

# JONATHAN BROCK

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## Employment

- UNIVERSITY OF WASHINGTON** **Seattle, Washington**  
Daniel J. Evans School of Public Affairs
- September 1981 to present* Associate Professor. Director, **Policy Consensus Center**, which provides services and research on resolution of public policy conflicts. Teaching and research in leadership, human resource management, labor relations, conflict resolution. Former and founding Chair, **Cascade Center for Public Service**, providing top-rated executive programs to increase effectiveness of state and local government and non-profit sector. Founded **Electronic Hallway** Internet service, providing teaching material in public policy and management to over 500 universities and programs.
- Adviser to senior public and non-profit leaders on management, leadership and conflict resolution. Created and chaired the **Hanford Joint Council for Resolving Employee Concerns**, a process for resolving safety issues at the Hanford nuclear site through mediation.
- U.S. DEPARTMENT OF LABOR** **Washington, D.C**
- September 1994 to August 1996* On loan to Secretary Reich as Executive Director of the **Secretary of Labor's Task Force on Excellence in State and Local Government through Labor-Management Cooperation**. With a 14 member national task force, consulted with hundreds of local and national labor and management leaders and visiting dozens of work sites, Task Force produced award-winning, consensus report, supported by major national labor and management organizations on necessary reforms in state and local government labor-management practices.
- HARVARD UNIVERSITY** **Cambridge, MA**
- September 1977 to June 1981* John F. Kennedy School of Government  
Lecturer in public policy. Originated school's first course in human resources management. Ran faculty seminar on public management. Winner of "Best Teacher" Award.
- EXECUTIVE OFFICE OF THE PRESIDENT** **Washington, D.C.**
- July 1977 to September 1977* Energy Activation Task Force  
On detail to Executive Office; developed organizational structure of data-gathering portion of U.S. Department of Energy. Mediated warring bureaucratic and policy interests during merger.
- U.S. DEPARTMENT OF LABOR** **Washington, D.C.**
- June 1976 to July 1977* Occupational Safety and Health Administration  
Executive Assistant to agency director. Sought to learn as much as possible about operations, political, public relations, and regulatory issues. Concentrated on improving policy and managerial decision processes and implementation. Sought to mitigate friction between creative top executive and career senior staff and to impose priorities on top executive time.
- U.S. DEPARTMENT OF LABOR** **Washington, D.C.**
- March 1975 to June 1976* Special Assistant to the Secretary of Labor, John T. Dunlop Worked on policy positions on economic and labor market policy for the Secretary in his role as Presidential advisor. Educated in nuances of national labor policy and politics as well as cabinet-level activities. Worked to increase cooperation between career staff and politically appointed policy officials.
- U.S. COST OF LIVING COUNCIL** **Washington, D. C.**
- Acting Deputy of office responsible for industry-by-industry exemption from price and wage

*July 1973* controls. Controlled for quality and policy relevance of industry and economic analysis by 30  
*to* analysts and staff. Later, project manager of 3-volume analytic history of price-and-wage-  
*December 1974* controls period. Managed hiring, research, writing, and production of 60-person project.

**Education**

**HARVARD BUSINESS SCHOOL**

**Boston, Massachusetts**

MBA, 1973

**FRANKLIN AND MARSHALL COLLEGE**

**Lancaster, Pennsylvania**

AB 1971 magna cum laude; honors in Economics. Phi Beta Kappa, etc.

**Selected Publications**

"Public Management: Where Do We Go From Here? Or, What Do We Know and When Did We Know It?" in Curriculum and Case Notes Section of the Journal of Policy Analysis and Management, Vol. 23, No.3, 617-631 Spring 2004

Going Public: The Role of Labor-Management Relations in Producing Quality Public Service, Industrial Relations Research Association and Cornell University Press, 2003 (co-edited with David Lipsky, Cornell University)

"Employment and Labor Relations in the United States Public Sector," in Strategic Choices in Public Employment, MacMillan/Palgrave. Keller and DellaAiringa, eds. 2001 (Selected to produce US chapter in a two volume international comparative set.)

"Are Cases Taught or Do Cases Teach Themselves" in Curriculum and Case Notes Section of the Journal of Policy Analysis and Management, Spring, 2001.

"Full and Fair Resolution of Whistleblower Issues: The Hanford Joint Council, A Pilot ADR Approach" in Administrative Law Review, Volume 51, Number 2, Spring 1999

Co-editor, Special Issue of Public Personnel Management, "Labor-Management Cooperation" (Volume 27, No.1, Spring 1998) (Winner of the Abner Award (1999) of the Society for Professionals in Dispute Resolution for best written contributions to the field of conflict resolution bridging theory and practice.)

"Labor Relations in Public Employment: Three Decades Later: The Prospects in State and Local Government," Perspectives on Work, 50th Anniversary Publication of the Industrial Relations Research Association, Volume 1, Number 3, December 1997

Working Together for Public Service, Report of the Secretary of Labor's Task Force on Excellence in Government Through Labor-Management Cooperation, US Government Printing Office, June, 1996. Report received the 1996 Abner Award of the Society of Professionals in Dispute Resolution. Excerpts selected for the 2003 (3<sup>rd</sup>) edition of Classics in Public Personnel Administration, Wadsworth/Thomson, Belmont, CA

"Mandated Mediation: A Contradiction in Terms?" Villanova Environmental Law Review, Spring, 1991.

"Lessons from Experience: Executive Programs and the Policy Schools", Journal of Policy Analysis and Management, Fall, 1991.

"Can Negotiation Be Institutionalized or Mandated? Lessons From Public Policy and Regulatory Conflicts," in Kressel and Pruitt t, eds, Mediation Research: The Process and Effectiveness of Third Party Intervention, Jossey-Bass, San Francisco, 1989. (co-authored with Gerald Cormick)

"Capacity Building in Labor-Management Relations for Local Government," in Howitt & Honadle, eds, Perspectives on Management Capacity Building, State University of New York Press, Albany, 1986.

Managing People in Public Agencies, Little, Brown and Co., Boston, 1984. (Reprinted 1989, University Press of American, Lanham).

Bargaining Beyond Impasse: Joint Resolution of Public Sector Labor Disputes, Auburn House, Boston, 1982. Recognized as one of the ten "Outstanding Books in Labor Relations" for 1982 by the Firestone Library, Princeton University.

Editor, Historical Working Paper on the Economic Stabilization Program, U.S. Government Printing Office, Washington, 1974.

**Selected Cases Contributed to the Electronic Hallway or Kennedy School Case Collection**

"Division of Water Resources"  
"Granite City Inspectors"  
"City Council Hearings in Orsan, Orewash"  
"Improving Customer Service at the King County Library System"  
"Staff Resignations at the Division of Cultural Programs"  
"Leadership Change in the Division of Cultural Programs"  
"Funding Seattle's Art Museum and Low Income Housing"  
"Managing Cutbacks at the Department of Social and Health Services"  
"The Politics of Establishing Urban Growth Areas in St. Clair County"  
"Integrating Housing and Social Services: Local Initiative and Federal Mandates"  
"Improving Children and Family Services in Iowa"  
"Clarkson Airport Authority"  
"Permit Processing on Mercer Island"  
"Puget Sound Water Quality Authority"  
"Labor Relations in Corvallis, Oregon"  
"Department of Social Services"  
"The Washington State Department of Licensing"  
"The Washington State Parks Department"  
"The Bureau of Worker's Compensation"  
"Equal Employment Opportunity in the US Department of Health, Commerce and Labor"  
"Labor Relations in the United States Employment Service"  
"Surplus Employees in the Claims Division"  
"Employee Misconduct at the US Civil Service Commission"

**Professional & Community Service**

Member, Editorial Board, Journal of Public Administration Education  
Member, Selection Committee, National Governors' Association Outstanding Achievement Awards  
Board Member, Chair-elect, Hope Heart Institute  
Chairman, Hanford Joint Council for Resolving Employee Concerns  
Board Member, Environmental Law Center, University of Washington  
Former Member: Editorial Board, Journal of Public Personnel Management.  
Former Member Executive Committee, Section on Personnel & Labor Relations, American Society for Public Administration  
Former Member, King County Personnel Board.  
Former Editor, Curriculum and Case Notes Section Journal of Policy Analysis and Management,

Presented the 2004 Stockberger Lifetime Achievement Award by the International Personnel Management Association for outstanding contributions in the field of public sector human resource management.