

CONTACT	La Follette School of Public Affairs University of Wisconsin-Madison 1225 Observatory Drive Madison, Wisconsin 53706	Phone 608.262.3581 Email mteodoro@wisc.edu Web http://mannyteodoro.com Twitter @MPTeodoro
ACADEMIC APPOINTMENTS	University of Wisconsin Madison, Wisconsin Associate Professor, 2020- Robert M. La Follette School of Public Affairs Texas A&M University College Station, Texas Associate Professor, 2013-2020 College of Liberal Arts, Department of Political Science 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, <i>summa cum laude</i> , 1995	
BOOK	Teodoro, Manuel P. 2011. <i>Bureaucratic Ambition: Careers, Motives, and the Innovative Administrator</i> . Baltimore: Johns Hopkins University Press. ❖ 2016 <i>Herbert Simon Book Award</i> , American Political Science Association. ❖ 2013 <i>Best Book Award</i> , American Society for Public Administration, Section on Public Administration Research.	
PEER-REVIEWED ARTICLES	Haider, Mellie & Manuel P. Teodoro. n.d. "Environmental Federalism in Indian Country: sovereignty, primacy, and environmental protection," <i>Policy Studies Journal</i> (forthcoming). Teodoro, Manuel P., Youlang Zhang & David Switzer. 2020. "Political Decoupling: Private Implementation of Public Policy," <i>Policy Studies Journal</i> 48(2): 401-424. Teodoro, Manuel P. & Robin Rose Saywitz. 2020. "Water and Sewer Affordability in the United States, 2019," <i>AWWA Water Science</i> 2(2): e1176.	

- Switzer, David & Manuel P. Teodoro. 2019. "Comment on 'U.S. Urban Water Prices: Cheaper When Drier,' by Luby, Polasky, and Swackhamer," *Water Resources Research* 55: 6316–6321.
- Maranto, Robert, Manuel P. Teodoro, Kristen Carroll & Albert Cheng. 2019. "Gendered Ambition: Men's and Women's Career Advancement in Public Administration," *American Review of Public Administration* 49(4): 469-481.
- Teodoro, Manuel P. 2019. "Water and Sewer Affordability in the United States," *AWWA Water Science* 1(2): e1129.
- 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 AWWA* 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. "Presidents, Baseball, and Wins above Expectations: 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 AWWA* 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.
- 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 AWWA* 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 AWWA* 97(4): 111-124.
- Teodoro, Manuel P. 2002. "Tailored Rates," *Journal AWWA* 94(10): 54-64.
- INVITED ARTICLES & CHAPTERS
- Teodoro, Manuel P. & Robin Rose Saywitz. 2020. "A snapshot of water and sewer affordability in the United States, 2019," *Journal AWWA* 112(8): 10-19.
- 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 AWWA 109(9): 40-45.

Teodoro, Manuel P. & Travis E. Whisenant. 2015. "Water Utility Executive Leadership, Part 3: What Our CEOs Do," *Journal AWWA* 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 AWWA* 106(4): 55-63.

Teodoro, Manuel P. & Travis E. Whisenant. 2013. "Water Utility Executive Leadership, Part 1: Who Our CEOs Are," *Journal AWWA* 105(12): 22-30.

RESEARCH
REPORTS

Teodoro, Manuel P. 2019. "Water & Sewer Service Affordability in Ohio: Assessment & Opportunities for State Policy," report to the Alliance for the Great Lakes and Ohio Environmental Council.

Teodoro, Manuel P. & Robin Rose Saywitz. 2019. "Water & Sewer Affordability in the Cascade Water Alliance Service Area," report to the Cascade Water Alliance.

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. *Water Utility Executive Leadership for the 21st Century*. Denver: Water Research Foundation.

Goering, John M., Katherine Carnevale & Manuel P. Teodoro. 1996. *Expanding Housing Choices for HUD-Assisted Families: Moving to Opportunity*. Washington, DC: HUD.

OTHER
PUBLICATIONS

Teodoro, Manuel P. & Robin Rose Saywitz. 2020. "A snapshot of water and sewer affordability in the United States, 2019" *Journal AWWA* 112(8): 10-19.

Metzler, Jake & Manuel P. Teodoro. 2019. "Dude, Where's My Rates? Best (and Worst) Practices in Providing Rates Information Online," *Journal AWWA* 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. 2013. Book review of *Congress vs. the Bureaucracy*, by Mordecai Lee. *Perspectives on Politics* 11(3): 953-955.
- WORK UNDER REVIEW
- Paper: "Race, Career Paths, and Bureaucratic Ambition," (with Kristen Carroll, Albert Cheng & Robert Maranto).
- Paper: "Public water waste reporting: contextual correlates and conservation outcomes," (with Youlang Zhang & David Switzer).
- WORK IN PROGRESS
- Paper: "Coproduction without Production: Public Engagement as Symbolic Environmental Policy" (with Robin Rose Saywitz).
- Paper: "A Labor Market Theory of Bureaucratic Politics" (with Nathan Favero).
- Paper: "Bureaucratic Politics and the Use of Science in Environmental Policy: ESA Listing Decisions" (with Kathryn Smith-Hicks & Michael L. Morrison).
- Paper: "Honeymoons, Lame Ducks, and Election Cycles: A Sabermetric Analysis of Presidential Time" (with Jon R. Bond).
- Paper: "Pipelines to the Talent Pool: How Public and Private Organizations Leverage Human Capital" (with David Switzer).
- Book manuscript: *The Profits of Distrust*: (with Samantha Zuhlke & David 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).

- 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, 2019.
 - 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 Assoc.; 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
- Great Lakes Infrastructure Conference (Dec. 2020).
 - Oregon Government Finance Officers Association (Oct. 2019).
 - Metcalf Institute *Public Lecture Series* (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 RESEARCH TALKS Aspen Institute (2020); University of Chicago (2020); National Academies of Sciences, Engineering, and Medicine (2019); National Academy of Public Administration (2019); University of Kentucky (2019); NAACP Legal Defense Fund (2019); University of Kansas (2019); University of Toronto (2019); Washington University-St. Louis (2019); University of Michigan (2019); California Public Utilities Commission (2019); Michigan Drinking Water Workshop (2018); California State Water Resources Control Board (2018); University of Gothenburg (2017); Indiana University (2017); Water Environment Foundation (2016); Arizona State University (2015); University of Michigan (2014); Florida State University (2013); University of Southern California (2012); Texas A&M University (2012); American Water Works Association (2011).
- RECENT CONFERENCE PRESENTATIONS “Water & Sewer Affordability in the United States: Conditions and Trends,” *Virtual Summit*, American Water Works Association (Sept. 2020).
- “Coproduction without Production: Public Engagement as Symbolic Environmental Policy,” *Environmental Politics & Governance Conference*; Oslo, Norway (June 2020; conference postponed due to COVID-19) (with R. Saywitz).
- “Austin Water Affordability Assessment,” *Utility Management Conference*, Water Environment Federation; Anaheim, CA (Feb. 2020) (with D. Anders & G. Rabon).
- “Symbolic Policy from the Bureaucracy: the case of Adopt-a-Drain,” *Annual Conference*, Southern Political Science Association; San Juan, PR (Jan. 2020) (with R. Saywitz).
- “Water Kiosks and the Profits of Distrust,” *Annual Conference*, American Political Science Association; Washington, DC (Aug. 2019) (with S. Zuhlke).
- “Trump Support? Conventional Measures in an Era of an Unconventional President,” *Annual Conference*, American Political Science Association; Washington, DC (Aug. 2019) (with J. Bond).
- “In the Green Panopticon: Environmental Coproduction as Political Participation,” *Environmental Politics & Governance Conference*; Santa Barbara, CA (June 2019) (with Y. Zhang & D. Switzer).
- “Coproduction as Political Behavior,” *Public Management Research Conference*; Chapel Hill, NC (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).
- “Rate Design for Affordability,” *Utilities Management Conference*, American Water Works Association; Nashville, TN (Mar. 2019).
- “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).
- “Measuring Household-Level Water & Sewer Affordability,” *Utilities Management Conference*, American Water Works Association; San Antonio, TX (Feb. 2018).
- “Aquatic Panopticon: Participatory Surveillance in Environmental Enforcement,” *Annual Conference*, American Political Science Association; San Francisco, CA (Sept. 2017) (with Y. Zhang).

- 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 Planning Education & Research*, *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*, *Water Resources Research*.
- PUBLIC SERVICE Rates & Charges Committee, American Water Works Association, 2005-
Expert advisory panels: UNICEF/World Health Organization (2018-);
Brookings Institution (2020); California Water Board (2018); Chicago
Metro Planning Council (2018); Alliance for Water Efficiency (2012, 2014).
Academic Council, Water Research Foundation, 2016-2019.
Water Affordability Review Panel, New Jersey Future, 2020.
Harry S. Truman Scholarship, Austin selection panel, 2020.
State legislative testimony: New Jersey (Sept. 2019), Ohio (Dec. 2019).
Affordability Collaboration, Natural Resources Defense Council, 2019.
Affordability Workshop, California Public Utilities Commission, 2019.
Transformative Issues Symposium planning committee, American Water
Works Association, 2018.
Workforce Strategies Committee, American Water Works Association, 2012-
2018.

ACADEMIC SERVICE	<p>Chair, <i>Public Administration Section</i>, American Political Science Association, 2017-2018.</p> <p>Member, <i>Public Administration Section Council</i>, American Political Science Association, 2013-2019.</p> <p>Chair, <i>Herbert Simon Book Award Committee</i>, American Political Science Association, 2017.</p> <p>Program Chair, Public Administration section, American Political Science Association <i>Annual Conference</i>, 2016.</p> <p>Program Chair, Science, Technology, and Environmental Politics section, American Political Science Association <i>Annual Conference</i>, 2012.</p> <p>Chair, 2014 <i>Don K. Price Award Committee</i>, APSA Science, Technology, and Environmental Politics Section.</p> <p>Chair, 2012 <i>Best Dissertation Award Committee</i>, APSA Urban Politics Section.</p> <p>Committee Member: 2021 SPSA <i>Arnold Vedlitz Award</i>, 2020 MPSA <i>Kenneth J. Meier Award</i>, 2015 APSA <i>Leonard White Award</i>, 2013 APSA <i>Herbert Kaufman Award</i>, 2013 APSA <i>Harrell Rodgers Scholarship</i>, 2011 <i>Herbert Simon Award</i>.</p> <p>Conference discussant/chair: American Political Science Association (2011, 2015-2016, 2019), Midwest Political Science Association (2007, 2009, 2014-2020), Southern Political Science Association (2016, 2019).</p>
UNIVERSITY SERVICE	<p>Texas A&M University</p> <p>Department Head's Advisory Committee, 2019-2020.</p> <p>Director, Program in Politics & Public Policy, 2017-2019.</p> <p>Political Science Graduate Committee, 2015-2017</p> <p>Political Science Post-tenure Review Committee, 2015-2017.</p> <p>Political Science Diversity Committee, 2013-2015.</p> <p>Political Science Undergraduate Committee, 2013-2015.</p> <p>Colgate University</p> <p>Truman Scholarship Committee (chair), 2008-2013.</p>
PHD COMMITTEES	<p>Seung-Ho An (2018, Arizona); Lauren Bondarenko; Kristen Carroll (2017, Vanderbilt); Ohbet Cheon (2016, Clarkson); Nathan Favero (2016, American University); Nathalie Mendez; Abhisekh Ghosh Moulick (2015, Oklahoma); Amanda Rutherford (2015, Indiana); Brian Shreck (2015, Wyoming); Kathryn Smith-Hicks (2017); David Switzer* (2017, Missouri); Youlang Zhang* (2019, Renmin University); Samantha Zuhlke.*</p>

*Chair.

- 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 640 Public Administration & Public Policy (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 (senior seminar)
- OTHER APPOINTMENTS**
- EJ Metrics, LLC**
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 Water Works Association
Midwest Political Science Association
Southern Political Science Association
Public Management Research Association