

## Online appendix

### Robustness checks

In the following section, we provide additional regression models corroborating the robustness of our findings. Table A1 displays the results of multinomial logit regressions predicting the three empirically relevant ministerial types (non-expert insiders, expert insiders, and expert outsiders) (see also Figure A1) as an alternative empirical strategy. The regression models presented in Table A2 re-run the main logistic models using cabinet fixed effects instead of cabinet-level random effects. Neither the use of a multinomial logit design, nor the specification of cabinet fixed effects alter our substantive results.

Tables A3 and A4 we introduce additional control variables. Specifically, we use a dummy variable for portfolios, which we expect to be of particular ‘national interest’ (Defense, Justice, Foreign Affairs) in Table A3. This is because, certain sensitive policy areas may see more appointments of politically ‘neutral’ candidates (outsiders) and experts. While the variable has positive and significant effects on outsider and expert appointments, as expected, the support for H4 and H5 persists.<sup>12</sup> Table A4 presents the results of regression models controlling for government type (single-party/coalition government) and standard economic indicators (GDP growth, unemployment, inflation) (Alexiadou, 2016).<sup>13</sup> None of these variables display significant effects on outsider or expert appointments. Again, our main results remain unaffected when including these controls.

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<sup>12</sup>We decided not to include this variable in the main regression models as there are no clear ex-ante criteria to decide which portfolios actually are of particular national interest and – even more so – which ones are not.

<sup>13</sup>Economic performance indicators are derived from the official database of the Austrian Ministry of Employment (<https://www.dnet.at/amis/Datenbank/>).

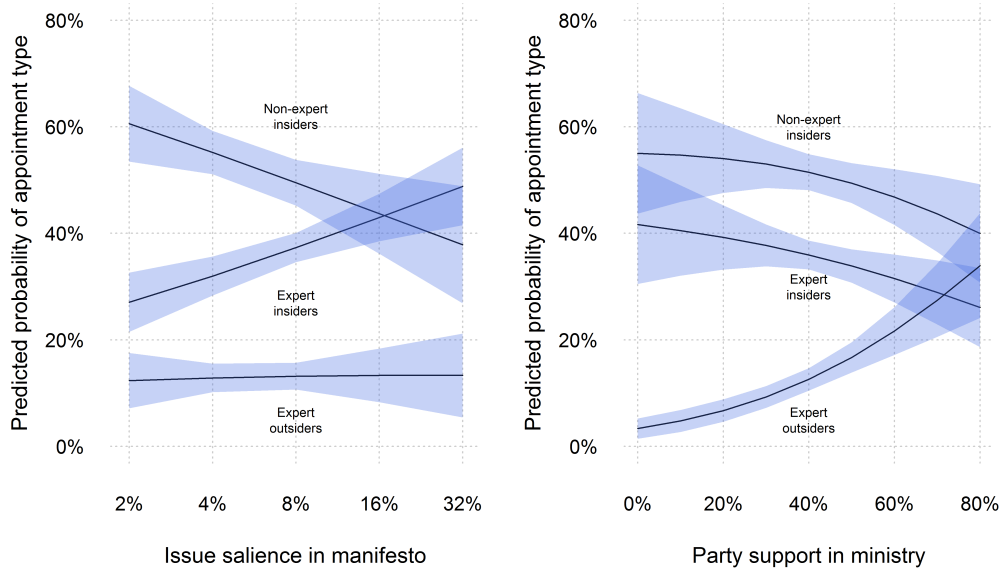
**Table A1:** Explaining outsider and expert appointments: multinomial logit (1967–2020), reference group: non-expert insiders

	Full		No JMs	
	Exp. insiders	Exp. outsiders	Exp. insiders	Exp. outsiders
Issue salience in manifesto ( <i>ln</i> )	0.53** (0.22)	0.25 (0.27)	0.39 (0.25)	0.15 (0.32)
Share of cabinet budget ( <i>ln</i> )	-0.22 (0.18)	-0.20 (0.24)	-0.14 (0.21)	-0.23 (0.26)
# Departments in ministry	0.18** (0.09)	0.18 (0.11)	0.19** (0.09)	0.23** (0.12)
Patronage ministry	-0.093 (0.43)	-0.67 (0.52)	-0.19 (0.44)	-0.82 (0.55)
Party support in bureaucracy	-0.0034 (0.01)	0.041*** (0.01)	-0.000022 (0.01)	0.044*** (0.01)
Portfolio salience	-1.63** (0.72)	-0.34 (0.85)	-1.47** (0.74)	-0.28 (0.86)
Social partnership portfolio	2.46*** (0.37)	0.41 (0.54)	2.49*** (0.42)	0.12 (0.63)
Insider as party leader	-0.29 (0.52)	-0.88 (0.68)	-1.15* (0.61)	-1.65* (0.87)
Reshuffle appointment	-0.75* (0.39)	0.65 (0.44)	-0.95** (0.46)	0.85* (0.48)
Junior minister (co-partisan)	-0.83 (0.63)	-1.32 (1.01)		
Junior minister (watchdog)	-1.81** (0.88)	0.20 (0.99)		
SPÖ	-0.92 (0.67)	-3.30*** (0.84)	-1.46* (0.77)	-3.79*** (0.99)
ÖVP	-0.63 (0.66)	-2.76*** (0.80)	-1.66** (0.80)	-3.68*** (1.01)
Constant	-0.63 (1.57)	-1.40 (1.59)	1.38 (1.78)	-0.48 (1.81)
Decade dummies	Yes	Yes	Yes	Yes
Observations	375		293	
Log likelihood	-271		-220	
AIC	619		508	

Note: Cabinet-clustered standard errors in parentheses.

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

**Fig. A1:** Predicted probabilities of ministerial type for selected independent variables (based on full model in Table A1)



**Table A2:** Explaining outsider and expert appointments (1967–2020)

	Outs.	Outs. (no JMs)	Exp.	Exp. (no JMs)
Issue salience in manifesto ( <i>ln</i> )	0.21 (0.24)	0.11 (0.30)	0.45*** (0.17)	0.44** (0.20)
Share of cabinet budget ( <i>ln</i> )	-0.13 (0.21)	-0.16 (0.24)		
# Departments in ministry	0.11 (0.09)	0.19* (0.10)		
Patronage ministry	-0.49 (0.46)	-0.60 (0.49)		
Party support in bureaucracy	0.031*** (0.01)	0.035*** (0.01)	0.0092 (0.01)	0.0092 (0.01)
Portfolio salience	0.15 (0.75)	0.10 (0.77)	-0.90* (0.52)	-0.87 (0.54)
Social partnership portfolio	-1.21*** (0.46)	-1.63*** (0.55)	2.02*** (0.32)	2.12*** (0.37)
Insider as party leader	-1.42 (0.97)	-1.71 (1.12)	0.29 (0.75)	-0.69 (0.86)
Reshuffle appointment	1.02** (0.41)	1.60*** (0.48)	-0.20 (0.33)	-0.21 (0.37)
Junior minister (co-partisan)	-0.12 (0.77)		-1.50*** (0.50)	
Junior minister (watchdog)	0.56 (0.90)		-1.43** (0.62)	
SPÖ	-2.01** (0.84)	-2.20** (0.98)	-1.27** (0.59)	-1.82** (0.72)
ÖVP	-2.32*** (0.80)	-2.86*** (0.98)	-0.65 (0.61)	-1.62** (0.76)
Cabinet fixed effects	Yes	Yes	Yes	Yes
Decade dummies	No	No	No	No
Observations	358	279	386	301
Log likelihood	-102	-74	-167	-130
AIC	229	171	353	276

Note: Standard errors in parentheses.

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

**Table A3:** Explaining outsider and expert appointments (1967–2020)

	Outs.	Outs. (no JMs)	Exp.	Exp. (no JMs)
Issue salience in manifesto ( <i>ln</i> )	0.056 (0.25)	0.22 (0.33)	0.41** (0.17)	0.42** (0.20)
Share of cabinet budget ( <i>ln</i> )	0.28 (0.25)	0.48 (0.31)		
# Departments in ministry	0.012 (0.11)	-0.024 (0.13)		
Patronage ministry	0.15 (0.53)	0.47 (0.63)		
Party support in bureaucracy	0.037*** (0.01)	0.041*** (0.01)	0.011 (0.01)	0.011 (0.01)
National interest portfolio	1.72*** (0.54)	2.30*** (0.69)	0.79** (0.32)	0.54 (0.34)
Portfolio salience	0.92 (0.78)	0.87 (0.84)	-0.56 (0.52)	-0.62 (0.54)
Social partnership portfolio	-0.75 (0.52)	-0.97 (0.62)	2.27*** (0.33)	2.38*** (0.39)
Insider as party leader	-0.92 (0.63)	-1.12 (0.82)	-0.39 (0.46)	-1.12** (0.55)
Reshuffle appointment	0.87** (0.40)	1.33*** (0.45)	-0.28 (0.32)	-0.29 (0.37)
Junior minister (co-partisan)	0.55 (0.84)		-1.27** (0.50)	
Junior minister (watchdog)	1.61* (0.98)		-1.26* (0.66)	
SPÖ	-1.92*** (0.73)	-2.06** (0.89)	-1.57*** (0.56)	-2.06*** (0.66)
ÖVP	-2.16*** (0.73)	-2.21** (0.93)	-1.07* (0.55)	-1.85*** (0.67)
Constant	-4.02** (1.58)	-4.82** (1.97)	-0.46 (1.20)	1.24 (1.38)
$\ln(\sigma_u^2)$	-12.9 (41.59)	-13.0 (55.92)	-13.4 (47.48)	-15.3 (41.69)
Decade dummies	Yes	Yes	Yes	Yes
Observations	386	301	386	301
Log likelihood	-127	-96	-201	-162
AIC	297	231	439	356

Note: Cabinet-clustered standard errors in parentheses.

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

**Table A4:** Explaining outsider and expert appointments (1967–2020)

	Outs.	Outs. (no JMs)	Exp.	Exp. (no JMs)
Issue salience in manifesto ( <i>ln</i> )	0.14 (0.24)	0.034 (0.29)	0.42** (0.17)	0.42** (0.20)
Share of cabinet budget ( <i>ln</i> )	-0.096 (0.21)	-0.14 (0.24)		
# Departments in ministry	0.13 (0.09)	0.19* (0.10)		
Patronage ministry	-0.61 (0.47)	-0.74 (0.50)		
Party support in bureaucracy	0.036*** (0.01)	0.041*** (0.01)	0.0092 (0.01)	0.0099 (0.01)
Single-party government	1.18 (1.66)	0.16 (1.73)	2.35 (1.58)	1.70 (1.64)
GDP growth (percent)	-0.023 (0.10)	-0.044 (0.10)	-0.029 (0.09)	-0.031 (0.09)
Unemployment (percent)	0.27 (0.38)	0.24 (0.40)	0.12 (0.32)	0.053 (0.35)
Inflation (percent)	-0.010 (0.19)	0.041 (0.21)	0.019 (0.16)	-0.049 (0.17)
Portfolio salience	0.28 (0.76)	0.29 (0.78)	-0.84 (0.52)	-0.82 (0.54)
Social partnership portfolio	-1.17** (0.47)	-1.51*** (0.54)	2.07*** (0.32)	2.24*** (0.38)
Insider as party leader	-0.84 (0.65)	-1.35 (0.86)	-0.22 (0.47)	-0.97* (0.57)
Reshuffle appointment	0.95** (0.41)	1.33*** (0.47)	-0.33 (0.34)	-0.32 (0.38)
Junior minister (co-partisan)	-0.0015 (0.78)		-1.53*** (0.50)	
Junior minister (watchdog)	0.95 (0.92)		-1.60** (0.64)	
SPÖ	-2.29*** (0.72)	-2.72*** (0.88)	-1.77*** (0.54)	-2.20*** (0.64)
ÖVP	-2.37*** (0.70)	-3.03*** (0.92)	-1.07** (0.54)	-1.87*** (0.65)
Constant	-4.17 (3.16)	-2.64 (3.35)	-2.36 (2.73)	0.22 (2.86)
$\ln(\sigma^2_u)$	-15.1 (41.62)	-14.7 (41.61)	-14.2 (41.55)	-15.3 (41.65)
Decade dummies	Yes	Yes	Yes	Yes
Observations	386	301	386	301
Log likelihood	-132	-102	-203	-163
AIC	311	248	447	363

Note: Cabinet-clustered standard errors in parentheses.

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

## Expertise coding rules

Table A5 provides a list of all occupational areas that we consider sources of expertise for individual ministerial portfolios. Appointees who spent at least one career episode in one of these categories prior to their appointment are coded as expert ministers if they receive the matching portfolio.

**Table A5:** Ministerial portfolios and occupational areas where expertise can be acquired.

Ministerial Portfolio	Occupational Area
Finance	Austrian National Bank European Central Bank Academia (economics) Ministerial bureaucracy (finance) Sub-national executive office (finance) Leading function in parliamentary committee (finance)
Social Welfare/Affairs	Chambers of Labor and Commerce Trade unions Social charities Academia (economics or social sciences) Ministerial bureaucracy (social affairs) Sub-national executive office (social affairs) Leading function in parliamentary committee (social affairs)
Interior	Police force Legal professions (lawyers and judges) Academia (law/legal studies) Ministerial bureaucracy (interior) Leading function in parliamentary committee (interior)
Economic Affairs	Business (management) Chambers of Labor and Commerce Trade unions Academia (economics) Ministerial bureaucracy (economic affairs or employment) Sub-national executive office (economic affairs or employment) Leading function in parliamentary committee (economic affairs or employment)
Foreign Affairs	Diplomatic service
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**Table A5 – continued from previous page**

<b>Ministerial Portfolio</b>	<b>Occupational Area</b>
	Supranational organizations International organizations Academia (international law or international relations) Ministerial bureaucracy (foreign affairs) Leading function in parliamentary committee (foreign affairs)
Employment	Business (management) Chambers of Labor and Commerce Trade unions Academia (economics) Ministerial bureaucracy (employment or economic affairs) Sub-national executive office (employment or economic affairs) Leading function in parliamentary committee (employment or economic affairs)
Justice	Legal professions (e.g. lawyers, judges, notaries) Academia (law/legal studies) Ministerial bureaucracy (justice) Sub-national executive office (constitutional affairs) Leading function in parliamentary committee (justice)
Education	Educational staff (e.g. teacher, pedagogue) State school board Academia (educational sciences) Ministerial bureaucracy (education) Sub-national executive office (education) Leading function in parliamentary committee (education)
Science/Research	Academia (any field) Ministerial bureaucracy (science and research) Sub-national executive office (science and research) Leading function in parliamentary committee (science and research)
Reconstruction	Business (management) Chambers of Labor and Commerce Trade unions Academia (economics) Ministerial bureaucracy (reconstruction, economic affairs, employment) Sub-national executive office (reconstruction, economic affairs, employment)
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**Table A5 – continued from previous page**

<b>Ministerial Portfolio</b>	<b>Occupational Area</b>
	Leading function in parliamentary committee (reconstruction, economic affairs, employment)
Agriculture	Agricultural sector (e.g. farmer, forest worker/manager) Chamber of Agriculture Interest groups (agriculture) Academia (agricultural sciences) Ministerial bureaucracy (agriculture) Sub-national executive office (agriculture) Leading function in parliamentary committee (agriculture)
Family Affairs	Interest groups for families, women or children Charities for families, women or children Ministerial bureaucracy (family affairs or women's affairs) Sub-national executive office (family affairs or women's affairs) Leading function in parliamentary committee (family affairs or women's affairs)
State Enterprises/Nationalized Industries	Management of state-owned enterprises Academia (economics) Ministerial bureaucracy (state enterprises) Leading function in parliamentary committee (state enterprises)
Transport	Management of transportation corporations Ministerial bureaucracy (transport) Sub-national executive office (transport) Leading function in parliamentary committee (transport)
Health	Health professions (e.g. doctors, nurses) Social insurance apparatus Academia (health sciences) Ministerial bureaucracy (health) Sub-national executive office (health) Leading function in parliamentary committee (health)
Construction/Technology	Construction industry Technology sector Academia (structural or civic engineering) Ministerial bureaucracy (construction and technology)
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<b>Ministerial Portfolio</b>	<b>Occupational Area</b>
	Sub-national executive office (construction and technology) Leading function in parliamentary committee (construction and technology)
Environment	Environmental protection interest groups and NGOs National park or water resources management Academia (environmental sciences) Ministerial bureaucracy (environment) Sub-national executive office (environment) Leading function in parliamentary committee (environment)
Consumer Protection	Consumers' interest groups Ministerial bureaucracy (consumer protection) Sub-national executive office (consumer protection) Leading function in parliamentary committee (consumer protection)
Defence	Armed forces (e.g. professional military) Ministerial bureaucracy (defense) Leading function in parliamentary committee (defense)
Electricity/Electrification	Management of energy providers Ministerial bureaucracy (electricity/electrification) Sub-national executive office (electricity/electrification) Leading function in parliamentary committee (electricity/electrification)
Women's Affairs	Interest groups for women Charities for women Ministerial bureaucracy (women's affairs) Sub-national executive office (women's affairs) Leading function in parliamentary committee (women's affairs)
Sports	Professional sports Sports management Ministerial bureaucracy (sports) Sub-national executive office (sports) Leading function in parliamentary committee (sports)
Arts	Creative and cultural sector (e.g. artist) Management of cultural institutions Ministerial bureaucracy (arts)
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<b>Ministerial Portfolio</b>	<b>Occupational Area</b>
	Sub-national executive office (arts)
	Leading function in parliamentary committee (arts and cultural affairs)
Youth	Interest groups for youth and children
	Charities for youth and children
	Ministerial bureaucracy (youth ministry)
	Sub-national executive office (youth portfolio)
	Leading function in parliamentary committee (youth, children)