Variable Codebook for Measurement Model Appendix Document

(*"Experiential Learning and Presidential Management of the U.S. Federal Bureaucracy: Logic and Evidence from Agency Leadership Appointments"*)

All Data Comes from Anne Joseph O'Connell and George A. Krause's Original Joint Data Collection Efforts:
"U.S. Federal Agency Leadership Appointees Biographical Database"
(Additional Details Can be Obtained from the Authors)

OBSIDENT: observation case identifier.

INDIDENT: individual case identifier for contiguous service within a given agency (some individuals possess multiple rows/observations).

POSITION: position code identifier. Current position level of job (e.g., the Deputy Secretary of some departments used to be called the Under Secretary; Deputy Secretary should be marked for all appointees who served in the position).

a. 1 = Secretary (Attorney General)
b. 2 = Administrator/Director (of full stand-alone agency)
c. 3 = Administrator/Director (of part of agency or sub-agency)
d. 4 = Commissioner
e. 5 = Board Member
f. 6 = Deputy Secretary (Deputy Attorney General) or General Under Secretary
g. 7 = Under Secretary (not General Under Secretary)
h. 8 = Assistant Secretary (Assistant Attorney General)
i. 9 = Deputy Administrator/Deputy Director
j. 10 = Military Branch Secretary
k. 11 = Undersecretary and Director/Administrator (of part of agency or sub-agency)
l. 12 = Assistant Secretary and Director/Administrator (of part of agency or sub-agency)
m. 13 = Chairman
n. 19=Other

AGENCY: agency code identifier. Agency where appointee served.

o. 1 = Department of Agriculture
p. 2 = Department of Commerce
q. 3 = Department of Defense
r. 7 = Department of Education
s. 8 = Department of Energy
t. 9 = Department of Health and Human Services
u. 11 = Department of Homeland Security
v. 12 = Department of Housing and Urban Development
w. 13 = Department of the Interior
x. 14 = Department of Justice
y. 15 = Department of Labor
z. 16 = Department of State
aa. 17 = Department of Transportation

bb. 18 = Department of the Treasury
cc. 19 = Department of Veterans Affairs/Veterans Affairs Administration
dd. 20 = Central Intelligence Agency
ee. 21 = Environmental Protection Agency
ff. 22 = Federal Emergency Management Agency (as a freestanding agency, before 2003)
gg. 23 = General Services Administration
hh. 24 = National Aeronautics and Space Administration
ii. 25 = Small Business Administration
jj. 26 = Social Security Administration
kk. 27 = U.S. Agency for International Development
ll. 28 = United States Information Agency/Broadcasting Board of Governors
mm. 29 = Office of Management and Budget
nn. 30 = Office of the U.S. Trade Representative
oo. 32 = Civil Aeronautics Board
pp. 33 = Consumer Product Safety Commission
qq. 34 = Equal Employment Opportunity Commission
rr. 35 = Federal Communications Commission
ss. 37 = Federal Election Commission
tt. 38 = Federal Energy Regulatory Commission
uu. 40 = Federal Reserve System
vv. 41 = Federal Trade Commission
ww. 42 = Interstate Commerce Commission
xx. 43 = National Labor Relations Board
yy. 44 = National Transportation Safety Board
zz. 45 = Nuclear Regulatory Commission (formerly the Atomic Energy Commission)
aaa. 49 = Securities and Exchange Commission

SBAGEN: Sub-agency (or agency) where appointee served. If there is no sub-department or sub-agency, this variable should be identical to Department/Agency. Thus, all entries for SEC should be coded 49 here as well.

bbb. 4 = Department of the Army
ccc. 5 = Department of the Air Force
ddd. 6 = Department of the Navy
eee. 50 = Census, part of Department of Commerce
fff. 51 = Center for Medicaid and Medicare Services, part of Department of Health and Human Services
ggg. 52 = Drug Enforcement Administration, part of Department of Justice
hhh. 53 = Federal Aviation Administration, part of Department of Transportation
iii. 54 = Food and Drug Administration, part of Department of Health and Human Services
jjj. 55 = Federal Emergency Management Agency, part of Department of Homeland Security (2003 and later)
kkk. 56 = Internal Revenue Service, part of Department of Treasury
lll. 57 = National Highway Transportation and Safety Administration, part of Department of Transportation
mmm. 58 = National Institutes of Health, part of Department of Health and Human Services
nnn. 59 = National Institute of Standards and Technology, part of Department of Commerce

ooo. 60 = National Oceanic and Atmospheric Administration, part of Department of Commerce

ppp. 61 = Patent and Trademark Office, part of Department of Commerce

NOMYEAR: *Actual Year* that the individual was nominated.

PRESPTY: = 1 if individual has same or strongly presumed partisan affiliation as appointing president; = 0 otherwise.

PRESTATE: = 1 if individual is form the same state as their appointing President at some point prior to nomination (in adult life); 0 = otherwise.

PARTY2B: = 1 if individual has same or strongly presumed partisan affiliation as appointing president; = 0 otherwise.

GOVSERV: = 1 if served in state job in state when nominating President was Governor
= 0 if otherwise.

MONEY: = 1 if individual made a FEC recorded contribution to nominating prior to nomination occurring (obtained via authors' analysis of FEC files); = 0 otherwise.

PTYORG2: = 2 if individual held position in appointing president's party organizational apparatus such as for *Democratic presidents*: DNC, Democratic Leadership Council, Democratic Congressional Campaign Committee, Democratic Senatorial Campaign Committee, Democratic Governors Conference, or similar organization; chaired Democratic presidential campaign or ran as candidate for President; ran state party OR for *Republican presidents*: RNC, Log Cabin Republicans, Republican Liberty Caucus, House Republican Conference, National Republican Senatorial Committee, Republican Governors Conference, or similar organization; chaired Republican presidential campaign; or ran as candidate for President; ran state party;

= 1 if individual appointed by a Democratic president served as delegate to Democratic Convention; worked in named position on Democratic presidential campaign; major bundler of *party* contributions; served in advisory role (e.g., advisory committee) to national party; or ran as Democratic candidate for Congress OR appointed by a Republican president served as delegate to Republican Convention; worked in named position on Republican presidential campaign; major bundler of *party* contributions (e.g., RNC President's Club); served in advisory role (e.g., advisory committee) to national party; or ran as Republican candidate for Congress;

= 0 if individual had no prior position in national party organization (as noted by Senate biographical form in response to party question or other clear statement in biographical material).

MILIT2: = 1 if individual had active military service; = 0 otherwise (i.e., individual had only reserves, National Guard, or no military experience).

ELECT1B: = 1 if individual had any prior local, state, or federal elective office experience; = 0 otherwise.

PAEPA2 (PREVIOUS APPOINTED EXPERIENCE: PREVIOUS ADMINISTRATION [*SAME PARTY APPOINTMENT*]: *ALL APPOINTEES*): = 1 if individual shares partisan affiliation with appointing president & if the person has served in a full-time appointed position (in any appointed position (Senate-confirmed or non-Senate confirmed) and in any agency) in a previous administration (Note: this could occur at any point in any previous administration – e.g., a "current" Reagan appointee who was previously appointed in some capacity by Nixon, Ford, or Carter). By definition, this variable = 1 for formal holdover appointment rows (see variable 185); = 0 otherwise.

CONGSTFF: = 1 if individual possessed former non-elected legislative experience in Congress; = 0 otherwise.

FEDEXEC2: = 1 if individual possessed full and part-time appointed federal executive branch experience OR full time appointed federal executive branch experience; = 0 otherwise (i.e., individual possessed only part-time appointed federal executive branch experience or none).

DC: = 1 if individual resided in DC area in 10 years before nomination; = 0 otherwise.

EDISS3B: = 2 if individual has earned two or more total educational degrees (baccalaureate and post-baccalaureate) that are policy related; = 1 if individual has earned one total educational degrees that are baccalaureate and post-baccalaureate) that are policy related; = 0 otherwise.

ISSUECT: Number of 4 pre-employment jobs that are policy related, maximum of 4.

MANCT2: = 2 if individual has had two or more pre-employment jobs that are government management related; = 1 if individual has had one pre-employment jobs that are government management related; = 0 otherwise. (maximum of 4)

CIVIL: = 1 if individual had prior civil service experience; = 0 otherwise.

FEDISSUE: = 1 if individual has prior federal experience related because of issue/policy area only OR federal experience related because of BOTH management and policy area; = 0 otherwise (i.e., federal experience related because of government management skills only OR no related federal experience).

FEDMGMT: = 1 if individual has prior federal experience related because of government management skills only OR federal experience related because of BOTH management and policy area; = 0 otherwise (i.e., federal experience related because of issue/policy area only OR no related federal experience). *(BTW: FEDISSUE & FEDMGMT are correlated at 0.3999).*

AGENCIVL: = 1 if individual has previously held non-appointed position in agency; = 0 otherwise.

AGENAPPT: = 1 if individual previously held appointment in agency; = 0 otherwise.

CEO: = 1 if individual had CEO position in one of four previous jobs to nomination (excluded appointed and civil service jobs); = 0 otherwise (No cell is coded as missing).

PRIVMGT: = 1 if individual had CEO, VP, Chairman of Board, or President position in one of four previous jobs to nomination (excluded appointed and civil service jobs); = 0 otherwise. (No cell is coded as missing).

EDMGT3B: = 1 if individual earned at least one educational degree that is management related; = 0 otherwise (i.e., no management related educational degree).

Data is input in the Mplus data file (apptbiodata.01-03-2015.csv) in the following order:

NAMES ARE OBSIDENT INDIDENT POSITION AGENCY SBAGEN NOMYEAR PRESPTY PRESTATE PARTY2B GOVSERV MONEY PTYORG2 MILIT2 ELECT1B PAEPA2 CONGSTFF FEDEXEC2 DC EDISS3B ISSUECT MANCT2 CIVIL FEDISSUE FEDMGMT AGENCIVL AGENAPPT CEO PRIVMGT EDMGT3B;

Loyalty Latent Trait (Compliance to Appointing President):

ELECT1B (14th variable listed)

PARTY2B (9th variable listed)

MONEY (11th variable listed)

PAEPA2 (15th variable listed)

GOVSERV (10th variable listed)

PTYORG2 (12th)

Managerial Competence Latent Trait (Managerial Skills):

DC (18th variable listed)

MANCT2 (21st variable listed)

FEDMGMT (24th variable listed)

AGENAPPT (26th variable listed)

Policy Competence Latent Trait (Policy Expertise):

EDISS3B (19th variable listed)

ISSUECT (20th variable listed)

FEDISSUE (23rd variable listed)

CIVIL (22nd variable listed)

AGENCIVL (25th variable listed)