

PEPPERDINE UNIVERSITY

Graziadio School of Business and Management

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Dr. Tompkins joined the Graziadio School of Business and Management at Pepperdine University in 2001. Prior to her arrival at Pepperdine, she was faculty at The University of Redlands for eight years. During her tenure at the University of Redlands, she was nominated twice for best teacher of the year and received an outstanding service award. In addition, she served as department chair for a multi-disciplinary department and chaired several curriculum committees. Dr. Tompkins received her MBA (with an emphasis in Strategy and Marketing) and Ph.D. (with an emphasis in Management and Organizational Behavior) from Claremont Graduate University. She earned her masters and bachelors degrees respectively in Recreation and Leisure Studies for non-for-profit management from CSULB.

In addition to her career in academia, Dr. Tompkins was responsible for the start-up and the subsequent management of two companies in the health care and construction businesses. She has also held a key management position in a Japanese import/export operation and in two not-for-profit organizations. She has been active in several professional organizations, including serving as a member of the board of directors for the Western Academy of Management. She has served as program chair and president of Western Casewriters Association. Dr. Tompkins consults with organizations in the areas of positive transformation and organizational learning. She has written six textbooks and instructors' manuals. Her interests include writing and drawing, and anything to do with nature, including, hiking, biking, and natural science.

Area of Expertise

Applied Behavior
Appreciative Inquiry
Change Management

China
Communications
Conflict Management

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Critical Thinking
Employee Development
Employee Relations
Ethical Leadership
Ethics
Executive Coaching and Development
Global Management & Organizational Behavior
High Performance Teams
Leadership
Leadership Styles
Leadership Training
Learning Styles
Learning Teams
Management
Management Communications

Managerial Leadership
Nonprofit Boards of Directors
Nonprofit Organizations
Organizational Change and Development
Organizational Culture
Organizational Design
Organizational Performance
Organizational Learning
Positive Transformations
Problem Solving
Strategic Management
Strategic Planning
Strategy Implementation
Stress Management

Current Research or Projects

Dr. Tompkins is currently studying the impact of authenticity in teaching. Pepperdine's Graziadio School awarded Dr. Tompkins the Julian Virtue Award, a two-year research grant to conduct the study. She plans to extend the study to include the impact of authenticity in executive leadership.

Professional Experience

Dr. Tompkins brings a unique perspective to her faculty duties, having managed diverse functions such as marketing, human resources, strategy, and operations in the corporate, small business, and not-for-profit markets. She has consulted and conducted research or training for firms such as Motorola, LA Cellular, Boeing, TRW, U.S. Forest Service, Xerox, LearnShare at Comcast, Canadian Imperial Bank of Commerce/Canada, and Phillips Ultrasound/Europe and North America. Using her skills as a generalist in management, she was responsible for the start-up and the subsequent management of two companies in the health care and construction businesses, and she held a key management position in a Japanese import/export operation. In the not-for-profit and government sectors, Dr. Tompkins held significant regional management responsibilities with the Girl Scouts of the U.S.A. and the Girls Club of America. Dr. Tompkins has also consulted with the YMCA, YWCA, California State Department of Rehabilitation, and numerous colleges and universities. She was the co-founder of the Inland Empire Women's Network and the Southern California Doctoral Consortium in Management. She has held offices in the Western Academy of Management and the Western Casewriters Association.

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She has served on spiritual retreat teams as well as treasurer and in numerous volunteer and educational positions at her church.

Dr. Tompkins served as chair of the faculty council of the Graziadio School of Business and Management at Pepperdine University from April 2005 to August 2007. In her consulting practice, Dr. Tompkins specializes in facilitating conversations in organizations to develop organizational learning and insure positive transformations.

Teaching Experience

Selected Publications and Presentations

Dr. Tompkins is the author of six textbooks and teaching manuals, the most recent being *International Cases in Management and Organizational Behavior*. Her co-authored article, "Using Conflict to Your Advantage: Butting Heads Is Not Always Bad," has been reprinted in corporate newsletters. She has also published in the *Advances in Interdisciplinary Studies of Work Teams*, *Journal of Management Education*, *Graziadio Business Report*, the *International Journal of Organizational Analysis*, and the *Journal of Organizational Development*. Dr. Tompkins has made numerous presentations and has conducted workshops at locations around the world.

Professional Memberships

Academy of Management
Western Academy of Management
Western Casewriters Association (currently co-president)
Organizational Behavior Teaching Society

Honors and Awards

- Julian Virtue Research Grant, Graziadio School of Business and Management, Pepperdine University
- Haynes Dissertation Research Grant, Drucker Center, Claremont Graduate University
- Fellowship, Drucker Center, Claremont Graduate University
- Full-tuition Athletic Scholarship, Archery, California State University at Long Beach
- Service Awards from Western Academy of Management, Western Casewriters Association, Western Organization and Management Teaching

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Conference, University of Redlands, Spanish Trails Girl Scout Council, and Church.

Service

- Member of EMBA Curriculum Committee (current)
- Former Chair of GSBM Faculty Council, Pepperdine University
- Member MBA Curriculum Committee
- Member BSM Curriculum Committee
- Member GBR Committee
- Leadership responsibilities at church, in Girl Scouts, and at other academic institutions

