

## JR KELLER

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### ACADEMIC POSITIONS

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

### EDUCATION

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**Ph.D in Management** – *Wharton School of Business, University of Pennsylvania* 2015  
**Masters of Science in Adult Education** – *Indiana University, School of Education* 2008  
**Bachelors in Finance and Computer Applications** – *University of Notre Dame* 2002

### PUBLICATIONS

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

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

Keller, JR., & 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.

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

Cappelli, P., & Keller, JR. 2013. Classifying work in the new economy. *Academy of Management Review*, 38(4): 575–596.  
– to be reprinted in Italian Scientific Journal (forthcoming)

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

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

### WORKING PAPERS & CURRENT PROJECTS

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Internal markets, personal networks, and human resources allocation: How managers create value through internal hiring. Stage: *Under review*.

The impact of internal hiring processes on women's career advancement and pay. Stage: *Preparing for submission*.

Compare and contrast: The effects of pay dispersion and workgroup diversity on employee turnover (with Adam Cobb). Stage: *Preparing for submission*.

When losers become leavers: Rejection and turnover in internal labor markets (with Kathryn Dlugos). Stage: *Data analysis*.

The many roads to the top: Internal career paths in contemporary organizations (with Eunhee Kim). Stage: *Data analysis*.

Out with the old, in with the new: When are principal successions successful? (with Katherine Klein and Andrew Cohen). Stage: *Data collection*.

Hiring and mobility in contemporary multinational organizations (with Matthew Bidwell and Rebecca Kehoe). Stage: *Data collection*.

## CONFERENCE PRESENTATIONS

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

Compare and contrast: The effects of pay dispersion and workgroup diversity on employee turnover (with Adam Cobb, *European Group on Organizational Studies Colloquium*, Naples, 201 (forthcoming).

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

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

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

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

- Named **Best Conference PhD Paper**
- Nominated for **Best Conference Paper**

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

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*, 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.

## **TEACHING EXPERIENCE & AWARDS**

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### **Cornell University**

- Business Strategy (undergraduate) – Fall 2015 & Spring 2016
- Macro Human Resource Management (doctoral seminar) – Fall 2015

### **University of Pennsylvania**

- Center for Teaching & Learning Graduate Fellow for Teaching Excellence – 2012-2013
- Introduction to Management (undergraduate)

### **Indiana University**

- Online Career Planning & Development (undergraduate; created course); Career Planning & Development (undergraduate); **Business Learning Community** (undergraduate)

## **PROFESSIONAL SERVICE**

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Chair, HR Division Best Student Convention Paper Award, 2016.

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

Ad-hoc Reviewer for *Academy of Management Journal*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Labour Economics*, *Management Science*, *Organization Science*, *Social Forces*, *Work and Occupations*

## **WORK EXPERIENCE**

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### **Assistant Director, Career Placement Office**

2005-2009

Indiana University, Kelley School of Business, Indianapolis, IN

### **Financial Analyst**

2003-2005

Johnson & Johnson, San Juan, PR; Philadelphia, PA