

JR KELLER

168 Ives Hall, Ithaca, NY 14853
www.ilr.cornell.edu/people/jr-keller/

Email: jrkeller@cornell.edu
www.profjrkeller.com

ACADEMIC POSITIONS

Assistant Professor, Human Resources Studies, ILR School, Cornell University 2015–present

EDUCATION

Ph.D. in Management – *Wharton School of Business, University of Pennsylvania*

Masters of Science in Adult Education – *Indiana University, School of Education*

Bachelors in Finance and Computer Applications – *University of Notre Dame*

JOURNAL ARTICLES

*denotes equal co-authors

Baek M., Bidwell, M., and Keller, J. My manager moved! Manager mobility and subordinates' career outcomes. Accepted at *Organization Science*.

*McCarthy, J. and *Keller, J. (in press). How managerial openness to voice shapes internal attraction: Evidence from United States school systems. *ILR Review*. <https://doi.org/10.1177/00197939211008877>

*Cobb, A., *Keller, J., & *Nurmohamed, S. (in press). How do I compare? The effect of work-unit demographics on reactions to pay inequality. *ILR Review*. <https://doi.org/10.1177/00197939211001874>

Keller, J, Kehoe, R., Bidwell, M., Collings, D. & Myer, A. (in-press). In with the old? Examining when boomerang employees outperform new hires. *Academy of Management Journal*. <https://journals.aom.org/doi/10.5465/amj.2019.1340>

*Dlugos, K. & *Keller, J. (2021). Turned down and taking off? Rejection and turnover in internal talent markets. *Academy of Management Journal*, 64(1), 63-85.

- *Best Conference Paper* in the Strategic Human Capital IG, 2018 SMS Annual Meeting

Keller, J. (2018) Posting and slotting: How hiring processes shape quality of hire and compensation in internal labor markets. *Administrative Science Quarterly*, 63(4): 848-878.

- Winner of the 2019 HR Division Scholarly Achievement Award as the most significant article in HRM published in recognized journals and research annuals
- Awarded the *Best Conference PhD Paper Prize*, 2014 SMS Annual Meeting

*Bidwell, M. J., & *Keller, J. (2014). Within or without? How firms combine internal and external labor markets to fill jobs. *Academy of Management Journal*, 57(5): 1035-1055.

Cappelli, P., & Keller, J. (2014). Talent management: Conceptual approaches and practical challenges. *Annual Review of Organizational Psychology and Organizational Behavior*, 1: 305–331.

Cappelli, P., & Keller, J. (2013). Classifying work in the new economy. *Academy of Management Review*, 38(4): 575–596.

- Nominated for the 2021 Best Management Practice Paper Award at the *Academy of Management Review*.

Cappelli, P., & Keller, J. (2013). A study of the extent and potential causes of alternative employment arrangements. *ILR Review*, 66(4): 874–901.

BOOK CHAPTERS & OTHER PUBLICATIONS

Keller, J., and Dlugos, K. (2021). Why rejected internal candidates end up quitting. *Harvard Business Review*. <https://hbr.org/2021/07/research-why-rejected-internal-candidates-end-up-quitting>

Keller, J. (2019). Book review: High tech and high touch: Headhunting, technology, and economic transformation. *Administrative Science Quarterly*.

Keller, J. (2019). To post or not to post? Making better internal hires. *Work in progress: Sociology on the economy, work and inequality*. <http://www.wipsociology.org/2019/09/22/to-post-or-not-to-post-making-better-internal-hires/>

Cappelli, P., & Keller, J. (2017). The historical context of talent management. In W. Cascio, D. Collings, & K. Mellahi (Eds.), *Oxford Handbook of Talent Management*. Oxford University Press.

Keller, J. (2015). The best way to hire from inside your company. *Harvard Business Review*. <https://hbr.org/2015/06/the-best-way-to-hire-from-inside-your-company>

Keller, J., & Cappelli, P. (2014). A supply chain approach to talent management. In P. Sparrow (Ed.), *Strategic Talent Management: Contemporary Issue in an International Context*. Cambridge, UK: Cambridge University Press.

Keller, J., & Cappelli, P. (2013). Employment Relationships. In V. Smith (Ed.), *Sociology of Work: An Encyclopedia*. Thousand Oaks, CA: SAGE Publications.

WORKING PAPERS

Kehoe, R., Brymer, R., Keller, J., & Kim, J. Y. Hiring-by-affiliation: Ties that find, bind, and blind? The promise and perils of hiring by professional affiliation. Under review at *Personnel Psychology*.

Dlugos, K. & Keller, J. Candidate pool composition and post-hire outcomes for internal hires. Under review at *Personnel Psychology* (to be submitted the week of 9/13/21).

Keller, J., & Dlugos, K. Advance ‘em to attract ‘em: An argument against talent hoarding. Preparing for submission to *Academy of Management Journal*.

- Nominated for *Best Conference Paper*, 2021 SMS Annual Meeting

Klein K., Harrison, D., Keller, J., Schwartz, S., Vittengl, J., & Cohen, A. Changing leaders, leading change: How successors drive change in collective engagement and organizational performance. Preparing for submission to *Academy of Management Journal*.

WORK-IN-PROGRESS

*denotes equal co-authors

Bidwell, M. & Keller, J. Lateral internal mobility.

- Nominated for *Best Conference Paper* in the Strategic Human Capital IG, 2020 SMS Annual Meeting

*Keller, J. & *McCarthy, J. Managerial openness to voice and its effects internal versus external attraction.

Keller, J., Kehoe, R., & Dlugos, K. Mitigating risks to create value through external hiring.

Klein K., Van Knippenberg, D., Keller, J., Shapiro, D., Vittengl, J., Yao, J., & Cohen, A. The departing leader's legacy.

CONFERENCE PRESENTATIONS

Advance 'em to attract 'em: An argument against internal talent hoarding. *Strategic Management Society Annual Conference*, 2021.

In with the old? Examining when boomerang employees outperform new hires. *Academy of Management Annual Meeting*, Vancouver (virtual), 2020.

Strategic human capital and entrepreneurship. SMS Conference Extension, Madison, 2019 (co-organizer).

Managerial mobility and its effect on subordinates' career outcomes. *American Sociological Association Annual Meeting*, New York, 2019.

Managerial mobility and its effect on subordinates' career outcomes. *LERA Annual Meeting*, Cleveland, 2019.

How do I compare? The effects of pay dispersion and workgroup diversity on employee turnover, *Academy of Management Annual Meeting*, Boston, 2019.

In with the old? An examination of the potential benefits of boomerang hires, *Strategic Management Society Annual Conference*, Paris, 2018.

When losers become leavers: Rejection and turnover in internal labor markets, *Strategic Management Society Annual Conference*, Paris, 2018.

The analytics of careers: Using people analytics in careers research, *PDW at Academy of Management Annual Meeting*, Chicago, 2018.

Research on internal labor markets: Challenges and opportunities, *PDW at Academy of Management Annual Meeting*, Chicago, 2018.

Career paths: New insights into the types, causes, and consequences of career mobility between firms, *Symposium at Academy of Management Annual Meeting*, Chicago, 2018.

When losers become leavers: Rejection and turnover in internal labor markets, *European Group on Organizational Studies Colloquium*, Tallin, 2018.

Making external hiring work: How firms can mitigate risks to create value through external hiring, *Duke Strategy Conference*, Duke University, 2017.

The effects of pay dispersion and workgroup diversity on employee turnover, *People and Organizations Conference*, Philadelphia, 2017.

When losers become leavers: Rejection and turnover in internal labor markets, *Academy of Management Annual Meeting*, Atlanta, 2017.

The effects of pay dispersion and workgroup diversity on employee turnover, *LERA Annual Meeting*, Anaheim, 2017.

When losers become leavers: Rejection and turnover in internal labor markets. *People and Organizations Conference*, Philadelphia, 2016.

The causes and consequences of income inequality and economic scarcity inside organizations (co-organizer), *Symposium at the Academy of Management Annual Meeting*, Anaheim, 2016.

Compare and contrast: The effects of pay dispersion and workgroup diversity on employee turnover (with Adam Cobb, *European Group on Organizational Studies Colloquium*, Naples, 2016.

The impact of internal hiring processes on women's career advancement and pay. *People and Organizations Conference*, Philadelphia, 2015.

Halfway there, but now what? Advice for pre-dissertation doctoral students. *PDW at the Academy of Management Annual Meeting*, Vancouver, 2015.

New directions for research on the mechanisms of career mobility. *PDW at the Academy of Management Annual Meeting*, Vancouver, 2015.

Navigating the dynamics of internal and external labor markets (co-organizer). *Symposium at the LERA Annual Meeting*, Pittsburgh, 2015.

Internal markets, personal networks, and human resources allocation: How managers create value through internal hiring. *People and Organizations Conference*, Philadelphia, 2014.

Contests and sponsorship: Exploring the tradeoffs in quality and cost associated with different approaches to internal hiring, *SMS Annual Conference*, Madrid, 2014

Posting and sponsorship: How markets and relationships shape performance, pay, and value creation in internal hiring, *Wharton/INSEAD Doctoral Consortium*, INSEAD, 2014

How we use data to drive actions, *HRO Today Pulse Discussion*, 2014 (*facilitator for HR practitioner-oriented webinar*)

A data-driven approach to exploring internal hiring & mobility, *HRO Today Forum*, Philadelphia, 2014 (*practitioner conference*)

Contests and Sponsorship: How different approaches to internal hiring shape pay, performance, and value creation, *NYU/Columbia Doctoral Consortium*, New York University, 2014

Contests and Sponsorship: How different approaches to internal hiring shape pay, performance, and value creation, *CCC Doctoral Consortium*, Boston University, 2014

Within or without? How firms combine internal and external labor markets to fill jobs (with Matthew Bidwell), *LERA Annual Meeting*, St. Louis, 2013.

Promote or hire: Comparing make or buy and competing process views in a professional services firm (with Matthew Bidwell), *Academy of Management Annual Meeting*, Boston, 2012.

Promote or hire: Comparing make or buy and competing process views in a professional services firm (with Matthew Bidwell), *European Group on Organizational Studies Colloquium*, Helsinki, 2012.

Promote or hire: Comparing make or buy and competing process views in a professional services firm (with Matthew Bidwell), *Industry Studies Association Annual Conference*, Pittsburgh, 2012.

A study of the extent and potential causes of alternative employment arrangements (with Peter Cappelli), *Industrial and Labor Relations Review Conference on the Quality of Jobs*, Cornell University, 2011.

Promote or hire? Analyzing the make or buy decision for skills (joint work with Matthew Bidwell), *Strategic Human Capital Interest Group, Strategic Management Society*, Ohio State University, 2011.

Promote or hire? Analyzing the make or buy decision for skills (joint work with Matthew Bidwell), *SMS Annual Conference*, Rome, 2010.

MEDIA COVERAGE

- 2021 *Sirius XM Wharton Business Daily*, “Pay inequity and turnover” (June 30).
- 2021 *Wall Street Journal*, “[After Covid, should companies rehire ex-employees?](#)”. (February 19).
- 2020 *AOM Insights*, “[Keeping rejected internal job applicants on board](#)”. (February).
- 2018 *Wall Street Journal*, “[When winner-take-all battles backfire at work](#)”. (October 17).
- 2018 CAHRS Webcast, “[Making the most of internal hiring](#)”. (January 30).
- 2017 *Financial Times*, “[The academics who study the secrets of work](#)”. (May 25).
- 2017 *ABC Radio*, “[How to get the best outcomes when hiring internally](#)”. (August 19).
- 2015 *Harvard Business Review*, “[The best way to hire from inside your company](#)” (June 1)
- 2015 *Sirius XM Business Radio*, “Zappos and Holocracies” (May 14).
- 2015 *In the Workplace on Sirius XM Business Radio*, Guest Host. (April 16).
- 2014 Slate, “[Who’s the boss? No one](#)”. (June 2).

TEACHING

Cornell University

Honors and Awards

- 2018 MacIntyre Award for Exemplary Teaching
- 2017 Merrill Presidential Scholar Most Influential Professor (student selected)

Courses

- Staffing Organizations (undergraduate) – Spring 2021: **4.94/5.00**
- Staffing Organizations (MILR) – Spring 2021: **4.79/5.00**
- Business Strategy (undergraduate) – Fall 2015: **4.86/5.00**; Spring 2016: **4.84/5.00**; Fall 2016: **4.98/5.00**; Spring 2017: **4.86/5.00**; Spring 2018: **4.96/5.00**; Spring 2019: **4.95/5.00**; Spring 2020: **4.93/5.00 & 4.94/5.00**
- Managing for Social Impact (undergraduate) – Spring 2017: **4.96/5.00**; Spring 2018: **4.78/5.00**; Spring 2019: **4.95/5.00**
- Leadership Assessment for Managers (personal coach) – Spring 2017: **5.00/5.00**; Fall 2017: **5.00/5.00**
- Workshop in Human Resource Studies (doctoral seminar; not rated) – Fall 2020; Spring 2021
- Macro Human Resource Management (doctoral seminar; not rated) – Fall 2015

Executive Education & Advising

- Digital Recruiting Technologies (CAHRS Working Group) – Spring 2021
- Eliminating Bias in Internal & External Hiring (CAHRS Working Group & webinar) – Spring 2021
- Cohort advisor (Cornell Executive Master of HRM Program) – 2019–present

- eCornell Keynote Series: Building Inclusive Workplace Cultures: Aligning HR Practices With Metrics to Drive Sustainable Change (<https://www.ecornell.com/keynotes/view/K100720/>) – Fall 2020
- Employee Mobility (Cornell Executive Master of HRM Program) – Spring 2020 & Spring 2021
- Performance Appraisals (customized Exec Ed program) – Summer 2019
- Maximizing Internal Staffing & Succession Planning (CAHRS Working Group) – Spring 2019
- Making the Most of Internal Hiring (CAHRS webinar) – Spring 2019
- Managing an Aging Workforce (customized Exec Ed program) – Summer 2018
- Unleashing the Power of HR: Preparing for the Future (customized Exec Ed program) – Summer 2017
- Internal Hiring and Succession Planning (customized Exec Ed program) – Spring 2017

University of Pennsylvania

- Center for Teaching & Learning Graduate Fellow for Teaching Excellence – 2012-2013
- Introduction to Management (undergrad recitation instructor) – Spring 2012: **4.0/4.0**; Fall 2011: **3.8/4.0**
- Talent management (customized Exec Ed presentation) – Spring 2015

Indiana University

- Career Planning & Development; Business Learning Community

PROFESSIONAL SERVICE

Editorial Board, *Academy of Management Journal*, 2021–present

Editorial Board, *Organization Science*, 2021–present

Editorial Board, *Human Resource Management Review*, 2020–present

Organizing Committee, People and Organizations Conference, 2021-present

Facilitator, People and Organizations Conference Virtual Seminar Series, 2020-2021

Representative-at-Large, SMS Strategic Human Capital Interest Group, 2019–2021

Chair, HR Division Scholarly Impact Award, 2020

Chair, HR Division Best Student Paper Award, 2016

Ad-hoc Reviewer for *Academy of Management Discoveries*, *Administrative Science Quarterly*, *Human Resource Management*, *ILR Review*, *Industrial Relations*, *International Journal of Human Resource Management*, *Journal of Managerial Psychology*, *Journal of Management Studies*, *Labour Economics*, *Management Science*, *Personnel Psychology*, *Social Forces*, *Sociological Inquiry*, *Work and Occupations*

UNIVERSITY SERVICE

Cornell ILR Undergraduate Admissions Committee, 2020–present

Cornell ILR Undergraduate Program Committee, 2017–2020

Faculty Advisor, Cornell Social Business Consulting, 2017–2021

WORK EXPERIENCE

Assistant Director, Career Placement Office, Indiana University, Kelley School of Business, Indianapolis, IN

Financial Analyst, Johnson & Johnson, San Juan, PR and Philadelphia, PA