

## **JERRY MARTIN NEWMAN**

273 Jacobs Management Center  
State University of New York  
Buffalo, NY 14260  
(716) 645-3238, Fax 645-2863  
[jmnewman@hrfoundations.com](mailto:jmnewman@hrfoundations.com)

### **EMPLOYMENT HISTORY**

- 1999 - President, HR Foundations, Inc.
- 1999 - Distinguished Professor of Management, School of Management, State University of New York at Buffalo.
- 1997 Singapore Institute of Management, Human Resources Instructor.
- 1995 - 1999 Professor of Organization and Human Resources, School of Management, State University of New York at Buffalo.
- 1980-1995 Associate Professor of Organization and Human Resources, School of Management, State University of New York at Buffalo.
- 1985 (Summer) National Center for Industrial Science and Technology Management Development. Dalian, China. Visiting Professor of Human Resources.
- 1974-80 Assistant Professor of Organization and Human Resources School of Management, State University of New York at Buffalo.

### **HONORS AND AWARDS**

- 1996 Dean's Distinguished Teaching Award
- 1994 Graduate Professor of the Year, School of Management
- 1993 Human Resource Professional of the Year, Niagara Frontier Chapter, Society for Human Resources Management
- 1993 Graduate Professor of the Year, School of Management
- 1992 Graduate Professor of the Year, School of Management
- 1991 Keynote Commencement Address, School of Management Graduation
- 1991 Distinguished Faculty Address, Parent's Weekend, SUNY/Buffalo
- 1988 Graduate Professor of the Year, School of Management, SUNY/Buffalo
- 1982 Chancellor's Distinguished Teaching Award, State University of New York System
- 1977 Graduate Professor of the Year, School of Management, SUNY/Buffalo

### **NATIONAL OFFICES HELD OR NOMINATED**

1. Editorial Board, Journal of Contemporary Business Issues (1992 - present)
2. Executive Board, National Academy of Management, PHR Division (1982-83)
3. Editorial Board, Academy of Management Journal (1985-87)

4. National Job Evaluation Board: Selected by Communications Workers of America, International Brotherhood of Electrical Workers and American Telephone and Telegraph. Act as neutral third party to help identify proactive strategies for improving labor management relations during the 1990s.

## EDUCATION

- Ph.D. University of Minnesota, Minneapolis (1974) Major: Industrial Relations  
Advisor: Thomas A. Mahoney
- M.A. University of Minnesota, Minneapolis (1973) Major: Industrial Relations
- B.A. University of Michigan, Ann Arbor (1969) Major: Psychology

## BOOKS

- George T. Milkovich and Jerry M. Newman. Compensation (6th ed.). Irwin: Homewood, IL, 1984, 1987, 1990, 1993, 1996, 1999.
- George T. Milkovich, Jerry M. Newman and Carolyn Milkovich. Cases in Compensation. Compensation, Inc.: Ithaca, NY, 1984, 1987, 1988, 1992, 1994, 1997, 1999.
- Robert L. Cardy, Sheila M. Puffer, and Jerry M. Newman (eds.) Advances in Information Processing in Organizations, V. 3: The Cross Functional Linkage of Basic and Applied Research. JAI Press: Greenwich, CT, 1988.

## CHAPTERS IN BOOKS

- Michael Lillis and Jerry M. Newman. 1997. "Evaluation of Corporate Training Programs," in Albert Pautler, Jr. and Deborah Buffamanti (eds). Winning Ways: Best Practices in Work-Based Learning. Prakken Publications: Ann Arbor, MI.
- George T. Milkovich, Jerry M. Newman and James T. Brakefield. 1992. "Job Evaluation," in G. Salvendy (ed.). Handbook of Industrial Engineering. John Wiley & Sons, 916-936.
- Jerry M. Newman. 1989. "Compensation Programs for Special Employee Groups," in Compensation and Benefits (3rd ed.). Bureau of National Affairs: Washington, DC, 182-215.
- Jerry M. Newman. 1988. "Rewards in Organizations," in Readings in Personnel Human Resource Management, R.S. Schuler, S.A. Youngblood, and V.L. Huber (eds.), 3e, West Publishing: St. Paul, MN, 267-274
- Jerry M. Newman. 1987. "Selecting Incentive Plans to Complement Organizational Strategy," in David Balkin and Luis Gomez-Mejia (eds.), New Perspectives on Compensation. Prentice-Hall: Englewood Cliffs, NJ, 214-224.
- Linda A. Krefting, Jerry M. Newman, and Frank Krzystofiak. 1987. "What is a Meaningful Pay Increase," in David Balkin and Luis Gomez-Mejia (eds.), New Perspectives on Compensation. Prentice-Hall: Englewood Cliffs, NJ, 135-140.
- Jerry M. Newman. 1983. "Managing the Personnel Function." In M. B. Wingate, D.R. Bunker, F.T. Schimpfhauser and R. Markello (eds.), Management for Physicians. Garden City, NY: Medical Examination Publishing Company, 42-61.
- Jerry M. Newman and Frank Krzystofiak. 1979. "Towards Internal Availability: Intraorganizational Roadmaps." Reprinted in Affirmative Action Planning. New York: Human Resource Planning Society, 25-35.

## ARTICLES

### Refereed Journals

- Jerry M. Newman and Frank Krzystofiak. 1998. "Value Chain Compensation." Compensation and Benefits Review, May/June, 60-66.
- Jerry M. Newman and Melissa Waite. 1998. "Do Broad-Based Stock Options Create Value". Compensation and Benefits Review. September/October, 78-86
- Melissa L. Waite, Jerry M. Newman and Frank J. Krzystofiak. 1994. "The Relationship Between Performance Appraisal, Compensation and Total Quality Programs". Psychological Reports.
- Jerry M. Newman and Frank Krzystofiak. 1993. "Changes in Employee Attitudes After

- an Acquisition," Group and Organization Management, 18(4), 390-410.
- Jerry M. Newman and Daniel Fisher. 1992. "Strategic Impact Merit Pay." Compensation and Benefits Review, July-August, 38-45.
- Chris Martin and Jerry M. Newman. 1992. "New Problems With The Fair Labor Standards Act?" Compensation and Benefits Review, July-August, 60-63.
- Jerry M. Newman and George T. Milkovich. 1990. "Procedural Justice Challenges in Compensation: Eliminating the Fairness Gap." Labor Law Journal, 41(8), 575-579. Article also appears in Proceedings of the 1990 Spring Meeting, Industrial Relations Research Association.
- Jerry M. Newman. 1988. "Compensation Strategy in Declining Industries," Human Resource Planning, 11(3), 197-206.
- Jerry M. Newman, Frank Krzystofiak and Robert Cardy. 1986. "Role of Behavior Level, Behavioral Variability, and Ratee Order in the Formation of Appraisal Ratings." Basic and Applied Social Psychology, 7(4), 277-293.
- Frank Krzystofiak, Jerry M. Newman, and Linda Krefting. 1982. "Pay Meaning, Satisfaction, and Size of a Meaningful Pay Increase." Psychological Reports, 51, 660-662.
- Frank Krzystofiak and Jerry M. Newman. 1982. "An Empirical Evaluation of a Fair Employment Standard." Psychological Reports, 50, 1079-1084.
- Frank Krzystofiak and Jerry M. Newman. 1980. "Revisiting Equal Employment Opportunity in the Federal Government: The Case of the EEOC." Public Personnel Management Journal, 9, 312-317.
- Frank Krzystofiak, Jerry M. Newman and Gary Anderson. 1979. "A Quantified Approach to the Measurement of Job Content: Procedures and Payoffs." Personnel Psychology, 32 (2), 341-357.
- Jerry M. Newman and Frank Krzystofiak. 1979. "Towards Internal Availability: Intraorganizational Roadmaps." Human Resource Planning, 2 (1), 25-35.
- Jerry M. Newman and Frank Krzystofiak. 1978. "A Strategy for Filling Unexpected High-Level Job Vacancies." Human Resources Planning, 1(3), 151-160.
- Jerry M. Newman. 1978. "Discrimination in Recruitment: An Empirical Analysis," Industrial and Labor Relations Review, 32 (1), 15-23.
- Jerry M. Newman, Bhal Bhatt and Thomas Gutteridge. 1978. "Determinants of Expatriate Effectiveness: A Theoretical and Empirical Vacuum." Academy of Management Review, 3 (3), 655-661.
- Thomas Mahoney, Jerry M. Newman and Peter Frost. 1975. "Worker Perceptions of the Four-Day Work Week." California Management Review, 18 (1), 31-35.

## CONSULTING

Area	Organization
Employment/Wage	United States Fidelity Guaranty (Baltimore, MD)
Discrimination	Cryogenic Supplies, Inc. (Hamburg, NY) Goldome Bank (Buffalo, NY) General Mills (Buffalo, NY) Manufacturers & Traders Trust (Buffalo, NY)
Compensation	Perry's Ice Cream Kaleida Health Systems Harlequin Books American Telephone and Telegraph British Petroleum/Sohio/Carborundum Welch-Allyn West Seneca School District Wegmans Food Stores American Compensation Association (Scottsdale, AZ) Buffalo Savings Bank (Buffalo, NY) Peter J. Schmitt Company (Buffalo, NY) Hewlett Packard (Palo Alto, CA)

	Rochester Telephone Company
	Graphic Controls
	Cliffstar Corporation
	New Era Cap
	Sorrento Cheese
	Balzer's Tool Coating
	Gowanda Electronics
	Cummins Engine
	National Health Care Affiliates
	Praxair
	Harper International
	Farrell Roofing
	Monofrax
Performance	RJR Nabisco
Appraisal	Outokumpu American Brass
	NC Industries
	Department of Social Services (Erie County, NY)
	State of New York, Manpower Programs
	United Way of Greater Buffalo (Buffalo, NY)
	Graphic Controls (Buffalo, NY)
	Union Carbide (Buffalo, NY)
	Buffalo Savings Bank (Buffalo, NY)
	Peter J. Schmitt Co. (Buffalo, NY)
	ARA Services (Philadelphia, PA)
	Delaware North Companies
	Rochester Telephone Company
Other	Sorrento Cheese
	Rosina Foods
	Armor Box
	Cello-Pack
	Gioia Management
	Niagara Cutter
	Father Sam's Bakery
	Ultra Tool and Plastics
	Corson Manufacturing