

VITA

Jonathan R. Tompkins

Education

Ph. D. University of Washington, Political Science, 1981.
 M. A. University of Washington, Political Science, 1974.
 B. A. Pacific Lutheran University, Political Science, 1972.

Teaching Experience

1981-present Asst., Assoc., and Full Professor, (Public Administration, American Government), University of Montana.
 1990-91 Professor, (Public Administration), Troy State University-Europe.
 1979-81 Instructor, (American Government), Shoreline Community College.
 1976-81 Instructor, (American Government), University of Washington.

Administrative Experience

1986-1993;
 2001- 2006 Chair, Political Science Department
 1982- 2006 Director, Master of Public Administration program
 2006 – present Associate Dean, College of arts and Sciences

Scholarship

Organization Theory and Public Management (Wadsworth, 2005).

(With Don Cozzetto and Theodore Pedelinski), "Employee Responsibilities: Setting Expectations," in Human Resource Management in Local Government: An Essential Guide (Washington DC: ICMA, 2005).

"Strategic Human Resource Management in Government: Unresolved Issues," Public Personnel Management, 2001.

(With Aleksandra Stapczynski), "Planning and Paying for Work Done," in Human Resource Management in Local Government: An Essential Guide (Washington, DC: ICMA, 1999).

(With Michael Laslovich and Jeffrey Greene), "Developing a Competency-Based MPA Curriculum," Journal of Public Administration Education 2 (October 1996).

Human Resource Management in Government: Hitting the Ground Running (New York: Harper Collins, 1995).

(With Joyce Brown and John McEwan), "Designing a Comparable Worth Based Job Evaluation System: Failure of an a priori Approach," Public Personnel Management, Spring, 1990.

"Protecting Employees from Wrongful Discharge: "Good Cause" Legislation in Montana," Employee Relations Law Journal, Winter 1988-89.

Book review of Sherry Deveraux Ferguson and Stewart Ferguson (eds.), Organizational Communication, in Perspective, Winter 1989.

"Sources of Measurement Error and Gender Bias in Job Evaluation," Review of Public Personnel Administration, Fall 1988.

Book review of Michael Morris and John Williamson, Poverty and Public Policy, in Social Science Journal, v.25, #2, 1988.

"Comparable Worth and Job Evaluation Validity," Public Administration Review, May/June 1987.

Book review of Guillemard (ed.), Old Age and the Welfare State, in Social Science Journal, v. 23, #2, 1986.

"Restricting Veterans' Preference: Legislative Change in Montana," Review of Public Personnel Administration, Fall 1985.

"Discussion/Analysis of Options Within Forms," Local Government Voter Review Assistance Network Handbook, published by the Lt. Governor's Office, Helena, 1984.

Instructor's Manual to accompany Olson and Meyer's Governing the United States, McGraw-Hill, 1978.

Professional Activities

Presenter, "Performance Management," Montana Human Resources Conference, Fairmont Hot Springs, Sept. 2, 2002.

Panelist, "New and Emerging Challenges in HRM," ASPA Conference, Orlando, April 1999.

Consultant (with James Lopach), Consolidation of the Treasurer and Finance Offices, City of Missoula, February 1998.

Paper presenter, "Innovations in Line-Staff Relations," IMPA Conference, Minneapolis, September 1997.

Team facilitator, Business Process Redesign and Benchmarking, Purchasing Department, University of Montana, 1994-95.

Consultant, Montana State Department of Justice, documented State services provided to residents of the Crow Indian Reservation, 1993.

Consultant, National Center for Alternative Technology, Butte, Montana, design and implementation of new pay and classification system, 1990.

Consultant, Missoula County Surveyor's Office, management study of problems related to employee morale and organizational structure, 1990.

Workshop presenter, Techniques of Supervision, National Association of County Recorders and Clerks, Great Falls, May 1989.

Paper presenter, "Equal Employment Opportunity for the Handicapped," Northwest Political Science Association Meeting, Portland, Oregon, November 1989.

Seminar instructor, Management and Organization Theory, American Society for Personnel Administration Conference, Helena, October 1987.

Chairperson, Senior Companions Advisory Council, Missoula Area Agency on Aging, 1986-89.

Member, Job Classification Enhancement Advisory Council, Personnel Division, State of Montana, 1983-87.

Panel discussant, "New Regulatory Politics," Western Political Science Association Convention, Las Vegas, March 1985.

Intern, Department of Administration, Personnel Division, State of Montana, Summer 1983.

Member, Health Care Committee of the Board of Trustees, Group Health Cooperative of Puget Sound, Seattle, 1980-81.

Research Assistant, Study of Kansas State Politics, University of Washington, 1978-79.

Research Assistant, Study of Overtime Among Nurses, University of Washington Hospital, 1977-78.

Professional Memberships

Member, American Society for Public Administration

Member, International Personnel Management Association