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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., Youlang Zhang & David Switzer. 2018. "Political Decoupling: Private Implementation of Public Policy," *Policy Studies Journal* (forthcoming).
Maranto, Robert, Manuel P. Teodoro, Kristen Carroll & Albert Cheng. 2018. "Gendered Ambition: Men's and Women's Career Advancement in Public Administration," *American Review of Public Administration* (forthcoming).

- Maranto, Robert, Kristen Carroll, Albert Cheng & Manuel P. Teodoro. 2018. "Boys will be superintendents: School leadership as a gendered profession," *Kappan* 100(2): 12-15.
- Teodoro, Manuel P. & Seung-Ho An. 2018. "Citizen-Based Brand Equity: A Model and Experimental Evaluation," *Journal of Public Administration Research and Theory* 28(3): 321-338.
- Switzer, David & Manuel P. Teodoro. 2018. "Class, Race, Ethnicity, and Justice in Safe Drinking Water Act Compliance," *Social Science Quarterly* 99(2): 524-535.
- Teodoro, Manuel P., Mellie Haider & David Switzer. 2018. "U.S. Environmental Policy Implementation on Tribal Lands: Trust, Neglect, and Justice," *Policy Studies Journal* 46(1): 37-59.
- 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 & 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. & M. Anne Pitcher. 2017. "Contingent Technocracy: Bureaucratic Independence in Developing Countries," *Journal of Public Policy* 37(4): 401-429.
- Teodoro, Manuel P. & 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. & Manuel P. Teodoro. 2016. "When Governments Regulate Governments," *American Journal of Political Science* 60(3): 559-574.
- Teodoro, Manuel P. & 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 & 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. & Manuel P. Teodoro. 2013. "Assessing Professionalism: Street-Level Attitudes and Agency Accreditation," *State & Local Government Review* 45(1): 36-45.
- Teodoro, Manuel P. & 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 & Manuel P. Teodoro. 2018. "The Bureaucracy: Policy Implementation and Reform," in *Institutions and Democracy in Africa: How the Rules of the Game Shape Political Developments*, Nic Cheeseman, ed. New York: Cambridge University Press.
- Switzer, David & 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. & 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. & 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. & 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. & 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
- Teodoro, Manuel P. 2018. "Affordability: Why Now | Why Us | Why it Matters," *AWWA Connections* (August).
- Konisky, David M. & 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. & David M. Konisky. 2015. "Environmental Regulation: Can government regulate itself?" Mosbacher Institute's *The Takeaway* 6(6): 1-4.
- Teodoro, Manuel P. & 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 & Manuel P. Teodoro. 1996. *Expanding Housing Choices for HUD-Assisted Families: Moving to Opportunity*. Washington, DC: HUD.
- WORK UNDER REVIEW
- Paper: "Race, Career Paths, and Bureaucratic Ambition: Evidence from Public Schools," (with Robert Maranto, Kristen Carroll & Albert Cheng, invitation to revise & resubmit at *Educational Administration Quarterly*).
- Paper: "A Labor Market Theory of Bureaucratic Politics," (with Nathan Favero).
- Paper: "Water Prices in the U.S. are Not 'Cheaper when Drier,' but they might be more affordable," (with David Switzer).
- Paper: "Conservation Enforcement Action and Water Use: Evidence from the California Drought, 2014-2017" (with Youlang Zhang).

WORK IN PROGRESS	<p><u>Paper</u>: “Bureaucratic Politics and the Use of Science in Environmental Policy: ESA Listing Decisions,” (with Kathryn Smith-Hicks & Michael L. Morrison).</p> <p><u>Paper</u>: “Normative Isomorphism and Organizational Performance: Physicians vs. Professional Administrators as Hospital Executives,” (with Austin McCrea).</p> <p><u>Paper</u>: “Honeymoons, Lame Ducks, and Election Cycles: A Sabermetric Analysis of Presidential Time,” (with Jon R. Bond).</p> <p><u>Paper</u>: “In the Green Panopticon: Coproduction as Political Participation,” (with Youlang Zhang & David Switzer).</p> <p><u>Paper</u>: “Representative Technocracy: Attitudinal Congruence as Bureaucratic Representation,” (with Seung-Ho An).</p> <p><u>Paper</u>: “The Jackie Robinson Effect in Public Administration: Race, Performance, and Bureaucratic Ambition” (with Kristen Carroll).</p> <p><u>Paper</u>: “An ‘A’ for Effort: Performance, Behavior, and Public Executive Salary” (with Kristen Carroll).</p> <p><u>Paper</u>: “Pipelines to the Talent Pool: How Public and Private Organizations Leverage Human Capital,” (with D. Switzer).</p>
GRANTS & RESEARCH FUNDING	<p>Cascade Water Alliance, “Water & Sewer Affordability;” 2018 (\$60,000).</p> <p>American Water Works Association, “Workforce Quality & Regulatory Compliance in Economically Challenged Regions,” <i>Technical and Educational Council Grant</i>; 2015 (\$25,000).</p> <p>Water Research Foundation, “Water Utility Executive Leadership for the 21st Century;” <i>Unsolicited Grant</i>, 2011-12 (Project No. 4342; \$223,347).</p> <p>Colgate University Research Council, <i>Discretionary Research Grant</i>; 2007, 2008-2012 (various amounts, \$900-4,000).</p> <p>University of Michigan, <i>Nonprofit & Public Management Research Grant</i>; 2005 (\$7,500).</p>
FELLOWSHIPS & SCHOLARSHIPS	<p><i>G.R. Ford Doctoral Fellowship</i>, Gerald R. Ford Foundation; 2006-07.</p> <p><i>Graduate Research Fellowship</i>, National Science Foundation; 2003-06.</p> <p><i>Institute for Public Affairs Graduate Fellowship</i>, Cornell University; 1995-97.</p> <p><i>Harry S. Truman Scholarship</i>, Truman Scholarship Foundation; 1994.</p> <p><i>William J. Sullivan Scholarship</i> (4-year full cost), Seattle University; 1991-95.</p>

- AWARDS**
- Best Paper Award, AWWA Management & Leadership Division; 2017.*
 - 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**
- Jersey Water Works Annual Conference (Dec. 2018).*
 - California Water Association Annual Conference (Oct. 2018).*
 - American Water Works Association Transformative Issues Symposium (Aug. 2018).*
 - Connecticut AWWA Annual Conference (May 2018).*
 - Michigan AWWA Annual Conference (Sept. 2017).*
 - Utility CFO Forum (Apr. 2016).*
 - American Water Works Association General Managers' Dinner (June 2015).*
 - American Water Works Association Young Professionals Summit (Feb. 2015).*
 - Association of Metropolitan Water Agencies Annual Conference (Oct. 2013).*
- INVITED TALKS**
- University of Kansas (Apr. 2019); University of Toronto (Mar. 2019); Washington University St. Louis (Feb. 2019); University of Michigan (Jan. 2019); Michigan Drinking Water Workshop (Dec. 2018); California State Water Resources Control Board (Apr. 2018); 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); 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
- “Who’s gonna take your garbage out? Regulatory politics of public & private landfills,” *Annual Conference*, Southern Political Science Association; Austin, TX (Feb. 2019) (with D. Konisky).
- “The Politics of Affordable Water in America,” *Annual Conference*, Midwest Political Science Association; Chicago, IL (Apr. 2019) (with D. Switzer).
- “Going to Bat for the White House: A Sabermetric Analysis of Congressional Support for the President,” *Annual Conference*, Midwest Political Science Association; Chicago, IL (Apr. 2019) (with J. Bond).
- “Conservation Enforcement and Water Use: The 2014-2017 California Drought,” *Annual Conference*, American Political Science Association; Boston, MA (Sept. 2018) (with Y. Zhang).
- “Environmental Federalism in Indian Country: does primacy improve enforcement?” *Annual Conference*, American Political Science Association; Boston, MA (Sept. 2018) (with M. Haider).
- “The MBAs Strike Back: Executive professionalism & hospital performance,” *Annual Conference*, American Political Science Association; Boston, MA (Sept. 2018) (with A. McCrea).
- “Affordability Where it Matters Most: Measuring Water Costs for Working Class Households,” *Transformative Issues Forum*, American Water Works Association; Washington, DC (Aug. 2018).
- “Measuring Household Affordability for Sound Rate Setting,” *Annual Conference and Exposition*, American Water Works Association; Las Vegas, NV (June 2018) (with K. Sorensen).
- “Political Decoupling: Private Implementation of Public Policy,” *Annual Conference*, Midwest Political Science Association; Chicago, IL (Apr. 2018) (with Y. Zhang).
- “A Whole New Ball Game? Sabermetric Analysis of Presidential Legislative Success through Trump’s First Year,” *Annual Conference*, Midwest Political Science Association; Chicago, IL (Apr. 2018) (with J. Bond).
- “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).

EDITORIAL
SERVICE

Associate Editor, *AWWA Water Science*; 2019-

Editorial Board, *Journal of Public Administration Research and Theory*, 2019-

Editorial Board, *Public Administration Review*; 2014-2017.

Co-editor (with David Konisky), *Studies in American Public Policy and Management*, book series by Johns Hopkins University Press; 2012-2015.

Titles include:

- ❖ *Governors, Grants and Elections* by Sean Nicholson-Crotty
- ❖ *Rethinking the Administrative Presidency* by William Resh

Referee, *Administrative Theory & Praxis*, *Administration & Society*, *American Journal of Criminal Justice*, *American Political Science Review*, *Environmental Politics*, *Global Environmental Politics*, *Governance*, Johns Hopkins University Press, *Journal of the American Water Resources Association*, *Journal of the American Water Works Association*, *Journal of Politics*, *Journal of Public Administration Research and Theory*, *Journal of Public Policy*, Lake Champlain Sea Grant, National Science Foundation, Oxford University Press, *Perspectives on Public Management & Governance*, *Policy Studies Journal*, *Political Research Quarterly*, *Public Administration*, *Public Administration Review*, *Society & Natural Resources*, *State & Local Government Review*, *Urban Affairs Review*, *Utilities Policy*.

PUBLIC SERVICE *Transformative Issues Symposium: Affordability* planning committee, American Water Works Association, 2018.

Affordability Symposium participant, California State Water Resources Control Board, 2018.

Water, Sanitation & Hygiene (WASH) Expert Consultative Group, UNICEF/World Health Organization, 2018.

Academic Council, Water Research Foundation, 2016-2018.

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

Workforce Strategies Committee, American Water Works Association, 2012-

Rates & Charges Committee, American Water Works Association, 2005-2011;
2018-

ACADEMIC
SERVICE

Chair, *Public Administration Section*, American Political Science Association,
2017-2018.

Member, *Public Administration Section Council*, American Political Science
Association, 2013-2019.

Chair, 2017 *Herbert Simon Book Award Committee*, American Political Science
Association.

Program Chair, Public Administration section, American Political Science
Association *Annual Conference*, 2016.

Program Chair, Science, Technology, and Environmental Politics section,
American Political Science Association *Annual Conference*, 2012.

Chair, 2014 *Don K. Price Award* (best book on science and technology
politics) *Committee*, APSA Science, Technology, and Environmental
Politics Section.

Chair, 2012 *Best Dissertation Award Committee*, APSA Urban Politics Section.

Award Committee Member: 2015 *Leonard White Award* (APSA best
dissertation, public administration), 2013 *Herbert Kaufman Award* (APSA
best paper, public administration), 2013 *Harrell Rodgers Scholarship*
(MPSA conference travel), 2011 *Herbert Simon Award*.

Conference discussant/chair, American Political Science Association *Annual
Conference* (2011, 2015, 2016), Midwest Political Science Association
Annual Conference (2007, 2009, 2014, 2015, 2016, 2017, 2019), Southern
Political Science Association *Annual Meeting* (2016, 2019).

UNIVERSITY
SERVICE

Texas A&M University

Director, Program in Politics & Public Policy, 2017-
Political Science Graduate Committee, 2015-2017
Political Science Post-tenure Review Committee, 2015-2017.
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 (2018, Texas Tech); Kristen Carroll (2017, Vanderbilt); Ohbet Cheon (2016, Houston Methodist Research Institute); Nathan Favero (2016, American University); Nathalie Mendez; Abhisekh Ghosh Moulick (2015, Oklahoma); Amanda Rutherford (2015, Indiana); Brian Shreck (2015, Texas Tech); Kathryn Smith-Hicks[†] (2017, Texas A&M Natural Resources Institute); David Switzer* (2017, Missouri); Youlang Zhang*.

*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 (graduate seminar)
 POLS 642 Politics & Public Administration (graduate seminar)
 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 **Independent public policy consultancy**

EMPLOYMENT Principal, 2001-

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