

CHRIS PIPER

Presidential Personnel • Senate Confirmation • Civil Service Reform

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CURRENT POSITIONS

Partnership for Public Service Washington, DC

Manager, Center for Presidential Transition / Policy Team 2023–Present

Leads the policy team's research agenda on presidential personnel, civil service reform, and federal government management. Authors original datasets and analysis used by Congress, the media, and presidential transition teams; briefs Hill staff and administration officials on institutional reform.

Miller Center, University of Virginia Charlottesville, VA

Practitioner Fellow 2026–Present

George Washington University, Graduate School of Political Management Washington, DC

Adjunct Professor 2025–Present

EDUCATION

Vanderbilt University Nashville, TN

Ph.D., Political Science 2023

M.A., Political Science 2022

University of Illinois at Urbana-Champaign Champaign, IL

B.S., Political Science 2018

POLICY ANALYSIS AND REPORTS

Policy analysis and reports on presidential appointments, Senate confirmation, leadership vacancies, and civil service reform, produced for Congress, presidential transition teams, and the public.

Piper, Chris. 2026. "The Politicization of Federal Leadership: Record Non-Senate Confirmed Presidential Appointments and the Hollowing Out of Career Leadership." Partnership for Public Service.

Piper, Chris. 2026. "Fewer Nominees, Easier Confirmations: Trump's Personnel Landscape at 400 Days." Partnership for Public Service.

Piper, Chris. 2026. "What Schedule Policy/Career Means for the Federal Workforce." Partnership for Public Service.

Piper, Chris and Kathryn Dunn Tenpas. 2026. "Assessing President Trump's Second-Term Staffing Record." Brookings Institution.

Piper, Chris. 2026. "At-Will Employment: What the Federal Government Can Learn from States." Partnership for Public Service.

Piper, Chris. 2025. "Momentum Lost: Taking Stock of Trump's Nominations at the 300-Day Mark." Brookings Institution.

Piper, Chris. 2025. "Nominees on the Run: An Early Outlier in Trump's Second Term." Brookings Institution.

Piper, Chris. 2025. "President Trump's Firing of Inspectors General Threatens Government Accountability and Efficiency." Partnership for Public Service.

Piper, Chris and Kathryn Dunn Tenpas. 2025. "Will the New Senate Rule Make It Easier for Presidents to Confirm Their Teams?" Brookings Institution.

Piper, Chris. 2025. "All the President's Nominations: Taking Stock at the 200-Day Mark." Brookings Institution.

- Piper, Chris.** 2025. "Evaluating Presidential Personnel and the Senate Confirmation Process in the First 100 Days." Partnership for Public Service.
- Piper, Chris, Husam AlZubaidy, and Mary Monti.** 2025. "Ready, Set...Wait: Nominee Experiences through the Senate Confirmation Process." Partnership for Public Service.
- Piper, Chris.** 2025. "Confirming the Cabinet: Historical Trends of Cabinet Secretary Confirmations Across the Last Five Presidential Administrations." Partnership for Public Service.
- Piper, Chris.** 2025. "Personnel Opportunities and Challenges for Trump's Second Term." Partnership for Public Service.
- Piper, Chris.** 2024. "Recent Academic Research Confirms Detrimental Effects of Leadership Vacancies on Federal Agency Performance." Partnership for Public Service.
- Piper, Chris.** 2024. "The Basics of the Federal Vacancies Reform Act for New Administrations." Partnership for Public Service.
- Piper, Chris and Paul Hitlin.** 2024. "Presidential Appointments Are Hard to Track — and Growing." Partnership for Public Service.
- Piper, Chris.** 2024. "Ripe for Reform: Recommendations for a More Effective Senate Confirmation Process." Partnership for Public Service.
- Piper, Chris.** 2024. "Federal Vacancies Guide." Partnership for Public Service.
- Piper, Chris and Dylan Torres.** 2024. "Persistently Vacant: Critical Federal Leadership Positions Go Unfilled for Years." Partnership for Public Service.
- Piper, Chris.** 2024. "LGBTQ+ Service in the Executive Branch." Partnership for Public Service.
- Piper, Chris.** 2024. "Taking Stock of the Vacancy Crisis Across Cabinet Departments." Partnership for Public Service.
- Piper, Chris.** 2024. "Layered Leadership: Examining How Political Appointments Stack Up at Federal Agencies." Partnership for Public Service.
- Piper, Chris.** 2023. "Empty Seats: Slow Senate Confirmation Process Leaves Many Part-Time Boards and Commissions with Vacancies." Partnership for Public Service.
- Piper, Chris.** 2023. "The Broken Senate Confirmation Process Is Eating Up Precious Floor Time." Partnership for Public Service.

PEER-REVIEWED ARTICLES

Research examines presidential control of the administrative state, with a focus on how appointments, vacancies, and acting officials shape agency performance and democratic accountability.

- Piper, Christopher, Mark Richardson, and David E. Lewis.** 2024. "Measuring the Impact of Appointee Vacancies on U.S. Federal Agency Performance." *Journal of Politics*, 87(2): 680–95.
- Piper, Christopher and David R. Miller.** 2024. "Acting(s) without Consequence: The (Lack of) Public Costs for Vacancies and Acting Officials." *Presidential Studies Quarterly*, 54(2): 144–61.
- Piper, Christopher.** 2022. "Presidential Strategy Amidst the 'Broken' Appointments Process." *Presidential Studies Quarterly*, 52(4): 843–74.
- Piper, Christopher and David E. Lewis.** 2022. "Do Vacancies Hurt Federal Agency Performance?." *Journal of Public Administration Research and Theory*, 33(2): 313–28.
- Piper, Christopher.** 2022. "Going for Goals: Presidential Appointments and Agency Goal Change." *Presidential Studies Quarterly*, 52(1): 140–67.

TEACHING EXPERIENCE

Lead Instructor

Legislative Data and Analytics (Graduate) Fall 2025, Spring 2026

George Washington University

Event History Modeling Workshop (Graduate) Fall 2021

SELECTED INVITED TALKS

“Staffing the Government: An Analysis of Trump’s Personnel Strategy Across His Two Terms.” Brookings Institution, 2026.

“Inspectors General: Government Watchdogs Left Out in the Cold.” Virginia Tech School of Public and International Affairs, 2025.

“From Research to Reform: The Senate Confirmation Process.” Center for Effective Government, University of Chicago, 2024.

“The Law of Presidential Transitions.” American Bar Association Administrative Law Conference, 2024.

SELECTED MEDIA COVERAGE

“Trump Takes ‘Imperial Presidency’ to a New Level.” *New York Times*, December 21, 2025. Coverage of Brookings Institution analysis on presidential nomination withdrawals.

“Playbook PM.” *Politico Playbook*, February 22, 2024. Coverage of Partnership for Public Service report on presidential appointments and the Senate confirmation process.

“Tears in the House.” *Semafor*, November 3, 2023. Coverage of Partnership for Public Service analysis on Senate floor votes and the confirmation process.

“Some Biden Nominees Languished in Senate Limbo for Hundreds of Days.” *Semafor*, February 22, 2024.

“Schedule F Won’t Fix Government’s Performance Management Problems, Report Finds.” *Government Executive*, January 30, 2026. Coverage of Partnership for Public Service report on at-will employment and civil service reform.

“Presidential Appointees Go Unconfirmed for Longer. Blame the Senate.” *Federal Times*, July 10, 2024.

“Too Many Positions Require Senate Confirmation, Reform Needed: Report.” *FEDmanager*, February 27, 2024.

“The Senate Has Too Many Appointees to Confirm, and It’s Hurting Agencies.” *Government Executive*, February 23, 2024.

HONORS AND AWARDS

APSA Executive Politics Section Best Graduate Student Paper Award 2023