

## ACADEMIC APPOINTMENTS

University of Minnesota Law School	
Associate Professor	Since June 2023
Affiliated Faculty: Political Science	

## EDUCATION

Vanderbilt University	
Ph.D., Political Science	Aug. 2023
M.A., Political Science	Dec. 2021

Dissertation: *Maintaining the American State*  
Committee: David E. Lewis (Chair), Brenton Kenkel, Gillian Metzger,  
Rachel Potter, Sharece Thrower, and Guillermo Toral.

University of Minnesota Law School	
J.D., <i>Magna Cum Laude</i> , Order of the Coif	May 2016
<i>Minnesota Law Review</i> : Lead Articles Editor.	
<i>Lockhart Award for Excellence in Scholarship, Leadership, and Service</i>	

University of Minnesota – Twin Cities	
B.A., Political Science and History, <i>with Distinction</i>	Dec. 2012

University of College Cork	
Certificate in Irish Politics	May 2012

## RESEARCH AND TEACHING INTERESTS

Administrative Law, Executive Branch Politics, Public Administration, Separation of Powers, Quantitative Methods, Torts.

## PRIMARY SCHOLARSHIP

*Presidential Control and Administrative Capacity*, 77 STANFORD LAW REVIEW 823–923 (2025)

- Recipient of the 2023 Malcolm Jewell Award for the best graduate student paper presented at the Southern Political Science Association annual meeting.
- Recipient of the 2020 Vanderbilt Political Science Best Paper Award.

*Bureaucratic Autonomy and the Policymaking Capacity of U.S. Federal Agencies, 1998–2021*, 12 POLITICAL SCIENCE RESEARCH AND METHODS 652–665 (forthcoming 2024) (peer reviewed).

*Presidential Investments in the Administrative State*, 118 AMERICAN POLITICAL SCIENCE REVIEW 442–457 (2024) (with David E. Lewis) (peer reviewed).

- Reviewed by Anne Joseph O’Connell, *Agency Capacity*, JOTWELL (Oct. 27, 2023).
- Featured on the *London School of Economics United States Politics and Policy Blog*.

*The Public Administration of Justice*, 44 CARDOZO LAW REVIEW 2139–2232 (2023).

— Reviewed by Eyal Lurie Pardes, *The Adjudicatory Capacity to Make Decisions*, THE REGULATORY REVIEW (Dec. 22, 2022).

*Chevron’s Inevitability*, 85 GEORGE WASHINGTON LAW REVIEW 1392–1461 (2017) (with Kristin E. Hickman).

— Reviewed by Adrian Vermeule, *Chevron as a Legal Framework*, JOTWELL (Oct. 24, 2017).

*The Clear-Statement Chevron Canon*, 66 DEPAUL LAW REVIEW 819–872 (2017).

*Asylum’s Interpretative Impasse: Interpreting ‘Persecution’ and ‘Particular Social Group’ Using International Human Rights Law*, 26 MINNESOTA JOURNAL OF INTERNATIONAL LAW 145–187 (2017) (with Margaret Penland).

*Social Group Semantics: The Evidentiary Requirements of ‘Particularity’ and ‘Social Distinction’ in Pro Se Asylum Adjudications*, 100 MINNESOTA LAW REVIEW 355–403 (2015) (Note).

— Recipient of the Volume 35/36 Note and Comment Award.

## BOOK CHAPTERS

*Policy Implementation and the Judiciary*, in THE HANDBOOK OF POLICY IMPLEMENTATION (Fritz Sager, Céline Mavrot, and Lael R. Keiser eds., 2024) (with Sharece Thrower and Paul Gardner).

## INVITED PUBLICATIONS

*Chevron On the Eve of* Loper Bright, 34 WIDENER COMMONWEALTH LAW REVIEW 1–42 (2024).

*What to Do About Chevron—Nothing*, 72 VANDERBILT LAW REVIEW EN BANC 151 (2019).

— Invited response to Kent Barnett, Christina L. Boyd, and Christopher J. Walker, *Administrative Law’s Political Dynamics*, 71 VANDERBILT LAW REVIEW 1463 (2018).

*Justifying Delay: Why Agencies Delay Compliance Dates and How They Do It*, 4 JOURNAL OF REGULATORY COMPLIANCE 1–33 (2019).

*The Winter of Discontent: A Circumscribed Chevron*, 45 MITCHELL HAMLINE LAW REVIEW 393–423 (2019).

*Deferring to the Rule of Law: A Comparative Look at United States Deference Doctrines*, 47 UNIVERSITY OF MEMPHIS LAW REVIEW 1047–1083 (2017) (with Barbara Marchevsky).

## SHORT PUBLICATIONS

*The Return of Schedule F*, LAWFARE (2025).

*A Trump Administration Plan to Crowdsource Deregulation?*, LAWFARE (2025).

*The Meaning of Article II and “Executive Power” to Trump*, LAWFARE (2025).

- Does the Response to OPM's Latest Email Evidence a Turf War?*, LAWFARE (2025).
- Trump's Dismantling of the Government Hurts Due Process*, LAWFARE (2025).
- Office Providing Relief to Fired Federal Employees Is Under Threat*, LAWFARE (2025).
- Musk-OPM Sends Email to Federal Employees Asking for Five Accomplishments*, JUST SECURITY (2025).
- A Primer on Reductions in Force*, LAWFARE (2025).
- Did DOGE Take Credit For Spending Cuts Related to President Carter's Death*, LAWFARE (2025).
- The Use and Abuse of Administrative Leave*, LAWFARE (2025).
- Will Employees Who Resign Have a Remedy?*, LAWFARE (2025).
- Breaking Down OPM's "Fork in the Road" Email to Federal Workers*, LAWFARE (2025)
- Hiring Freezes and Job Offer Revocations*, YALE JOURNAL ON REGULATION: NOTICE & COMMENT (2025).
- President Trump and the Civil Service: Day 1*, LAWFARE (2025).
- A Primer on the Civil Service and the Trump Administration*, LAWFARE (2024).
- Eighth Circuit Vacates Rule on Stabilizing Braces*, 50 ADMINISTRATIVE & REGULATORY LAW NEWS 16 (2024).
- Tenth Circuit Rejects Nondelegation Challenge to Procurement Laws*, 49 ADMINISTRATIVE & REGULATORY LAW NEWS 14 (Summer 2024).
- Sixth Circuit Limits Executive Authority Possessed by Commission Chairs*, 49 ADMINISTRATIVE & REGULATORY LAW NEWS 18 (Spring 2024)
- Eighth Circuit Vacates EPA Rule After Agency Relied on Ninth Circuit Order*, 49 ADMINISTRATIVE & REGULATORY LAW NEWS 14 (Winter 2024).
- Sixth Circuit Considers the Legacy of Benzene*, 49 ADMINISTRATIVE & REGULATORY LAW NEWS 22 (Fall 2023).
- Chevron and Candor*, YALE JOURNAL ON REGULATION: NOTICE & COMMENT (2023).
- Chevron's Latest Step*, YALE JOURNAL ON REGULATION: NOTICE & COMMENT (2022).
- Chevron Critics and Clarity*, 27 THE PUBLIC LAWYER 2 (2019).
- Coping with Chevron: Justice Gorsuch's Majority and Justice Breyer's Dissent in SAS Institute*, YALE JOURNAL ON REGULATION: NOTICE & COMMENT (2018).
- DACA on the Docket*, MINNESOTA LAW REVIEW: DE NOVO (2017).
- Defying Auer Deference: Skidmore as a Solution to Conservative Concerns in Perez v. Mortgage Bankers Association*, MINNESOTA LAW REVIEW: DE NOVO (2015).

## CURRENT RESEARCH

- "The President's Personnel Power" (Working Paper).

“Agency Policymaking Among Appointees, Actings, and Vacancies” (with Chris Piper) (Working Paper).

— Recipient of the 2024 Founder’s Award from American Political Science Association.

“Presidential Regulatory Priorities” (with Sharece Thrower).

“Expertise or Ideology?: Judicial Review of Executive Branch Interpretations of Law” (with Sharece Thrower and Kaleigh Ruiz).

“AI-Generated Feedback for Law Students” (with Daniel Schwarcz)

“Presidential Control of the Civil Service.”

## SELECTED GRANTS, HONORS, AND AWARDS

Stanley V. Kinyon Tenured Teacher of the Year Award University of Minnesota Law School	May 2025
Founder’s Award American Political Science Association	Apr. 2024
Pi Sigma Alpha/Malcolm Jewell Award Southern Political Science Association	Apr. 2023
Inaugural Dissertation Research Grant Russell Sage Foundation	July 2022
Presidents and Executive Politics Section Grant American Political Science Association	July 2022
2020 Vanderbilt Political Science Best Paper Award Vanderbilt University (Faculty Selected)	Dec. 2020
J. Leiper Freeman Memorial Award Vanderbilt University (Faculty Selected)	June 2020
Lockhart Award for Excellence in Scholarship, Leadership, and Service University of Minnesota Law School	May 2016
Student Service Award Minnesota Justice Foundation	May 2016
Volume 35/36 Note and Comment Award Minnesota Law Review	Apr. 2015
Human Rights Center Fellowship University of Minnesota Human Rights Center	May 2014

## SELECTED MEDIA APPERANCES AND QUOTES

*DOGE-Led Software Revamp to Speed US Job Cuts Even as Musk Steps Back*, REUTERS (May 8, 2025) (Alexandra Alper) (quoted).

*Government Watchdog Drops Inquiries into Mass Firings of Probationary Workers*, N.Y. TIMES (Apr. 21, 2025) (Eileen Sullivan) (quoted).

*An Appeals Court Cleared the Administration to Fire Probationary Employees*, N.Y. TIMES (Apr. 9, 2025) (Eileen Sullivan) (quoted).

*With Deferred Resignation Back, Federal Workers Must Weigh Timing and Risk*, WASHINGTON POST (Apr. 9, 2025) (Michelle Singletary) (quoted).

*HHS Firings Could Face Legal Challenges Over Inaccuracies, Process Used to Make Cuts*, STAT+ (Apr. 8, 2025) (Isabella Cueto) (quoted).

*A Race to the Supreme Court: Trump Agency Firings Lead the Pack*, BLOOMBERG LAW (Mar. 21, 2025) (Robert Iafolla) (quoted).

*“The President Is Not a King”: Massachusetts, Other States Sue Trump for Dismantling Ed Department*, BOSTON GLOBE (Mar. 13, 2025) (John Hilliard) (quoted).

*Lawfare Live: Trials of the Trump Administration, March 7*, LAWFARE (Mar. 5, 2025) (podcast guest).

*Trump Officials Start Dismantling Civil Rights Offices, as Part of DOGE’s Secret Plan*, WASHINGTON POST (Feb. 28, 2025) (Julian Mark, Hannah Nathanson, & Danielle Abril) (quoted).

*Trump Team Orders Huge Government Layoffs: How Science Could Fare*, NATURE (FEB. 28, 2025) (Dan Garisto, Max Kozlov, & Jeff Tollefson) (quoted).

*Remote US Federal Employees Get Ultimatum to Move to Washington*, REUTERS (Feb. 27, 2025) (Alexandra Alper & Tim Reid) (quoted).

*DOGE Was Just Rehearsing for Much-Larger-Scale Federal Layoffs*, NEW YORK MAGAZINE (Feb. 27, 2025) (Ed Kilgore) (quoted).

*Minnesotan Rehired After Losing Forest Service Job in Colorado*, MINNESOTA PUBLIC RADIO (Feb. 27, 2025) (quoted).

*My Five-Bullet-Point Response to Musk’s Email Demand*, WASHINGTON POST (Feb. 26, 2025) (Michelle Singletary) (quoted).

*Debatable: Is Trump’s “Fork in the Road” Program Legal?*, SEMAFOR (Feb. 24, 2025) (Morgan Chalfant) (quoted).

*Feds Must Answer Email on What They Did Last Week—Or Lose Jobs, Musks Says*, WASHINGTON POST (Feb. 22, 2025) (Hannah Nathanson, Faiz Siddiqui, Emily Davies & Spencer S. Hsu) (quoted).

*Recording Reveals New Details on Controversial DOGE Employee*, CNN (Feb. 22, 2025) (Majlie de Puy Kamp) (quoted).

*After Mass Layoffs, Some Federal Agencies Are Trying to Bring Employees Back*, NPR (Feb. 21, 2025) (Rachel Treisman) (quoted).

*Fired and Rehired: The Dizzying Confusion of Trump’s Governmental Overhaul*, REUTERS (Feb. 21, 2025) (Timothy Gardner, Leah Douglas, Tim Reid & Valerie Volcovici) (quoted).

*DOGE Takes Credit for Termination Lease on Jimmy Carter's Office Space*, NEWSWEEK (Feb. 20, 2025) (Jesus Mesa) (quoted).

*MPR News with Angela Davis: How President Trump is Expanding the Powers of the Presidency*, MINNESOTA PUBLIC RADIO (Feb. 17, 2025) (radio guest).

*Last Week Tonight with John Oliver*, HBO (Feb. 16, 2025) (cited).

*As Musk Reshapes the Government, Some Ask: Where are the Guardrails?*, WASHINGTON POST (Feb. 16, 2025) (Lisa Rein) (quoted).

*Trump to Lay Off Federal Workers After Paralyzing Labor Panels*, BLOOMBERG LAW (Feb. 14, 2025) (Parker Purifoy & Courtney Rozen) (quoted).

*Trump Tests Legal Limits in Pushing Out Federal Employees*, NEW YORK TIMES (Feb. 13, 2025) (Noah Weiland) (quoted).

*The Ezra Klein Show: What If Trump Just Ignores the Courts*, NEW YORK TIMES (Feb. 11, 2025) (Ezra Klein & Quinta Jurecic) (quoted).

*In Breaking USAID, the Trump Administration May Have Broken the Law*, PROPUBLICA (Feb. 9, 2025) (Ann Maria Barry-Jester and Brett Murphy) (quoted).

*How Elon Musk Dismantled USAid—and What It Really Means*, THE TIMES (Feb. 8, 2025) (Megan Agnew) (quoted).

*Mornings with Zerlina*, SIRIUSXM (Feb. 7, 2025) (Zerlina Maxwell) (radio interview).

*DOGE Gains Access to Department that Oversee Nuclear Weapons*, NEWSWEEK (Feb. 7, 2025) (Martha McHardy) (quoted).

*Federal Workers Who Take Trump's Exit Deal Face Legal Dilemma*, BLOOMBERG LAW (Feb. 6, 2025) (Courtney Rozen) (quoted).

*Here & Now: Federal Employees Approach Deadline to Accept a "Deferred Resignation" Deal. But Is it Legal?*, NPR (Feb. 5, 2025) (radio interview).

*Federal Workers Shouldn't Sign OPM's Resignation Agreement*, WASHINGTON POST (Feb. 5, 2025) (Michelle Singeltary) (video interview).

*Musk Creates New Power Base in Washington with Takeover of US Agencies*, REUTERS (Feb. 5, 2025) (Tim Reid and Marisa Taylor) (quoted).

*The "Fork in the Road" Has Some Very Sharp Prongs*, AXIOS (Feb. 5, 2025) (Emily Peck) (quoted).

*Lawfare Daily: The Legality of OPM's "Deferred Resignations,"* LAWFARE (Feb. 5, 2025) (podcast guest).

*Federal Workers Shouldn't Sign OPM's Sham Resignation Agreement*, WASHINGTON POST (Feb. 4, 2025) (Michelle Singletary) (quoted).

*Can He Do That? What Legal Experts Say About Trump's Most Radical Moves*, TIME (Feb. 4, 2025) (Nik Popli) (quoted).

*The Many Legal Questions Surrounding Musk's DOGE Efforts*, WALL STREET JOURNAL (Feb. 4, 2025) (Jacob Gershman and Jan Wolfe) (quoted).

*Elon Musk is Shredding America's Government Like He Did Twitter*, THE ECONOMIST (Feb. 3, 2025) (quoted).

*Sie Sind Anfang 20, Praktikanten—Und Kapern Für Elon Musk die Musk* [They Are In Their Early 20s, Interns—And They Are Hijacking the USA for Elon Musk], CAPITAL (Feb. 3, 2025) (Malte Mansholt) (quoted).

*The Young, Inexperienced Engineers Aiding Elon Musk's Government Takeover*, WIRED (Feb. 2, 2025) (Vittoria Elliott) (quoted).

*Trump Pushes a Federal Workforce Shakeup*, THE DISPATCH (Jan. 30, 2025) (Charlotte Lawson, Grayson Logue, James Sutton, and Cole Murphy) (quoted).

*As Trump Seeks to Reshape the Federal Workforce, Unions Blast His Schedule F Plan*, CBS NEWS (Jan. 29, 2025) (Kate Gibson) (quoted).

*Lawfare Daily: Nick Bednar on Trump's Civil Service Executive Orders*, LAWFARE (Jan. 28, 2025) (podcast guest).

*Wie Musks "Doge" an Scheinbar Unbergrentze Daten Gelangen Könnte* [How Musk's "Doge" Could Get Seemingly Unlimited Data], DER STANDARD (Jan. 25, 2025) (quoted).

*DOGE Will Allow Elon Musk to Surveil the US Government from the Inside*, WIRED (Jan. 24, 2025) (Vittoria Elliott) (quoted).

*Trump Allies, Opponents Prepare to Battle Over Plans for At-Will Workforce*, WASHINGTON POST (Dec. 13, 2024) (Joe Davidson) (quoted).

*GOP-Picked Judges Take Hard Line on Regulations Post-Chevron*, BLOOMBERG LAW (Sep. 4, 2024) (Robert Iafolla) (quoted).

*Lawfare Daily: The Supreme Court Takes the Bait: Loper Bright and the Future of Chevron Deference*, LAWFARE (July 12, 2024) (podcast guest).

## PRESENTATIONS

- 2025 Partnership for Public Service  
What to Know About RIFs, Relocations, and Reassignment  
American Politics Colloquium (University of Minnesota)  
Presidential Control of the Civil Service  
Center for Law, Society, & Culture (University of Indiana)  
Presidential Control of the Civil Service  
Faculty Workshop (University of Illinois) (forthcoming)  
Presidential Control of the Civil Service  
Association for Public Policy Analysis & Management  
Assault on Federal Employment and Programs  
The Program on Law and Government (American University)  
The Trump Administration's Attack on the Federal Workforce  
Human Rights Center (University of Minnesota)  
Legal Challenges to Executive Actions
- 2024 Mornings at Mondale CLE Series (University of Minnesota)  
Changes to Agency Independence and Regulatory Practice  
Minnesota State Bar Association—Health Law Section (Webinar)  
*Loper Bright*: How One of the Most Significant Supreme Court Decisions in Recent Years will Impact the Health Care Industry  
*Minnesota Law Review* Symposium (University of Minnesota)  
Environmental & Energy Regulation at the U.S. Supreme Court (Moderator)  
Administrative Law Conference (American Bar Association)  
Developments in Administrative Law  
Public Law Workshop (University of Michigan)  
Presidential Control and Administrative Capacity  
Faculty Squaretable (University of Minnesota)  
*Chevron* on the Eve of *Loper Bright*  
American Constitution Society—Minnesota Chapter  
Supreme Court Review  
Administrative Law New Scholarship Roundtable (Notre Dame)  
Presidential Control and Administrative Capacity  
Federal Practice Seminar (Federal Bar Association—Minnesota Chapter)  
Is There a Future for Administrative Law?  
Conference on Executive-Judicial Relations (Stanford University/Hoover Institution)  
Commenter  
Immigration Law Teachers and Scholars Workshop (University of Minnesota)  
Panel on *Chevron* Deference and *Loper Bright*



- Widener Commonwealth Law Review* Symposium (Widener Commonwealth)  
Judging and Administrative Law
- Faculty Workshop Series (University of Wisconsin Law School)  
Presidential Control and Administrative Capacity
- New Voices in Administrative Law (Association of American Law Schools)  
Presidential Control and Administrative Capacity
- 2023 American Politics Seminar (Vanderbilt University)  
The Public Administration of Justice
- Section 3, Insurrection, and the 2024 Election (University of Minnesota)  
The Law (Moderator)
- 2022 Administrative Law Conference (American Bar Association)  
Adjudicatory Independence: Diagnosis, Prognosis, and Cure
- Annual Meeting (American Political Science Association)  
The Public Administration of Justice
- Administrative Law New Scholarship Roundtable (University of Minnesota)  
The Public Administration of Justice
- The Evolving Executive Conference (Vanderbilt University)  
The Public Administration of Justice
- Annual Meeting (Midwest Political Science Association)  
Presidential Investment in the Administrative State
- Annual Meeting (Southern Political Science Association Annual Meeting)  
Presidential Control and Administrative Capacity
- American Politics Seminar (Vanderbilt University)  
Bureaucratic Autonomy and the Policymaking Capacity of United States  
Agencies, 1998–2021
- 2021 Center for the Study of Democratic Institutions (Vanderbilt University)  
Presidential Investment in the Administrative State
- Duke Law Review* Symposium (Duke University)  
*Chevron* and the Department of Justice
- American Politics Seminar (Vanderbilt University)  
Presidential Control and Administrative Capacity
- 2020 Annual Meeting (Southern Political Science Association)  
Presidential Control and Administrative Capacity
- 2018 *Journal of Regulatory Compliance* Symposium (Loyola University Chicago)  
Justifying Delay: Why Agencies Delay Compliance Dates and How They Do It
- 2016 Faculty Squaretable (University of Minnesota)  
*Chevron's* Inevitability

## TEACHING EXPERIENCE

University of Minnesota Law School

Legislation and Regulation (Spring 2024, Spring 2025).

Policymaking and Public Administration (Spring 2025).

Torts (Fall 2023, Fall 2024).

Vanderbilt University

Game Theory (Fall 2023, Fall 2019) (Teaching Assistant).

Public Policy (Spring 2023, Spring 2022) (Teaching Assistant).

Math Camp (Fall 2021; Fall 2020) (Instructor to graduate students).

Statistics II (Spring 2021) (Recitation Instructor to graduate students).

Statistics I (Fall 2020) (Recitation Instructor to graduate students).

iLaw

Administrative Law (Summer 2016) (Teaching Assistant).

## SELECTED PROFESSIONAL AND UNIVERSITY SERVICE

Lawfare	2025 – Present
Contributing Editor	

Minnesota Supreme Court Historical Society	2025 – Present
Appointed Board Member	

Committee Service:	
Appointments Committee.	2024 – Present
Judicial Clerkship Committee.	2023 – 2025
Clerk of Faculty.	2023 – 2024

Conference Organization:	
Section 3, Insurrection, and the 2024 Election (University of Minnesota).	Oct. 2023
The Evolving Executive Conference (Vanderbilt University).	Sep. 2022
Vanderbilt Graduate Idea Symposium.	Dec. 2021

Journal Referee:

*Journal of Policy Analysis and Management*

*Journal of Politics*

*Journal of Public Administration Research and Theory*

*Presidential Studies Quarterly*

*Stanford Law Review*

Professional Memberships:

American Bar Association.  
 American Political Science Association.  
 Association of American Law Schools.  
 Midwest Political Science Association.  
 Southern Political Science Association.

**PROFESSIONAL EXPERIENCE**

Chief Judge John R. Tunheim, U.S. District Court Judicial Law Clerk	Minneapolis, MN Aug. 2017 – Aug. 2018
Judge Tracy M. Smith, Minnesota Court of Appeals Judicial Law Clerk	St. Paul, MN Aug. 2016 – Aug. 2017
Myers Thompson P.A. Summer Associate	Minneapolis, MN May 2015 – Aug. 2015
Advocates for Human Rights Refugee and Immigrant Program Law Clerk	Minneapolis, MN June 2014 – Aug. 2014

**RESEARCH ASSISTANT POSITIONS**

Vanderbilt University David E. Lewis (Presidency and Bureaucracy). Brad Smith (Statutory Interpretation and Formal Models). Sharece Thrower (Judicial Politics, Bureaucracy, and Machine Learning). Nicholas Zeppos (Private Governance and the Media).	2018 – 2023
William and Mary Law School Neal Devins (Bureaucracy and Quantitative Methods).	2022
University of Minnesota Law School Kristin E. Hickman (Administrative Law and Bureaucracy). Steve Meili (Immigration and International Human Rights). Robert Stein (Statutory Interpretation and Supreme Court History).	2014 – 2016

**RESEARCH AFFILIATIONS**

Georgetown University – Department of Government Affiliate Researcher	Since 2021
Vanderbilt University – Center for the Study of Democratic Institutions Affiliate Researcher	Since 2019

**BAR ADMISSIONS**

Minnesota	Since 2016
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