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ACADEMIC APPOINTMENTS **Texas A&M University** | College Station, Texas
Associate Professor, 2013-
College of Liberal Arts, Department of Political Science
George H.W. Bush School of Government & Public Service
(by courtesy)
Research Fellow, 2015-
Institute for Science, Technology & Public Policy
Colgate University | Hamilton, New York
Assistant Professor, 2007-2013
Department of Political Science

EDUCATION **University of Michigan** | Ann Arbor, Michigan
PhD Political Science & Public Policy, 2007
Cornell University | Ithaca, New York
MPA Public Administration, 1997
Seattle University | Seattle, Washington
BA Political Science, *summa cum laude*, 1995

MONOGRAPHS Teodoro, Manuel P. 2013. *Water Utility Executive Leadership for the 21st Century*. Denver: Water Research Foundation.
Teodoro, Manuel P. 2011. *Bureaucratic Ambition: Careers, Motives, and the Innovative Administrator*. Baltimore: Johns Hopkins University Press.
❖ 2016 Herbert Simon Book Award, American Political Science Association.
❖ 2013 Best Book Award, American Society for Public Administration, Section on Public Administration Research.

PEER-REVIEWED ARTICLES Teodoro, Manuel P., Mellie Haider and David Switzer. n.d. "U.S. Environmental Policy Implementation on Tribal Lands: Trust, Neglect, and Justice," *Policy Studies Journal*: forthcoming.
Switzer, David and Manuel P. Teodoro. n.d. "Class, Race, Ethnicity, and Justice in Safe Drinking Water Act Compliance," *Social Science Quarterly*: forthcoming.

- Teodoro, Manuel P. and Seung-Ho An. 2018. "Citizen-Based Brand Equity: A Model and Experimental Evaluation," *Journal of Public Administration Research and Theory*: forthcoming.
- Wutich, Amber, Jessica Budds, Laura Eichelberger, Jo Geere, Leila Harris, Wendy Jepson, Emma Norman, Kathleen O'Reilly, Amber Pearson, Sameer Shah, K. Simpson, Chad Staddon, Justin Stoler, Manuel P. Teodoro and Sera Young. 2018. "Advancing methods for research on household water insecurity: Studying entitlements and capabilities, socio-cultural dynamics, and political processes, institutions and governance," *Water Security* 2: 1-10.
- Teodoro, Manuel P. 2018. "Measuring Household Affordability for Water and Sewer Utilities," *Journal of the American Water Works Association* 110(1): 13-22.
- Teodoro, Manuel P. and M. Anne Pitcher. 2017. "Contingent Technocracy: Bureaucratic Independence in Developing Countries," *Journal of Public Policy* 37(4): 401-429.
- Teodoro, Manuel P. and Jon R. Bond. 2017. "A Sabermetric Test of Neustadt's Skills Hypothesis, or Why Lyndon Johnson is like Joe Torre and Ronald Reagan is like Bobby Cox," *PS: Political Science & Politics* 50(2): 339-346.
- Konisky, David M. and Manuel P. Teodoro. 2016. "When Governments Regulate Governments," *American Journal of Political Science* 60(3): 559-574.
- Teodoro, Manuel P. and David Switzer. 2016. "Drinking from the Talent Pool: A Resource Endowment Theory of Human Capital and Agency Performance," *Public Administration Review* 76(4): 564-575.
- Switzer, David, Manuel P. Teodoro and Stuart Karasik. 2016. "The Human Capital Resource Challenge: Recognizing and overcoming small utility workforce obstacles," *Journal of the American Water Works Association* 108(8): E416-E424.
❖ 2017 Best Paper Award, AWWA Management & Leadership Division.
- Teodoro, Manuel P. 2014. "When Professionals Lead: Executive Management, Normative Isomorphism, and Policy Implementation," *Journal of Public Administration Research and Theory* 24(4): 983-1004.
- Teodoro, Manuel P. 2013. "Moving In, Managing Up: Executive Job Formation and Political Behaviour," *Journal of Public Policy* 33(2): 137-164.
- Hughes, Adam G. and Manuel P. Teodoro. 2013. "Assessing Professionalism: Street-Level Attitudes and Agency Accreditation," *State & Local Government Review* 45(1): 36-45.

- Teodoro, Manuel P. and Adam G. Hughes. 2012. "Socializer or Signal? How Agency Accreditation Affects Organizational Culture," *Public Administration Review* 72(4): 583-591.
- Teodoro, Manuel P. 2010. "Contingent Professionalism: Bureaucratic Mobility and Adoption of Water Conservation Rates," *Journal of Public Administration Research and Theory* 20(2): 437-459.
- Teodoro, Manuel P. 2010. "The Institutional Politics of Water Conservation," *Journal of the American Water Works Association* 102(2): 98-111.
- Teodoro, Manuel P. 2009. "Bureaucratic Job Mobility and the Diffusion of Innovations," *American Journal of Political Science* 53(1): 175-189.
- Teodoro, Manuel P. 2005. "Measuring Fairness: Assessing the Equity of Municipal Water Rates," *Journal of the American Water Works Association* 97(4): 111-124.
- Teodoro, Manuel P. 2002. "Tailored Rates," *Journal of the American Water Works Association* 94(10): 54-64.

INVITED ARTICLES
& CHAPTERS

- Pitcher, M. Anne and Manuel P. Teodoro. 2018. "The Bureaucracy: Policy Implementation and Reform," in *Institutions and African Political Development*, Nic Cheeseman, ed. New York: Cambridge University Press.
- Switzer, David and Manuel P. Teodoro. 2017. "The Color of Drinking Water: Class, Race, Ethnicity, and Safe Drinking Water Act Compliance," *Journal of the American Water Works Association* 109(9): 40-45.
- Teodoro, Manuel P. and Travis E. Whisenant. 2015. "Water Utility Executive Leadership, Part 3: What Our CEOs Do," *Journal of the American Water Works Association* 107(1): 71-80.
- Davis, Jon P. and Manuel P. Teodoro. 2014. "Financial Capability and Affordability," in *Water and Wastewater Financing and Pricing, Fourth Edition*, ed. by George Raftelis. New York: Taylor & Francis (443-465).
- Teodoro, Manuel P. and Travis E. Whisenant. 2014. "Water Utility Executive Leadership, Part 2: What Our CEOs Think," *Journal of the American Water Works Association* 106(4): 55-63.
- Teodoro, Manuel P. and Travis E. Whisenant. 2013. "Water Utility Executive Leadership, Part 1: Who Our CEOs Are," *Journal of the American Water Works Association* 105(12): 22-30.

- OTHER PUBLICATIONS
- Konisky, David M. and Manuel P. Teodoro. 2016. "Flint Isn't Alone: Drinking water crisis reveals a pervasive weakness in America's environmental regulatory system," Op-Ed, *The Hill* (Feb. 8).
- Teodoro, Manuel P. and David M. Konisky. 2015. "Environmental Regulation: Can government regulate itself?" Mosbacher Institute's *The Takeaway* 6(6): 1-4.
- Teodoro, Manuel P. and David Switzer. 2015. "Workforce Quality & Regulatory Compliance in Economically Challenged Regions: Identifying New Strategies," report to the Workforce Strategies Committee, American Water Works Association.
- Teodoro, Manuel P. 2013. Book review of *Congress vs. the Bureaucracy*, by Mordecai Lee. *Perspectives on Politics* 11(3): 953-955.
- Goering, John M., Katherine Carnevale and Manuel P. Teodoro. 1996. *Expanding Housing Choices for HUD-Assisted Families: Moving to Opportunity*. Washington, DC: HUD.
- WORK UNDER REVIEW
- Paper: "Chief Executive Officer Professional Background and Hospital Performance" (with Austin McCrea).
- Paper: "A Labor Market Theory of Bureaucratic Politics" (with Nathan Favero).
- Paper: "Privatization as Political Decoupling: Water conservation during the 2015-2017 California drought" (with Youlang Zhang and David Switzer).
- Paper: "Honeymoons, Lame Ducks, and Election Cycles: A Sabermetric Analysis of Wins above Expectations in Presidential Time," (with Jon R. Bond).
- WORK IN PROGRESS
- Paper: "Gendered Ambition: Career Advancement in Public Management," (with Robert Maranto, Kristen Carroll, and Albert Cheng).
- Paper: "Race, Career Paths, and Bureaucratic Ambition: Evidence from Public Schools," (with Robert Maranto, Kristen Carroll, and Albert Cheng).
- Paper: "Representative Technocracy: Attitudinal Congruence as Bureaucratic Representation Beyond the Street-Level," (with Seung-Ho An).
- Paper: "The Jackie Robinson Effect in Public Administration: Race, Performance, and Bureaucratic Ambition" (with Kristen Carroll).

Paper: “An ‘A’ for Effort: Performance, Behavior, and Public Executive Salary” (with Kristen Carroll).

Paper: “Green Marble Cake: Three-Level Federalism in Environmental Compliance,” (with Youlang Zhang, David Switzer and Mellie Haider).

Paper: “Pipelines to the Talent Pool: How Public and Private Organizations Leverage Human Capital,” (with D. Switzer).

GRANTS &
RESEARCH
FUNDING

American Water Works Association, “Workforce Quality & Regulatory Compliance in Economically Challenged Regions,” *Technical and Educational Council Grant*; 2015 (\$25,000).

Water Research Foundation, “Water Utility Executive Leadership for the 21st Century;” *Unsolicited Grant*, 2011-12 (Project No. 4342; \$223,347).

Colgate University Research Council, *Discretionary Research Grant*; 2007, 2008-2012 (various amounts, \$900-4,000).

University of Michigan, *Nonprofit & Public Management Research Grant*; 2005 (\$7,500).

FELLOWSHIPS &
SCHOLARSHIPS

G.R. Ford Doctoral Fellowship, Gerald R. Ford Foundation; 2006-07.

Graduate Research Fellowship, National Science Foundation; 2003-06.

Institute for Public Affairs Graduate Fellowship, Cornell University; 1995-97.

Harry S. Truman Scholarship, Truman Scholarship Foundation; 1994.

William J. Sullivan Scholarship (4-year full cost), Seattle University; 1991-95.

AWARDS

Herbert Simon Book Award, American Political Science Association (for *Bureaucratic Ambition*); 2016.

Best Book Award, American Society for Public Administration, Section on Public Administration Research (for *Bureaucratic Ambition*); 2013.

Artinian Travel Award, Southern Political Science Association; 2013.

Norton Long Young Scholar Award, APSA Urban Politics Section; 2010.

Fredric Jablin Dissertation Award, International Leadership Association; 2007.

NASPAA Dissertation Award, National Association of Schools of Public Affairs and Administration; 2007.

Lurie Teaching Prize, University of Michigan Honors Program; 2003.

- KEYNOTE ADDRESSES
- “Workforce as a Resource: Taking ‘HR’ Seriously,” *Michigan American Water Works Association Annual Conference* (Sept. 2017).
 - “After Flint: Systemic Challenges in American Drinking Water,” *Utility CFO Forum* (Apr. 2016).
 - “The Utility CEO of the Future,” *Annual General Managers’ Dinner*, American Water Works Association (June 2015).
 - “Utility Executive Careers: Paths and Destinations,” *American Water Works Association Young Professionals Summit* (Feb. 2015).
 - “The Water Utility GM of the Future,” *Association of Metropolitan Water Agencies* (Oct. 2013).
- INVITED TALKS
- University of Gothenburg (Nov. 2017); Indiana University (Oct. 2017); American Water Works Association (Feb. 2017); Water Environment Foundation (Feb. 2016); Arizona State University (Oct. 2015); Texas A&M Ecosystem Science & Management (Apr. 2015); University of Michigan (Sept. 2014); Florida State University (Feb. 2013); University of Southern California (Oct. 2012); Texas A&M University (Feb. 2012); American Water Works Association (Feb. 2011).
- RECENT CONFERENCE PRESENTATIONS
- “Aquatic Panopticon: Participatory Surveillance in Environmental Enforcement,” *Annual Conference*, American Political Science Association; San Francisco, CA (Sept. 2017) (with Y. Zhang).
 - “Ownership and the Talent Pool: Exploring the Conditional Effect of Human Capital,” *Annual Conference*, American Political Science Association; San Francisco, CA (Sept. 2017) (with D. Switzer).
 - “Pipelines from the Talent Pool: How Investor-Owned Utilities Leverage Human Capital,” *Annual Conference and Exposition*, American Water Works Association; Philadelphia, PA (June 2017) (with D. Switzer).
 - “Water Kiosks: A Canary in the Coalmine for Trust in Utilities?” *Annual Conference and Exposition*, American Water Works Association; Philadelphia, PA (June 2017) (with S. Zuhlke).
 - “Fresh Starts, Blown Saves, or Late-Inning Rallies? A sabermetric analysis of presidential time and legislative success,” *Annual Conference*, Midwest Political Science Association; Chicago, IL (Apr. 2017) (with J. Bond).
 - “Representative Technocracy? Attitudinal Congruence as Bureaucratic Representation Beyond the Street Level,” *Annual Conference*, Midwest Political Science Association; Chicago, IL (Apr. 2017) (with S. An).

- “Environmental Marble Cake: Three-Level Federalism in Environmental Compliance,” *Annual Conference*, American Political Science Association; Philadelphia, PA (Sep. 2016) (with D. Switzer, Y. Zhang and M. Haider).
- “Gender, Career Paths, and Bureaucratic Ambition,” *Annual Conference*, American Political Science Association; Philadelphia, PA (Sep. 2016) (with R. Maranto, K. Carroll and A. Cheng).
- “Trusted Brands: Appraising Agency Reputation with Experimental Evidence.” *Annual Meeting*, American Society for Public Administration; Seattle, WA (Mar. 2016) (with S. An).
- “Brand Value: Who do People Trust to Manage the Nexus?” *National Conference & Global Forum on Science, Policy and the Environment*; Washington, DC (Jan. 2016).
- “Presidents, Baseball, and Wins Above Expectations: What Can Sabermetrics Tell Us about Presidential Success?” *Annual Conference*, Southern Political Science Association; San Juan, PR (Jan. 2016).
- “Class, Race, Ethnicity, and Justice in Local Government Environmental Compliance,” *Fall Research Conference*, Association for Public Policy and Management; Miami, FL (Nov. 2015).
- “Be Like the Cool Kids: A Spatio-Ideological Gravity Model of Policy Diffusion,” *Annual Conference*, American Political Science Association; San Francisco, CA (Sept. 2015).
- “U.S. Environmental Policy under Tribal Governance,” *Annual Conference*, American Political Science Association; San Francisco, CA (Sept. 2015) (with M. Haider and D. Switzer).
- “Drinking from the Talent Pool: Human Capital, Organizational Capacity, and Regulatory Compliance,” *Annual Conference and Exposition*, American Water Works Association; Anaheim, CA (June 2015) (with D. Switzer & S. Karasik).
- “The Distributional Consequences of Public Administration Labor Markets,” *Public Management Research Conference*, Public Management Research Association; Minneapolis, MN (June 2015).
- “Class, Race, Ethnicity, and Justice in Safe Drinking Water Act Compliance and Enforcement,” *Annual Meeting*, Midwest Political Science Association; Chicago, IL (Apr. 2015) (with D. Switzer).
- “Drinking from the Talent Pool: Human Capital, Task Complexity, and Policy Implementation,” *Annual Meeting*, Southern Political Science Association; New Orleans, LA (Jan. 2015) (with D. Switzer).

EDITORIAL SERVICE	<p>Editorial Board, <i>Public Administration Review</i>; 2014-</p> <p>Co-editor (with David Konisky), <i>Studies in American Public Policy and Management</i>, book series by Johns Hopkins University Press; 2012-2015.</p> <p>Titles include:</p> <ul style="list-style-type: none"> ❖ <i>Governors, Grants and Elections</i> by Sean Nicholson-Crotty ❖ <i>Rethinking the Administrative Presidency</i> by William Resh <p>Referee, <i>Administration & Society</i>, <i>American Journal of Criminal Justice</i>, <i>American Political Science Review</i>, <i>Governance</i>, Johns Hopkins University Press, <i>Journal of the American Water Resources Association</i>, <i>Journal of the American Water Works Association</i>, <i>Journal of Politics</i>, <i>Journal of Public Administration Research and Theory</i>, <i>Journal of Public Policy</i>, National Science Foundation, <i>Perspectives on Public Policy and Management</i>, <i>Policy Studies Journal</i>, <i>Political Research Quarterly</i>, <i>Public Administration</i>, <i>Public Administration Review</i>, <i>Society & Natural Resources</i>, <i>State & Local Government Review</i>, <i>Utilities Policy</i>.</p>
PROFESSIONAL SERVICE	<p>Chair, <i>Public Administration Section</i>, American Political Science Association, 2017-2018.</p> <p>Member, <i>Water Research Foundation Academic Council</i>, 2016-</p> <p>Member, <i>Public Administration Section Council</i>, American Political Science Association, 2013-2017.</p> <p>Member, <i>Workforce Strategies Committee</i>, American Water Works Association, 2012-</p> <p>Chair, 2017 <i>Herbert Simon Book Award Committee</i>, American Political Science Association.</p> <p>Program Chair, <i>Public Administration section</i>, American Political Science Association <i>Annual Conference</i>, 2016.</p> <p>Program Chair, <i>Science, Technology, and Environmental Politics section</i>, American Political Science Association <i>Annual Conference</i>, 2012.</p> <p>Chair, 2014 <i>Don K. Price Award</i> (best book on science and technology politics) <i>Committee</i>, APSA <i>Science, Technology, and Environmental Politics Section</i>.</p> <p>Chair, 2012 <i>Best Dissertation Award Committee</i>, APSA <i>Urban Politics Section</i>.</p> <p>Award Committee Member: 2015 <i>Leonard White Award</i> (APSA best dissertation, public administration), 2013 <i>Herbert Kaufman Award</i> (APSA best paper, public administration), 2013 <i>Harrell Rodgers Scholarship</i> (MPSA conference travel), 2011 <i>Herbert Simon Award</i>.</p>

Participant, *Water Rates Summit*, Alliance for Water Efficiency, 2012, 2014.

Conference discussant/chair, American Political Science Association *Annual Conference* (2011, 2015, 2016), Midwest Political Science Association *Annual Conference* (2007, 2009, 2014, 2015, 2016, 2017), Southern Political Science Association *Annual Meeting* (2016).

Member, *Rates & Charges Committee*, American Water Works Association, 2005-2011.

UNIVERSITY
SERVICE

Texas A&M University

Political Science Graduate Committee, 2015-2017
Political Science Post-tenure Review Committee, 2015-
Political Science Diversity Committee, 2013-2015.
Political Science Undergraduate Committee, 2013-2015.

Colgate University

Truman Scholarship Committee (chair), 2008-2013.

PHD
COMMITTEES

Seung-Ho An (2017, Texas Tech); Kristen Carroll (2017, Texas A&M); Ohbet Cheon (2016, Houston Methodist Research Institute); Nathan Favero (2016, American University); Abhisekh Ghosh Moulick (2015, Oklahoma); Amanda Rutherford (2015, Indiana); Brian Shreck (2015, Texas Tech); Kathryn Smith-Hicks[†]; David Switzer* (2017, Missouri).

*Chair; [†]Cognate.

TEACHING

Texas A&M University

POLS 207 State & Local Government
POLS 316 Urban Politics
POLS 347 Politics of Energy & the Environment
POLS 623/641 Comparative Federalism & U.S. Local Government
POLS 642 Politics & Public Administration
POLS 646 Public Policy Theory & Analysis (graduate seminar)
POLS 689 Environmental Politics & Public Policy (graduate seminar)

Colgate University

POSC 150 America as a Democracy
POSC 335 U.S. Environmental Politics
POSC 340 Politics of the American Metropolis
POSC 420 Street-level Bureaucracy (seminar)

- OTHER EMPLOYMENT**
- Independent public policy consultancy**
Principal, 2001-
 - Red Oak Consulting / Malcolm Pirnie**
White Plains, New York
Academic Liaison, 2008-2012.
 - FCS Group, Inc.**
Redmond, Washington
Senior Economist, 1997-2001.
 - US Department of Housing & Urban Development**
Washington, DC
Social Science Analyst, 1995.
- AFFILIATIONS**
- American Political Science Association
 - American Society for Public Administration
 - American Water Works Association
 - Association for Public Policy Analysis & Management
 - Midwest Political Science Association
 - Southern Political Science Association
 - Public Management Research Association