

CONTACT Texas A&M University Phone | (979) 845-2138
Department of Political Science Email | mteodoro@tamu.edu
2010 Allen Building Web | <http://mannyteodoro.com>
College Station, Texas 77843 Twitter | @MPTeodoro

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
College of Literature, Arts & Sciences | G.R. Ford School of Public Policy
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. n.d. "Political Decoupling: Private Implementation of Public Policy," *Policy Studies Journal* (forthcoming).
Teodoro, Manuel P. 2019. "Water and Sewer Affordability in the United States," *AWWA Water Science* (forthcoming).

- Maranto, Robert, Manuel P. Teodoro, Kristen Carroll & Albert Cheng. n.d. "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.
- Teodoro, Manuel P. 2018. "Measuring Household Affordability for Water and Sewer Utilities," *Journal of the American Water Works Association* 110(1): 13-22.
❖ 2019 Best Paper Award, AWWA Management & Leadership Division.
- 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. & 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*, 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
- Metzler, Jake & Manuel P. Teodoro. 2019. "Dude, Where's My Rates? Best (and Worst) Practices in Providing Rates Information Online," *Journal of the American Water Works Association* 111(1): 40-47.
- 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: "Water Prices in the U.S. are Not 'Cheaper when Drier,' but they might be more affordable," (with David Switzer, invitation to revise & resubmit at *Water Resources Research*).
- Paper: "Race, Career Paths, and Bureaucratic Ambition," (with Robert Maranto, Kristen Carroll & Albert Cheng).
- Paper: "A Labor Market Theory of Bureaucratic Politics," (with Nathan Favero).

- Paper: “Conservation Enforcement Action and Water Use: Evidence from the California Drought, 2014-2017” (with Youlang Zhang).
- WORK IN PROGRESS Paper: “In the Green Panopticon: Coproduction as Political Participation,” (with Youlang Zhang & David Switzer).
- Paper: “Bureaucratic Politics and the Use of Science in Environmental Policy: ESA Listing Decisions,” (with Kathryn Smith-Hicks & Michael L. Morrison).
- Paper: “Normative Isomorphism and Organizational Performance: Physicians vs. Professional Administrators as Hospital Executives,” (with Austin McCrea).
- Paper: “Honeymoons, Lame Ducks, and Election Cycles: A Sabermetric Analysis of Presidential Time,” (with Jon R. Bond).
- Paper: “Representative Technocracy: Attitudinal Congruence as Bureaucratic Representation,” (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: “Pipelines to the Talent Pool: How Public and Private Organizations Leverage Human Capital,” (with D. Switzer).
- Book manuscript: *When Governments Regulate Governments* (with David Konisky).
- GRANTS & RESEARCH FUNDING Spring Point Partners, “New Directions in Water & Sewer Affordability;” 2019-2021 (\$305,250).
- Cascade Water Alliance, “Water & Sewer Affordability;” 2018 (\$60,000).
- 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
- 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
- Metcalf Institute Science Workshop for Journalists* (June 2019)
 - 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

- “In the Green Panopticon: Environmental Coproduction as Political Participation,” *Environmental Politics & Governance Conference*; Santa Barbara, CA (June 2019) (with Y. Zhang & D. Switzer).
- “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).
- “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).
- “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*, 2018-
- 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, Law & Social Inquiry, 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, Water Economics & Policy.

PUBLIC SERVICE *Affordability Workshop, California Public Utilities Commission, 2019.*
Water Rate Affordability Advisory Group, Chicago Metropolitan Planning Council, 2018.
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, 2018-2019.
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 APSA Leonard White Award, 2013 APSA Herbert Kaufman Award, 2013 APSA Harrell Rodgers Scholarship, 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, Arizona); 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* (2018, Texas A&M); Samantha Zuhlke.*

*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 APPOINTMENTS **Independent public policy consultancy**
 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