

University of Miami  
School of Business

Last Revised  
10/20/10

William B. Werther, Jr, Ph.D.  
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University of Miami  
Coral Gables, Florida 33124

Current Academic Rank: Professor  
Primary Department: Management  
Secondary or Joint Appointments:  
Citizenship: U.S.A.

## EXPERIENCE

### Institutional

Ph.D. (Phi Beta Kappa) 1971                      College of Business Administration  
M.A., 1969                                              University of Florida  
B.S.B.A. (with High Honors) 1968              Gainesville, Florida 32601

### Academic

#### UNIVERSITY OF MIAMI, 1985-Present

##### Professor of Management

- Acting Director, Innovation & Entrepreneurship Institute (1986-88)
- Faculty Coordinator, Executive MBA Programs (1991-1993)
- Faculty Coordinator, Corporate Affiliate Management Seminar Series (1991-1993)
- Co-Director, Center for Nonprofit Management (1998- 2008)

#### ARIZONA STATE UNIVERSITY, 1971-1985

##### Professor of Management

- Acting Chairman, Management Department
  - a. Summer Term A, 1977
  - b. Spring Semester, 1982
- Coordinator, ASU-National Labor Relations Board Cooperative Education Program, 1975-1977

University of Florida  
Instructor, 1969-1971

### Non-Academic

Labor Arbitrator (AAA, 1974; FMCS, 1977)

- o Chairman, City of Phoenix, Public Employment Relations Board (1980-1982)

Advisor to Organizations, 1972 to Present

Plant Operator I, City of Gainesville, 1966-1968

Rental Representative, Hertz, 1965-1966

District Manager, Gannett Newspapers, Inc., 1964-1965

District Manager, Perry Publications, Inc., 1963-1964

## PUBLICATIONS

Moriah Meyskens, Mary Ann Von Glinow, William B. Werther, Jr., and Linda Clarke, "The Paradox of International Talent: Alternate Forms of International Assignments" the International Journal of Human Resource Management, 2009

Jeffrey Kerr and \_\_\_\_\_, "The Next Frontier in Corporate Governance: Engaging the Board in Strategy" Organizational Dynamics, Summer 2008.

\_\_\_\_\_ and Jeffrey Kerr, "Managing the Complexity of Innovation: Engaging the Board" Effective Executive, August, 2008.

\_\_\_\_\_ "From Manager or Executive," Organizational Dynamics, (Vol. 35, no. 2), 2006, pp. 196-204.

\_\_\_\_\_ and David Chandler, "Contrasts in CR: Fair Trade versus Consumer Apathy," Corporate Responsibility Management (Volume 2, Issue 5) April/May 2006, pp. 14-19.

\_\_\_\_\_ and David Chandler, "Strategic Corporate Social Responsibility As Global Brand Insurance," Business Horizons, Volume 48, No. 4, 2005 (pp. 317-324)

\_\_\_\_\_ and Evan M Berman, "Leading the Transformation of Boards," Nonprofit World (Vol. 22, No. 2) March-April, 2004, pp. 9-13.

\_\_\_\_\_ "Strategic Change and Leader-Follower Alignment," Organizational Dynamics (Volume 31, No. 3) 2003

Juan Jose Colombo and \_\_\_\_\_, "Strategic Career Coaching for an Uncertain World," Business Horizons (July-August, 2003).

\_\_\_\_\_ "Enron: The Forgotten Middle," Organization, August, 2003.

Michael T. Midas and William B. Werther, Jr., "Productivity and Quality Improvement Through Leadership Certification," National Productivity Review, Spring, 2000, pp. 63-71

\_\_\_\_\_, "Structure-Driven Strategy Improvement and Virtual Organizational Design," Business Horizons (vol.42, no.2,) March-April, 1999, pp. 13-18.

\_\_\_\_\_, "The Cutting Edge of Productivity Management," National Productivity Review, Winter, 1999, pp. 1-4.

\_\_\_\_\_, "International Society Brings Practitioners, Researchers Together," Quality Progress, June, 1999, pp. 87-88.

\_\_\_\_\_. " Interim Management of International Strategic Alliances," Management Decision Vol. 36, No. 5., 1998, pp. 339-345.

L. McClure and \_\_\_\_\_, "Violence at Work: Consultants and Managers Walking the Line," Journal of Workplace Learning, Volume 9, No. 6. (1997).

\_\_\_\_\_, "When Doing One Better is Not Enough: The Coming End of Strategic Incrementalism," National Productivity Review, Volume 16, No. 4. (1997).

Kenneth J. Fedor and \_\_\_\_\_, "The Fourth Dimension: Creating Culturally Responsive International Alliances," Organizational Dynamics Autumn, 1996, pp. 39-53 (In Press)

\_\_\_\_\_, "Toward Global Convergence," Business Horizons (Vol. 39, No. 1) January-February, 1996, pp. 3-9.

\_\_\_\_\_, "Continuity Planning as a Dimension of Corporate Governance," Human Resource Planning (Vol. 18, No. 4) 1996, pp.22-29.

Terri Scandura, Manuel J. Tejada, Melenie Lankau, and. \_\_\_\_\_, "Developing Leadership Diversity Through Mentoring," Leadership and Organizational Development (Vol. 17, No.3), 1996 pp.50-56.

Evan Berman and \_\_\_\_\_, "Broad-Based Consensus Building," International Journal of Public Sector Management (Vol. 9, No.3) 1996, pp. 61-72

Kenneth J. Fedor and \_\_\_\_\_, "Making Sense of Cultural Factors in International Alliances," Organizational Dynamics (Volume 23, No. 4) Spring, 1995 (pp.33-48).

Eduardo Vasconcellos, Evan Berman, and \_\_\_\_\_, "Technology Acquisition Strategies in the Global Economy: Brazil and the United States," Technology Management (Volume 1, Number 6), 1995 (pp. 217-225).

\_\_\_\_\_ and Jeffrey L. Kerr, "The Shifting Sands of Competitive Advantage," Business Horizons (Volume 38, No. 3) May-June, 1995 (pp. 11-17).

\_\_\_\_\_, Jeffrey M. Wachtel, and David J. Veale, "Global Deployment of Executive Talent," Human Resource Planning (Volume 18, No.1) 1995.

\_\_\_\_\_, J. L. Kerr, and R. G. Wright, "Strengthening Corporate Governance Through Board-Level Consultants," Journal of Organizational Change Management (Vol. 8, No. 3) 1995 (pp. 63-74).

Lynne McClure and \_\_\_\_\_, "Leadership and Developmental Interventions for Dysfunctional Workers," Leadership & Organization Development Journal (Volume 16, No. 1) 1995 (pp. 17-22).

\_\_\_\_\_, Evan Berman, and Eduardo Vasconcellos, "The Future of Technology Management," Organizational Dynamics (Volume 22, No. 3) Winter, 1994 (pp. 20-32).

Evan Berman, Eduardo Vasconcellos, and \_\_\_\_\_, "Executive Levers for the Strategic Management of Technology," Business Horizons, (Volume 37, No. 1) January-February, 1994 (pp. 53-61).

\_\_\_\_\_, "The Human Side of Operations Management," OM Review (Volume 10, No. 3) 1994 (pp. 23-27).

\_\_\_\_\_, "A University/Corporate Solution to Closing the Executive Development Gap," The Journal of Management Development, Volume 12, Number 4, 1993, pp. 29-36.

Lynne McClure and \_\_\_\_\_, "Personality Variables in Management Development Interventions," Journal of Management Development, Volume 12, Number 3, 1993, pp. 39-47.

\_\_\_\_\_, "Strategic Foundations of Productivity Improvement," Canadian Journal of Administrative Sciences (Vol. 8 No. 1) March, 1991 (pp. 3-8).

Robert G. Wright and \_\_\_\_\_, "Mentors at Work," Journal of Management Development (Vol. 10, No. 3) 1991 (pp. 25-32).

\_\_\_\_\_, "Childcare and Eldercare Benefits," Personnel (Volume 66, No. 9) September, 1989, pp. 42-44,46.

\_\_\_\_\_, "Workshops Aid in Goal Setting," Personnel Journal (Volume 68, No. 11) November, 1989, pp. 32-34,38.

\_\_\_\_\_, "Corporate Video Applications," Leadership and Organization Development Journal (Volume 9, No. 4), 1988, pp. 3-6.

\_\_\_\_\_, "Productivity Through People: The Decision Making Process," Management Decisions (Volume 26, No. 5), 1988, pp. 37-41.

\_\_\_\_\_, "Loyalty at Work," Business Horizons (Volume 31, No. 2), March-April, 1988, pp. 28-35.

\_\_\_\_\_, "Loyalty: Cross-Organizational Comparisons and Patterns," Leadership & Organizational Development Journal (Vol. 8, No. 2), Autumn, 1987, pp. 3-6.

William A. Ruch and \_\_\_\_\_, "The Chief Productivity Officer," National Productivity Review (Volume 4, No. 4) Autumn, 1985, pp. 397-410.

\_\_\_\_\_, "'Job 1' at Ford: Employee Co-operation," Employee Relations, Volume 7, No. 1, 1985, pp. 10-16.

Michael T. Midas, Jr. and \_\_\_\_\_, "Productivity: The Missing Link in Corporate Strategy," Management Review (Volume 74, No. 3), March, 1985, pp. 44-47.

\_\_\_\_\_, "Involving Employees in Change, Productivity and the Future," The Health Care Supervisor, Vol. 2, Number 2, January 1, 1984, pp. 1-149

William H. Slautterback and \_\_\_\_\_, "The Third Revolution: Computer-Integrated Manufacturing", National Productivity Review (Volume 3, No. 4) Autumn, 1984, pp. 367-374.

George W. Bohlander, Gordon J. Jorgensen, and \_\_\_\_\_, "The Legal Side of Productivity Through Employee Involvement," National Productivity Review, Autumn, 1983, pp. 394-401.

\_\_\_\_\_, "Going in Circles with Quality Circles?--Management Development Implications," The Journal of Management Development, Volume 2, No. 1, 1983, pp. 3-18.

William A. Ruch \_\_\_\_\_, "Productivity Strategies at TRW," National Productivity Review, Volume 2, No. 2, Spring, 1983, pp. 109-125.

\_\_\_\_\_, "Nontraditional Work Schedules. Their Use in the Health Care Setting," The Health Care Supervisor, Vol. 1, Number 2, January 1, 1983, pp. 11-22.

\_\_\_\_\_, "Out of the Productivity Box," Business Horizons. Volume 2, No. 5, September/October, 1982, pp. 51-59.

\_\_\_\_\_, "Quality Circles: Key Executive Issues," Journal of Contemporary Business. Volume 11, No. 2, 1982, pp. 17-26.

\_\_\_\_\_, "Quality Circles and Corporate Culture," National Productivity Review, Volume 1, No. 3, Summer, 1982, pp. 301-310.

Ross R. Reck and \_\_\_\_\_, "Effective Purchasing Management: A Research Based Selection Profile," Akron Business and Economic Review. Volume 10, No. 4, Winter, 1979, pp. 26-32.

\_\_\_\_\_ and James R. Cone, "Implementing Flexible Fringe Benefits Through Variable Incentive Plans," CLU Journal, Volume 33, No. 1, January, 1979, pp. 3-10.

\_\_\_\_\_ and Harold C. White, "Cost Effective Arbitration," MSU Business Topics, Volume 26, No. 3, Summer, 1978, pp. 57-64.

Cindy M. Hudson and \_\_\_\_\_, "Hot Cargo: Rehandled and Revisited," Labor Studies Journal, Volume 3, No. 1, Spring, 1978, pp. 31-40.

Cindy M. Hudson and \_\_\_\_\_, "Section 8(c) and Free Speech," Labor Law Journal. Volume 28, No. 9, September, 1977, pp. 608-614.

\_\_\_\_\_, and Carol A. Lockhart, "Collective Action and Cooperation in the Health Professions," Journal of Nursing Administration. Volume VII, No.6, July/August, 1977, pp. 13-19.

\_\_\_\_\_, "Management Turnover Implications of Career Mobility," The Personnel Administrator. Volume 22, No. 2, February, 1977, pp. 63-66.

\_\_\_\_\_, "Flexible Compensation Evaluated," California Management Review. Volume XIX, No. 1, Fall, 1976, pp. 40-46.

\_\_\_\_\_, "Mini-Shifts: An Alternative to Overtime," Personnel Journal. Volume 55, No. 3, March, 1976.

\_\_\_\_\_, "Utilization of Part-Time Employees Can Enhance Operating Efficiency," Hospitals, Journal of the American Hospital Association. Volume 49, No. 22, November 16, 1975, pp. 47-50.

\_\_\_\_\_ and Heinz Wehrich, "Refining MBO Through Negotiations," MSU Business Topics. Volume 23, No. 3, Summer, 1975, pp. 53-ff.

\_\_\_\_\_, "Beyond Job Enrichment to Employment Enrichment," Personnel Journal. Volume 54, No. 8, August, 1975, pp. 438-442.

\_\_\_\_\_, "Government Control vs. Corporate Ingenuity," Labor Law Journal. Volume 26, No. 6, July, 1975, pp. 360-367.

\_\_\_\_\_, "Part-Timers: Overlooked and Undervalued," Business Horizons. Volume XVIII, No. 1, February, 1975, pp. 13-20.

\_\_\_\_\_, "A New Direction in Rethinking Fringe Benefits," MSU Business Topics. Volume XXII, No. 1, Winter, 1974.

George W. Bohlander and \_\_\_\_\_, "The Labor-Management Reporting and Disclosure Act Revisited," Labor Law Journal. Vol. 30, No. 9, September, 1979, pp. 582-589.

\_\_\_\_\_, "By-Passing Overtime with Mini-Shifts," Industrial Management. Volume 16, No. 7, July 1974, pp. 9-11.

\_\_\_\_\_, "Reducing Grievances Through Effective Contract Administration," Labor Law Journal. Volume XXV, No. 4, April, 1974, pp. 211-216.

\_\_\_\_\_, "Manpower Implications of Direct Japanese Investment," Akron Business and

Economic Review

\_\_\_\_\_, "The Good News and Bad News of Flexible Hours," Administrative Management Volume XXXIV, No. 11, November, 1973, pp. 78, 82, 96.

\_\_\_\_\_ and John W. Newstrom, "Administrative Implications of Shorter Workweeks," Administrative Management. Volume XXXIII, No. 12, December, 1972, pp. 18-19.

#### Books and Monographs Published:

1. \_\_\_\_\_ and Carol A. Lockhart Labor Relations In the Health Professions. Boston: Little, Brown and Company, 1976.
2. \_\_\_\_\_, Unions Do Not Happen, They Are Caused. New York: National League for Nursing, 1978.
3. Carol A. Lockhart and \_\_\_\_\_. Labor Relations in Nursing. Wakefield, Massachusetts: Nursing Resources, 1980.
4. \_\_\_\_\_ and Keith Davis. Human Resources and Personnel Management. New York: McGraw-Hill Book Company, 1981. (Second edition, 1985; Third edition, 1989; Fourth edition, 1993; Fifth edition, 1996).

#### Reprinted or Translated as:

- a. International Student Edition: \_\_\_\_\_, Personnel Management and Human Resources. Tokyo: McGraw-Hill Kogakusha Ltd., 1982. (Second edition, 1985; Third edition, 1989; Fourth Edition, 1993).
  - b. Spanish Edition: \_\_\_\_\_. Direccion De Personal Y Recursos Humanos. Mexico City: Libros McGraw-Hill De Mexico, S.A. de C.U., 1982. (Second edition, 1987; Third edition, 1991).
  - c. Spanish Edition, Adapted Version, William B. Werther, Jr., Administracion de Recursos Humanos. (6/e), Mexico City: McGraw-Hill Book Interamericana, 2008.
  - d. Portuguese Edition: \_\_\_\_\_. Administracao De Pessoal & Recursos Humanos. Sao Paulo, Brazil: McGraw Hill do Brasil, 1983.
  - e. French Edition: \_\_\_\_\_. La Gestion des Ressources Humaines. Montreal: McGraw Hill Editeurs, 1985.
5. \_\_\_\_\_, Keith Davis, Herman F. Schwind, T.P. Hari Das, and Frederick C. Miner, Jr. Canadian Personnel Management and Human Resources. Toronto: McGraw-Hill Ryerson Limited, 1982. (Second edition, 1985; Third edition, 1990).
  6. \_\_\_\_\_, William A. Ruch, and Lynne McClure, Productivity Through People. St. Paul: West Publishing Company, 1986.
  7. David A. Sumanth, Johnson A. Edosomwan, D. Scott Sink, and \_\_\_\_\_ (Editors), Productivity Management Frontiers-II. Geneva, Switzerland: Interscience Enterprises Ltd., 1988. .
  8. \_\_\_\_\_, Dear Boss. Deephaven, MN.: Meadowbrook/Simon & Schuster, 1989.

**Translated as:**

- a. (Chinese Edition) \_\_\_\_\_, Dear Boss, Taiwan: Commonwealth Publishing Company, Ltd., 1990.
- b. (Norwegian Edition) \_\_\_\_\_, Kjaere Sjef! Oslo: Huitfieldt Forlag A.S., 1990.
- c. (French Edition) \_\_\_\_\_, Chef Patron. Paris: First, 1991.
- d. (German Edition) \_\_\_\_\_, Leiber Chef. Frankfurt: Campus Verlag, 1991.
- e. (Portuguese Edition) \_\_\_\_\_, Querido Chefe. Lisboa: Edicoes Cetop, 1991.
- f. (Spanish Edition) \_\_\_\_\_, Cartas A Mi Jefe. Mexico City: Selector, S.A. de C.V., 1991.

- g. (Brazilian Edition) \_\_\_\_\_, Caro Chefe. Sao Paulo: Livraria Nobel, S.A., 1992.
- h. (Japanese Edition) \_\_\_\_\_, Tamar Haber-Schaim, Tokyo: 1995
9. David Sumanth, Johnson A. Edosomwan, D. Scott Sink, and \_\_\_\_\_, (Editors), Productivity and Quality Management Frontiers-III. Norcross, GA.: Industrial Engineering and Management Press of Institute Engineers, 1991.
10. \_\_\_\_\_ and Keith Davis. Instructor's Manual with Transparency Masters and Test Bank for Personnel Management and Human Resources. New York: McGraw-Hill Book Company, 1981 (Second edition, 1985; Third edition, 1989; Fourth edition, 1993).
11. \_\_\_\_\_, Keith Davis, Hermann F. Schwind, and T.P. Hari Das. Instructor's Manual with Transparency Masters and Test Bank to Accompany Canadian Personnel Management and Human Resources. Toronto: McGraw-Hill Ryerson Limited, 1982. (Second edition, 1985; Third edition, 1990).
12. David Sumanth, \_\_\_\_\_ and Johnson A. Edosomwan (Editors), Productivity and Quality Management Frontiers-VII. Norcross, GA.: Industrial Engineering and Management Press of Institute Engineers, 1998.
13. \_\_\_\_\_ J. Takala, D. Sumanth, (Editors) Productivity and Quality Management Frontiers—VIII. Bradford, UK: MCB University Press, 1999.
14. \_\_\_\_\_ and Evan Berman, The Third Sector: the Art of Nonprofit Management, Georgetown University Press, 2001.
15. \_\_\_\_\_ and David Chandler, Strategic Corporate Social Responsibility. Thousand Oaks, CA: Sage Publications, Inc., 2006 (Second edition, 2011)

### **Book Reviews:**

- \_\_\_\_\_, "Book Review of Productivity By Choice by Martin F. Stankard," in National Productivity Review, (Vol. 5, No. 4) Autumn, 1986, pp. 392-394.
- \_\_\_\_\_, "Book Review of Effective Group Problem Solving by William Fox," in National Productivity Review, (Vol. 6, No. 4) Autumn, 1987, pp. 368-370.

### **Other Works, Publications and Abstracts:**

#### **Contributions to Books**

- \_\_\_\_\_, "Nonprofit Organizations," Chapter in George R. Goethals, Georgia J. Sorenson, and James MacGregor Burns, Editors, The Encyclopedia of Leadership (Volume 3). Thousand Oaks, Ca.: Berkshire Publishing Group LLC/Sage, 2004, pp. 1097-1102.
- Robert G. Wright and \_\_\_\_\_ "Mentors at Work" in Training and Development Yearbook, Englewood Cliffs, N.J.: Prentice Hall, Inc., 1992, pp. 7.97 to 7.102

\_\_\_\_\_. Chapter 15, "Participative Management," in Windows into Organizations (John W. Newstrom and Jon L. Pierce, Editors), New York: AMACON, 1990, pp. 272-288.

\_\_\_\_\_. Foreword in Robert G. Wright, Systems Thinking: Management in a Changing Environment. Detroit: Society of Manufacturing Engineers, 1989.

\_\_\_\_\_. "Production Slowdown," Critical Incidents in Management: Decision and Policy Issues (John M. Champion and John H. James, Editors), Homewood, Ill.: Richard D. Irwin, 1988, pp. 199-205.

\_\_\_\_\_. and Carol A. Lockhart, "Collective Action and Cooperation in the Health Professions," in Management for Nurses (2nd ed.), Marie Streng Berger, et al. (eds.), St. Louis: The C. V. Mosby Company, 1980, pp. 264-272.

\_\_\_\_\_. "Flexible Working Hours: An Overview," in Readings in Management 79-80, Harris Jack Shapiro, Ernest A. Kallman, Leon Reinharth (eds.), Builford, Connecticut: Dushkin Publishing Group, Inc., 1979, pp. 194-199.

\_\_\_\_\_. "A New Direction in Rethinking Fringe Benefits," Readings in Personnel Management, Fourth Edition, Herbert J. Chruden and Arthur W. Sherman, Jr., Editors, Dallas: Southwestern Publishing Company, 1976, pp. 505-513.

\_\_\_\_\_. "Utilization of Part-Time Employees Can Enhance Operating Efficiency," Field Managers Manual, New York: Homemakers Upjohn, 1976

\_\_\_\_\_. "Mini-Shifts: An Alternative to Overtime," Management Review, Volume 65, No. 7, July 1976, pp. 48-52.

\_\_\_\_\_. "Chapter Eight: A New Direction In Rethinking Fringe Benefits," The Encyclopedia of Employee Fringe Benefits Programs, Old Saybrook, Connecticut: Institute for Management, 1975.

\_\_\_\_\_. "Part-Time Employees: An Alternative to Job Enrichment," Law Office Economics and Management, Vol. XV, No. 1, Spring 1974, pp. 10-15.

\_\_\_\_\_. "Flexible Compensation: Rethinking Fringe Benefits," Compensation Review, Volume 6, No. 2, Second Quarter 1974, pp. 55-59.

#### Other Publications

\_\_\_\_\_ and Jeff Kerr, "Strategic Partners," South Florida CEO. July/August, 2007, p. 18.

David Chandler and \_\_\_\_\_, "Contrasts in CR: Fair Trade versus Consumer Apathy," Corporate Responsibility Management (Volume 2, No. 5) April/May 2006, pp. 14-19.

David Chandler and \_\_\_\_\_, "In Defence of Corporate Social Responsibility," Ethical Corporation, April, 2006 (Electronic)

\_\_\_\_\_, Evan Berman, and Karen Echols, "The Three Roles of Nonprofit Management," Nonprofit World, Volume 23, No. 5, 2005 (pp. 22-23)

\_\_\_\_\_ and Evan M Berman, "Leading the Transformation of Boards," Nonprofit World (Vol. 22, No. 2) March-April, 2004, pp. 9-13.

Jeff Miller and \_\_\_\_\_, "An American Perspective on AIDS: Executive and HR Implications for the Second Decade," EAP International, (Volume 1, No. 3) 1993 (pp. 14-18).

\_\_\_\_\_, "Memo to Boss: We Can Help You," HR Magazine (Volume 135, No. 4) April, 1990, pp. 110-112.

\_\_\_\_\_, "Labor Law Training for Management," Management World. Volume 7, No. 2, February, 1978, pp. 16-18.

\_\_\_\_\_, "The Overlooked Potential of Part-Timers," Bank Administration. Volume LII, No. 1, June, 1976, pp. 40-46.

\_\_\_\_\_, "Can Strikes Be Made to Work for Management, Labor and the Public?" Industrial Management. Volume 17, No. 9, September, 1975, pp. 1-5.

\_\_\_\_\_, "Triangular Self-Development," Management World. Vol. IV, No. 5, May, 1975, pp. 21-24.

\_\_\_\_\_, "Part-Time Employees: An Alternative to Job Enrichment," Management World. Volume III, January, 1974, pp. 20-22.

\_\_\_\_\_, "Productivity Through Workweek Experimentation," The Harvest. Volume 2, February, 1978, pp. 1-2.

George W. Bohlander, \_\_\_\_\_, and Michael N. Wolfe, "Nonstandard Work Schedules: A Survey of Practices," Arizona Business. Volume 26, No. 1, January, 1979, pp. 26-32.

Harold Fearon, William Reif, William Ruch, and \_\_\_\_\_ "Management to the Year 2000," Arizona Business, Volume 28, No. 4, April, 1981, pp.

\_\_\_\_\_, "Productivity Improvement Through People" Arizona Business. Volume 20, No. 2, February, 1981, pp. 14-19.

George W. Bohlander, \_\_\_\_\_, and Michael N. Wolfe, "Nonstandard Work Schedules: A Survey of Practices," Arizona Business. Volume 26, No. 1, January, 1979, pp. 26-32.

George W. Bohlander, \_\_\_\_\_, and Michael N. Wolfe, "An Update on Nonstandard Work Schedules," Arizona Business. Volume 27, No. 2, February, 1980, pp. 16-26.

Michael N. Wolfe, \_\_\_\_\_, and George W. Bohlander, "Employer Benefits in Arizona: An Update," Arizona Business. Vol. 26, No. 9, November, 1979, pp. 8-14.

Michael N. Wolfe, \_\_\_\_\_, and George W. Bohlander, "Employee Benefits in Arizona," Arizona Business, Vol. 25, No. 8, October, 1978, pp. 22-28.

Harold C. White and \_\_\_\_\_, "Collective Bargaining Agreements in Arizona," Arizona Business. Vol. 25, No. 8, October, 1978, pp. 22-28.

\_\_\_\_\_, "Flexible Working Hours: An Overview," Arizona Business. Volume XXIII, No. 1, January, 1976, pp. 19-25.

\_\_\_\_\_, "Variable Benefits: A New Approach to Fringe Benefits," Arizona Business. Volume XXII, No. 9, November, 1975, pp. 18-22.

\_\_\_\_\_ and John Newstrom, "Review of OSHA: Impact and Needed Changes", Arizona Business. Volume XX, No. 8, November, 1973, pp. 3-9.

\_\_\_\_\_ and John W. Newstrom, "Managerial Perceptions of the Shorter Workweek," Arizona Business. Volume XX, No. 2, February, 1973.

\_\_\_\_\_, "A Point of View," National Productivity Review, (Vol. 5, No. 2) Spring, 1986, p. 101.

## PROFESSIONAL

### Funded Research Performed:

Shell Companies Foundation Grant (1972)  
Arizona State University Summer Grant (1972, 1978)

### Editorial Responsibilities:

Served as a book manuscript consultant for:

Random House, Inc.	Charles E. Merrill Publishing Co.
Harper & Row Publishers	Cummings Publishing Company
Houghton Mifflin Company	Science Research Associates
West Publishing Company	Glencoe Publishing Company
Allyn and Bacon, Inc.	The Dryden Press, Inc.
South-Western Publishing Co.	McGraw-Hill Book Company, Inc.
Meadowbrook, Inc.	PWS-Kent

### Editorial Boards:

North American Editor for the Journal of Management Development (1982-1986)  
Editorial Review Board Member, National Productivity Review (1984-2002)  
Editorial Review Board Member, Health Care Management (1986 - Present)  
Editorial Review Board Member, Journal of Management Development (1987-present)  
Editorial Review Board and Contributing Editor for Health Care Supervisor (1982-83)  
Editorial Review Board Member, Global Business and Organizational Excellence (2002-Present)

Reviewer/Discussant for:

Academy of Management Review,  
Labor Studies Journal,  
Arizona Business,  
International Conference on Productivity and Quality Research,  
Journal of Managerial Issues,  
International Conference on Technology Management,

Academy of Management,  
Annual Conference  
Western Division of the Academy of Management,  
Southern Management Association,  
Management Education and Managerial Consultation Divisions  
International Conference on Management of Globally Distributed Work.

Coordinator, ASU-National Labor Relations Board Cooperative Education Program,  
1975-1977

Faculty Coordinator, Executive MBA Programs (1991-1993)

Faculty Coordinator, Corporate Affiliate Management Seminar Series (1991-1993)

Co-Director, Center for Nonprofit Management, 1998-2007

Professional and Honorary Organizations:

### **PROFESSIONAL AFFILIATIONS**

Academy of Management	Inter. Assoc. for Management of Technology
Industrial Relations Research Assn.	American Arbitration Association
Fed. Mediation & Conciliation Serv.	Academy of International Business
Greater Miami Chamber of Comm.	SHRM of Greater Miami
Society for Human Resource Mgmt.	Inter. Soc. for Productivity & Quality Research

### **HONORARY SOCIETIES**

Phi Beta Kappa	Sigma Iota Epsilon	Beta Gamma Sigma
Phi Kappa Phi	Phi Theta Kappa	

### **Honors and Awards:**

Fellow, World Academy of Productivity Sciences (1997)

Fellow, International Society of Productivity and Quality Research (1998)

N.D.E.A., Title IV Fellow (1968-1971)

Shell Companies Foundation Grant (1972)

Arizona State University Summer Grant (1972, 1978)

American Journal of Nursing, Book-of-the-Year Award for Labor Relations in the Health Professions with Carol A. Lockhart; Little, Brown and Company (1976)

Office of Research Grants and Contracts Grant, Arizona State University (1978)

Expertise cited in the Wall Street Journal, U.S. News and World Report, Fortune, Washington Post, Nation's Business, ABC Radio Network, Nightly Business Reports

Appointed to the position of Office Depot Management Scholar (1997)

Gubernatorial Appointee to the Florida International Currency and Barter Exchange Committee (1986-1989)

### **Listings:**

American Arbitration Association, National Labor Panel

Federal Mediation and Conciliation Service, National Labor Panel

## Other Professional Activities

### Legislative Testimony

At the request of the Subcommittee on Employee Ethics and Utilization, United States House of Representatives, written testimony was submitted on H.R. 1627, an Act concerned with the increased utilization of part-time employees in the Federal Government (June, 1977).

Presented oral testimony to the Subcommittee on Collective Bargaining, Arizona State Senate concerning collective bargaining for Public Employees (April, 1977).

### Other Professional Activities (e.g., papers presented; performances; conference proceedings, seminar or conference panel member, catalogue work, etc.):

Luisa Helena Pinto, Carolos Cabral-Cardoso, and \_\_\_\_\_, "It's All in the Mind: Cultural Distance, Psychic Distance, and Expatriation Outcomes," 11<sup>th</sup> International Human Resource Management Conference, Birmingham, UK, 2010.

Luisa Helena Pinto, Carolos Cabral-Cardoso, and \_\_\_\_\_, "The Effects of Perceived Socio-Cultural Adjustment on Expatriates' Assignment Satisfaction and Withdrawal Intentions" European Academy of Management, Rome, Italy, 2010

\_\_\_\_\_ "Productivity and Margin Compression in Mature Industries: The Special case for Health Care in the United States," Twelfth International Conference for Productivity and Quality Research, Oulu, Finland, July 2008.

Sergio Costas and William B. Werther, Jr." Entrepreneurship, SMES and Regional Constructed Advantage," RENT XII [Research in Entrepreneurship and Small Business] Conference (Covilha, Portugal). November, 2008

Luisa Helena Pinto, Carlos Cabral-Cardoso, and William B. Werther, Jr. "Why Solidarity Matters (and Sociability doesn't): The Effects of Perceived Organizational Culture on Expatriation of Adjustment," Fourth Conference on Expatriation (Las Palmas de Gran Canaria, Portugal)

Jeffrey L. Kerr and William B. Werther, "Globally Distributed Work and the value of Agency Theory in Understanding Outsourcing," in the Proceedings of the Second International Conference on Management of Globally Distributed Work, July 2007 pp. 65-74

William B. Werther, Jr., and Jeffrey Kerr, "Strategic Partners," South Florida CEO July/August 2007, P. 18

William B. Werther, Jr., "Human Barriers to Strategic Implementation of Productivity and Quality Technologies," In Productivity & Quality Management frontiers—IX (Ezey Dar-El, Amost Notea, and Amihud Hari, Eds) presented at the IX International Conference on Productivity and Quality Research, Jerusalem 6/2000)

\_\_\_\_\_, "Strategy-Driven Structural Change: Implications for Productivity and Quality Management," Productivity and Quality Management

Frontiers--VII, Norcross, Georgia: Engineering & Management Press, Institute of Industrial Engineers (1998) [Refereed/Published Proceeding], pp. 451 ff.

\_\_\_\_\_, "Strategic Alliances: Macro Approaches to Productivity and Quality Improvement," Productivity and Quality Management Frontiers--VI, Norcross, Georgia: Engineering & Management Press, Institute of Industrial Engineers (1997) [Refereed/Published Proceeding]

\_\_\_\_\_, "Strategy-Driven Technology in International Competition," at the International Conference on the Management of Technology in Management of Technology VI, R.M.Mason, L.A.Lefebvre, and T.M. Khalil (editors) Oxford (U.K.): Elsevier Advanced Technology, 1997, pp. 33-40. (Goteborg, Sweden) 1997.

\_\_\_\_\_, "The Execution of Corporate Strategy: The Paradox of Technology-Driven Convergence," in Management of Technology V, R.M.Mason, L.A.Lefebvre, and T.M. Khalil (editors) Oxford (U.K.): Elsevier Advanced Technology, 1996, pp. 33-40.

\_\_\_\_\_, "The Executive Dilemma: Matching Improvement Methodologies with Corporate Strategies," in Productivity and Quality Management Frontiers--V, D. Sumanth, et al (editors) Norcross, Georgia: Industrial Engineering Management Press, 1995 (pp. 172-183).

\_\_\_\_\_, "Technology Management through Continuity Planning: Executive, Strategic, and Governance Issues," in Management of Technology IV T.M. Khalil and B.A. Bayraktar (editors) Norcross, Georgia: Industrial Engineering Management Press, 1995 (pp. 555-561).

\_\_\_\_\_, "A Conceptual Framework for Overcoming Resistance to the Measurement of Productivity and Quality," (with Evan Berman) in Productivity and Quality Management Frontiers--IV (Volume 2), D. Sumanth, et al (editors) Norcross, Georgia: Industrial Engineering Management Press, 1993.

Evan Berman, \_\_\_\_\_, and Jonathan West, "The HRM Response to the Changing Boundaries of Middle Management: An Exploratory Survey," in Southern Management Association Proceedings (Mel Schnake, Editor) Valdosta, Ga.: Southern Management Association, 1993 (pp. 263-265)

\_\_\_\_\_ and Evan Berman, "A Conceptual Framework for Overcoming Resistance to the Measurement of Productivity and Quality," in David J. Sumanth et.al. (Editors), Productivity and Quality Management Frontiers--IV (Vol. 2) Norcross, GA: Institute of Industrial Engineers, 1993 (pp. 1027-1035).

\_\_\_\_\_, "Technology Management through Continuity Planning: Executive, Strategic, and Government Issues" Tarek M. Khalil and Bulent A.Bayraktar (eds.) Management of Technology IV (Volume I) 1994 (pp. 555-561).

\_\_\_\_\_, Evan Berman, and Peter Tarjan, "Improving Competitiveness through Technology Management in Biomedical Start-ups", Management of Technology III, Volume 1 (Tarek M. Khalil and Bulent A. Bayraktar, editors), Norcross, Ga.: Institute of Industrial Engineers, 1992, pp. 175-183.

\_\_\_\_\_, "Executive Issues in Executive Education: A Hybrid University/Corporate Solution" in Southern Management Association Proceedings (Mel Schnake, Editor). Valdosta, Ga.:Southern Management Association, 1992 (pp. 516-519).

Evan Berman, Eduardo Vasconcellos, and \_\_\_\_\_, "Increasing R & D Effectiveness Through Corporate Strategy: An Empirical Test of The Third Generation Hypothesis" Southern Management Association Proceedings (Mel Schnake, Editor). Valdosta, Ga.:Southern Management Association, 1992 (pp. 359-361).

\_\_\_\_\_, "Linking International Succession Planning to Strategy: A Preliminary Parallel Model," Southern Management Association Proceedings (Dennis Ray, Editor). Mississippi State: Southern Management Association, 1991 (pp.411-417).

\_\_\_\_\_, "Management Resistance to Productivity and Quality Efforts," in Productivity and Quality Management Frontiers-III (David Sumanth, et. al., Editors). Norcross, Ga.: Institute of Industrial Engineers, 1991.

William A. Ruch and \_\_\_\_\_, "In-House Productivity and Quality Colleges," Productivity Management Frontiers-II (D. Sumanth et al, Editors) Geneva, Switzerland: Elsevier, 1989, pp. 468-473.

\_\_\_\_\_, "Strategy-Driven Productivity Improvement," Productivity Management Frontiers-II (D. Sumanth et al, Editors ) Geneva, Switzerland: Elsevier, 1989, pp. 274-280.

\_\_\_\_\_, "The 'People Side' of Changing Technology," Technology Management 1 (T.K. Kahil, Editor) Geneva, Switzerland: Interscience Enterprises Ltd., 1988, pp. 575-583.

\_\_\_\_\_, "Strategies for Technology-Driven Organizations," Management of Technology-II (T. Kahil, Editor) Atlanta: Industrial Engineering and Management Press, 1990, p. 1329 (Abstract)

\_\_\_\_\_, "Motivating Management to Motivate: A Conceptual Framework for Increasing Employee Productivity," in Productivity Management Frontiers-I (David Sumanth, Editor) Amsterdam, Netherlands: Elsevier Science Publishers, 1987 (pp. 375-383).

William A. Ruch and \_\_\_\_\_, "Comprehensive Productivity Education: Do You Need an In-House Productivity College?" 1985 State-of-the-Art Proceedings, Cincinnati: International Association of Quality Circles, 1986, pp. 105-109.

\_\_\_\_\_, "Employee Involvement: Union and Non-Union Issues," 1984 State-of-the-Art Proceedings, Cincinnati: International Association of Quality Circles, 1986, pp. 60-64.

\_\_\_\_\_, "A Hard Look at Participative Management: Conditions That Make It Work, Condition That Spell Failure, Costs of Failure", Proceedings of the Third Annual Human Resources Productivity Conference: Management's Role in Generating People-Based Productivity Systems, November 8-9, 1984, New York.

Ross Reck and \_\_\_\_\_, "Buyer Effectiveness: A New Method of Segmenting the Organizational Market," American Institute for Decision Sciences Proceedings, Volume 1, October/November, 1978, pp. 226-228.

## TEACHING

### Teaching Awards Received:

School of Business Adm. Alumni Excellence in Teaching Award (1991).  
Outstanding Teaching Award, Department of Management, University of Miami (1989-1990)  
Award for Excellence in Teaching, Executive MBA Programs, University of Miami (1990; 1994)  
Outstanding Undergraduate Teacher, Department of Management, Arizona State University (1978)

### Teaching Specialization (courses taught):

Corporate Strategy (MGT 401, 658)  
Human Resource Management (MGT 302, 602)  
Behavioral Elements in Productivity Management (MGT 545)  
Strategy Management (MGT 675)  
Corporate Strategy (Mgt 677)  
Building Effective Organizations (U do Porto)

### Thesis and Dissertation Advising:

Chairman, Dr. Peter Stonebrakers's Dissertation Committee (Arizona State)  
Chairman, Dr. William P. Smith's Dissertation Committee (Arizona State)  
Member, Ms. Melenie Lankau, Dissertation Committee (University of Miami)  
Member, Dr. David Weiter's Dissertation Committee (Arizona State University)  
Member, Dr. Fred Brandt's Dissertation Committee (Arizona State University)  
Member, Dr. Lynne McClure's Dissertation Committee (Arizona State University)  
Dissertation defense of James A. Tozer, Ed.D. (Arizona State University)  
Masters thesis defense of Mr. Pierre Drowns, M.A., Anthropology (Arizona State)  
Masters thesis defense of Mr. Clifford Newells, M.A., History (Arizona State)  
Masters thesis defense of Mr. James Dillard, M.A., Communications, (Arizona State)  
Chair, Ms. Jody Barr's Master Thesis (University of Miami)  
Chair, Mr. Chris Dudley, Executive MBA Masters Thesis (University of Miami)  
Chair, Mr. S. Michael Rich, Executive MBA Masters Thesis (University of Miami)  
Member, Ms. Kathy Spata, Masters Thesis (University of Miami)  
Member, Ms. Anne Mesrouze, Masters Thesis (University of Miami)  
Member, Mr. Bakulesh Adya, Masters Thesis (University of Miami)  
Member, Ms. E. Marcus-Stanley, MBA/MSIE Thesis (University of Miami)  
Member, Ms. Yvette Bronstein, MSIE Masters Thesis (University of Miami)  
Reader, Y. Ramesh Babu, Ph.D. (Andhra University), Andhra Pradesh, India  
Member, Geroge Generalis, Ph.D., 2000 (University of Miami)  
Chair, Helena Pinto, M.A. Thesis Advisor, 2004-2005 (University of Porto)  
Chair, Helena Pinto, Ph.D. Dissertation Advisor, 2006-2008 (University of Porto)  
Chair, Krystle Cacci, Practicum Thesis, University of Miami (November, 2008)  
Chair, Alipio Jose Silva Da Torre, MBA Thesis, "University do Porto (June, 2008)  
Co-Chair, Sergio Costa, MBA thesis, University do Porto, (June, 2008)  
Member, Emanna Louis, Master's Thesis Committee. Univ. of Miami (Dec, 2008)  
Chair, Saran Stewart, Practicum Thesis, "MAIA Program ( December, 2008)  
Practicum Chair, Master in Arts in International Administration, for Samantha Alexander Reynolds, 2009  
Eduardo de Oliveira Teixeira, Mba Thesis Universidad do Porto (2009)

Bruno Miguel Guilhoto Monteiro, MBA Thesis advisor, , Universidad do Porto (2009)

## **SERVICE**

### University Committees and Administrative Responsibilities:

President, Beta Gamma Sigma Chapter, University of Miami (1986-1988)

Member, London Program Review Committee (1986)

Member, Provost's Promotion and Tenure Review Committee (1986-1989)

Member, University of Miami United Way Committee (1987-1989)

Member, Advisory Board for the Center for Hemispheric Policy (2006-

Member, Master of Arts in International Administration faculty (2002- )

Reviewer, School of Business Administration Corporate Affiliate Summer Research Grants, 1987

Member, Faculty Senate Committee to Select Outstanding University Research Scholar (1987-1991)

a. Chair, 1990-91

Health Care Interest Group (1987 - )

a. Executive MBA/Health Care Accreditation Committee (1989-1990)

b. Executive MBA/Health Care Long Range Planning Committee (1990)

Member, Masters of International Business Studies Planning Committee (1990-1991)

Advisory Board Member, Center for Hemispheric Policy (2007-

Advisory Board Member, University Ethics Advisory Board (2007-2008)

MBA Orientation Program (August, 2008-2009)

Member, Department of Management Compensation Committee (2009-2010)

Member, Department of Management, MGT 401 Curriculum Revision Comm.

Member, Center for Hemispheric Policy Advisory Committee (2007-present)

CIBER Advisory Board (Assisted with CIBER grant application)

Executive MBA and MBA for Working Professionals—Information Session “What Makes Execs Different than Managers?” (December, 2009; September, 2010)

Health Care Executive MBA Accreditation Committee

Management Departmental Promotion and Tenure Committee

Faculty, Johnson A. Edosomwan Leadership Institute

Anita Cava Departmental Promotion Evaluation Committee 2009

Ann Morales Ozazabal Promotion review committee 2010

Marianna Makri's Teaching Evaluation committee 2009

### **Administrative**

- Acting Director, Innovation & Entrepreneurship Institute (1986-88)
- Faculty Coordinator, Executive MBA Programs (1991-1993)
- Faculty Coordinator, Corporate Affiliate Management Seminar Series (1991-1993)
- Co-Director, Center for Nonprofit Management (1998-2008)

Community Activities:

### **Labor Arbitration**

Southwest Forest Industries *v.* I.B.E.W. (1985)

State of New Mexico *v.* AFSCME Local #2839 (1985)

Fuch's Bakery (D.B.A. Holsum Bakeries) *v.* Teamsters Local 769 (1990)

American Service Control Corporation *v.* Teamsters Local 769 (1990)

City of Miami Beach *v.* F.O.P. (1991)

Dade County School Board *v.* Dade County Teacher's Union (1991)

### **Professional Organizations**

Academy of Management (1969-Present)

- a. Managerial Consultation Division
  - Division Chair, 1994-1995
  - Executive Board Member, 1992-1997
  - Newsletter Publisher, 1992-1994
  - Membership Chair, 1993-1994
  - Reviewer, 1992-1998
  - Representative-at-Large, 1992
  - Newsletter Publisher, 1992-1994
  - Membership Chair
- b. Management Education and Development Division
  - Executive Board Member, 1992-1994
  - Election Committee, 1992, 1993
  - Academy of Management, Fellows Task Force (1991-1992)
  - Reviewer, 1992, 1993, 1994
  - Chair, Pre-Conference Workshop, MED Division, 1993
- c. Southern Management Association
  - Reviewer, 1991-1997
  - Discussant, 1991-1997
- d. Western Division of the Academy of Management
  - Program Committee Member (1978-1981)
  - Presenter, 1979, 1980, 1982
  - Session Chair, 1980

Academy of International Business

Society for Human Resource Management (ASPA) (1978-2001)

International Society of Productivity and Quality Research (1988- )

- a. President, 1998-1999.
- b. Fellow of the Society, 1998
- c. Recording Secretary, 2008

Member, Miami Leadership, Miami, Florida (1986-Present)

Member, Board of Directors, Business Volunteers for the Arts (1986 -1993)

- a. Chair, Graduate/Alumni: Membership (1987-1989)
- b. Presenter, Board Development (1987-1991)

Member, Board of Governors, Dade County Manufacturers Council (1985 - 1990)

- a. Member, Membership Committee (1985)
- b. Member, Education Committee (1985-1988)
- c. Member, Bio-Tech Subcommittee (1988)
- d. Member, Personnel and Industrial Relations Committee (1988)
- e. Presentations: "Motivating Today's Manufacturing Employees (1990); "The Paradox of Quality" (1990).

University of Miami: Representative to Greater Miami Chamber of Commerce (1986-1999; 2008)

- a. Economic Development Goals Workshop, Co-Chairman (1986-1991)
- b. Gratis, Consultant to Executive Committee Members (1986-1992)
- c. Gratis, Consultant, One Community, One Goal (1995)
- d. Chair, Special Projects Committee - Health Care. (1989-1991)
- e. Co-Chair, Special Projects Committee, Architects and Engineers Forum (1989-1990)
- f. One Community, One Goal Facilitator, (1998-1999)

Member, Society for Human Resource Management (1986-2004 )

Gubernatorial Appointee, Florida International Currency and Barter Exchange Committee (1987-1989)

## **ADVISORY SERVICES TO ORGANIZATIONS**

Advisory Assistance to numerous business, nonprofit, and governmental organizations in Europe and the Americas. Work with more than 100 Government, Business, and Nonprofit organizations, including:

### **Government**

- The White House, Office of The President
- The National Judicial Center & The Clerks of the US District Courts
- The States of Florida and Arizona
- The Cities of Phoenix and Miami
- NASA and the US Navy
- Louisiana State University
- Universidad do Porto, EGP

### **Businesses**

- Citicorp

- General Motors
- Anheuser-Busch
- Bell Canada
- Fiat
- NovaArtis
- Courtelis Companies
- BankUnited
- Sun Banks
- State Farm Insurance Companies
- Hewlett-Packard
- Schuff International
- Del Webb
- TRW
- Texaco
- Sonae
- IBM

Nonprofits

- The Cleveland Clinics
- University of Miami, Miller School of Medicine
- Bascom Palmer
- Sylvester Comprehensive Cancer Center
- Transplant Insitute
- The American Productivity and Quality Center
- The Miami Lighthouse for the Blind
- Miami Children's Hospital Foundation
- Blue Cross/Blue Shield
- Business Volunteers for the Arts
- Samaritan Health Services
- The Miami Jewish Home & Hospital for the Aged at Douglas Gardens
- Temple Judea, February, 2008
- Lighthouse for the Blind Annual Board Meeting, March 2008
- Heiken Advisory Committee, 2007-2008
- Consulate General of Israel, September, 2008
- The Miami Children's Hospital Foundation, 2008
- Dranoff Two Piano, Student Art Awards.(2008)