

University of Miami
School of Business

Last Revised
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Current Academic Rank: Associate Professor
Primary Department: Management
Secondary Appointment:
Citizenship: U.S.A.

HIGHER EDUCATION

Institutional:

PhD 1983 The Pennsylvania State University
Major Field: Business Strategy and Organization

MBA 1977 The Pennsylvania State University

BA 1974 Queens College, The City University of New York

ACADEMIC EXPERIENCE

University of Miami
Associate Professor 8/89 to 8/91
Associate Professor with Tenure 8/91 to present
Department of Management.

Southern Methodist University
Assistant Professor, 9/82 to 8/89
Business Strategy and Organizational Behavior

Pennsylvania State University
Instructor, Dept. of Health Administration 11/80-6/82

PUBLICATIONS

Werther, W.B. and J.L. Kerr, Managing the Complexity of Innovation, Effective Executive, August, 2008, 23-31.

Kerr, J. L. and W.B. Werther. The next frontier in corporate governance: Engaging the board in strategy. Organizational Dynamics, 37, #2 (April, 2008), 112-124.

- Kerr, J.L. The Limits of Organizational Democracy. Academy of Management Executive, 2004, Vol. 18, No.3, 81-95.
- Schweitzer, M. and J.L. Kerr. Bargaining Under the Influence: The Role of Alcohol in Negotiations. Academy of Management Executive, 14, #2 (May, 2000), 47-57.
- Kren, L. and J.L. Kerr. The effects of outside directors and board shareholdings on chief executive compensation. Accounting and Business Research. 27, #4, (1997) 297-310.
- Lassar, W.M. and J.L. Kerr. Strategy and control in supplier-distributor relationships: An agency perspective. Strategic Management Journal, vol.17 (October, 1996), 613-632.
- Werther, W.B. and J.L. Kerr. Strengthening corporate governance through board-level consultants. Journal of Organizational Change Management, 8, #3 (July, 1995), 63-74.
- Werther, W.B. and J.L. Kerr. The shifting sands of competitive advantage. Business Horizons, 38, #3 (May, 1995), 11-17
- Kren, Leslie and J.L. Kerr. The effect of behavior monitoring and uncertainty on the use of performance-contingent compensation. Accounting and Business Research, 23, No. 90 (1993), 159-168.
- Kerr, J.L. and Leslie Kren. The effect of relative decision monitoring on chief executive compensation. Academy of Management Journal, 35, #2 (1992), 370-397.
- Kerr, J. L. and Ellen J. Jackofsky. Aligning managers with strategies: Management development versus selection. Strategic Management Journal, 10 (1989), 157-170.
- Kerr, J. L. The influence of strategy and control in appraising and rewarding managers. Human Resource Planning, 11, #3 (1988), 215-223.
- Kerr, J. L. and John W. Slocum. Linking reward systems and organizational cultures. In Schuler, Randall S., Stuart A. Youngblood, and Vandra Huber (eds.), Readings in Human Resource Management (3rd Ed.), St. Paul, MN: West, 1988
- Kerr, J. L. and Richard A. Bettis. The board of directors, top management compensation, and shareholder returns. Academy of Management Journal, 30, #4 (1987), 645-664.
- Kerr, J. L. and John W. Slocum. Managing corporate culture through reward system design. Academy of Management Executive, 1, #2 (1987), 99-108.
- Kerr, J. L. Environmental Control Systems, Inc. In Hellriegel, Don and John W. Slocum, Management (4th Ed.), Reading, MA: Addison-Wesley, 1986, 397-399.
- Kerr, J. L. Diversification strategies and reward system design: An empirical study. Academy of Management Journal, 28, #1 (1985), 155-179.
- Kerr, J. L. Assigning managers on the basis of the product life-cycle: A critical analysis and alternative. Journal of Business Strategy, 2 (1982), 58-65.
- Sheridan, John E., J. L. Kerr, and M. A. Abelson. Leadership activation theory: An opponent process model of subordinate responses to leadership behavior. In Hunt, J. G. and C. A. Schriesheim (eds.), Leadership: Beyond Establishment Views. Carbondale, IL: Southern Illinois University Press, 1981, 122-141.
- Harlan, Anne, J. L. Kerr, and Steven Kerr. Preference for motivator and hygiene factors in a hypothetical interview situation. Personnel Psychology, 30 (1977), 557-566.

Reviewer/Discussant:

Ad hoc reviewer: Academy of Management Journal
Strategic management Journal
Reviewer: Human Resource Management
Academy of Management National Meetings

Professional and Honorary Organizations:

Chairman, Management Consulting Division, Academy of Management, 2001.

Professional Memberships:

Academy of Management
Academy of International Business

Honors and Awards:

Award for "Best Paper of 1987-1988", Academy of Management Executive, 1989.
Edwin L. Cox School of Business "Research Excellence Award," 1988.
Richard D. Irwin Research Fellowship.

Other Professional Activities

'The Value of Agency Theory in Understanding and Managing Outsourcing'. Paper presented at the Second Annual Conference on Globally Distributed Work, Bangalore, India, July, 2007.

'Global NGOs: Challenges and Opportunities in a Networked World'. Symposium participant, Academy of International Business Annual Meetings, Beijing, China, June, 2006.

'The Limits of Organizational Democracy'. Paper presented at the Academy of Management Meetings, August, 2003, Seattle, WA

TEACHING**Teaching Awards Received:**

SBA Excellence in Teaching Award, 2000
Executive MBA Teaching Award Class of 1998 (awarded 1999)
Executive MBA Teaching Award Class of 1996 (awarded 1997)
Alumni Excellence in Teaching Award 1995-96 (awarded 1996)
Executive MBA Teaching Award Class of 1994 (awarded 1995)

Teaching Specialization (courses taught):

Strategic Management (Undergraduate, Graduate, Executive MBA)
Strategic Management electives
-Mergers, Acquisitions, and Growth (2007-2010)
-Merger & Acquisition Practicum

SERVICE**University Committees and Administrative Responsibilities:**

Member, University Graduate Council (2008-2010)
Faculty Senate, SBA Alternate (2008-2010)
SBA AACSB Accreditation Task Force (2010)
Management Dept Accreditation Coordinator
Strategic Planning Advisor, Miller School of Medicine, Development Group