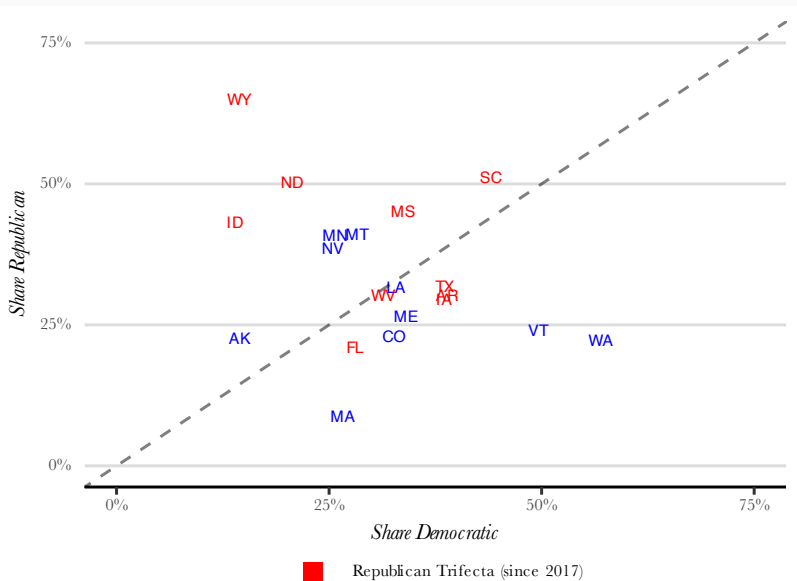
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- Two-pronged approach using salaries and job titles

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- Five agencies temporarily exempted from 2014 to 2020
- All agency employees “at-will” during exemption
- Civil service protections reinstated after exemption period
- Exemptions usually followed agency scandals or policy failures

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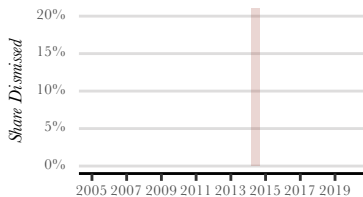
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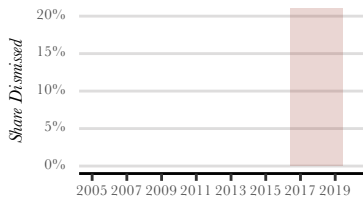
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- Synthetic control model creates “artificial” version of exempted agency
- Data constraints limit analysis to 3 agencies

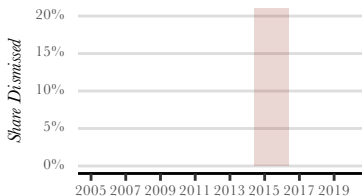
### Marine Resources



### Human Services

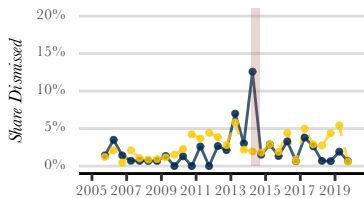


### Education

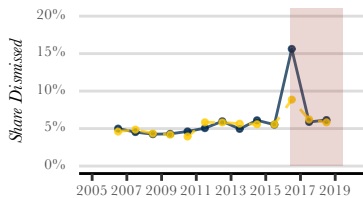


● Observed ● Synthetic

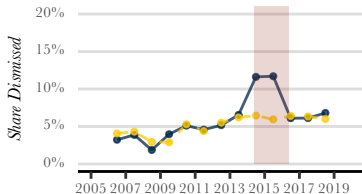
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- Weighted Cox Regression model

# Survival Model Results

	<i>Corrections</i>	<i>Education</i>	<i>Human Services</i>
Democrat			
Post-Exemption			
Democrat * Post-Exemption			
Exp(Democrat * Post-Exemption)			
Controls	Yes	Yes	Yes

\*\*\* $p < 0.001$ ; \*\* $p < 0.01$ ; \* $p < 0.05$

# Survival Model Results

	<i>Corrections</i>	<i>Education</i>	<i>Human Services</i>
Democrat	0.28*** (0.01)	0.03 (0.31)	-0.22 (0.19)
Post-Exemption	0.23*** (0.01)	1.23*** (0.22)	0.46 (0.32)
Democrat * Post-Exemption	-0.26*** (0.02)	-0.56*** (0.10)	-0.19 (0.28)
Exp(Democrat * Post-Exemption)	77.16%	56.85%	82.81%
Controls	Yes	Yes	Yes

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- Removing protections leads to more dismissals, but no evidence of targeting
- However, reclassification can still have political motivations and effects
- Numerous opportunities for future study:
  - Compensation
  - Hiring
  - Job performance
  - Policy outcomes



# Thank you!

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