

JR KELLER

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

Email: jrkeller@cornell.edu
<https://www.linkedin.com/in/jrkeller>

ACADEMIC POSITIONS

Cornell University, ILR School

- Associate Professor, Human Resources Studies (2022–present)
- Faculty Director, Executive Master of Human Resource Studies Program (2024-present)
- Associate Director of Research and Corporate Outreach, ILR WIDE (2022–present)
- Assistant Professor, Human Resources Studies (2015–2022)

EDUCATION

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

JOURNAL ARTICLES

*denotes equal co-authors

Yiu, S., Bidwell, M., and Keller, J. (2026) Pipelines and sprinkler systems: Documenting the speed/flexibility tradeoff in how jobs shape promotion. *Academy of Management Journal*. <https://journals.aom.org/doi/epub/10.5465/amj.2024.0582>

Klein K., Schwartz, S., Keller, J., Harrison, D., Vittengl, J., and Cohen, A. (2026) For good and for bad: The distinctive effects of successors' leadership on collective engagement and organizational performance. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001359>

Bidwell, M. and Keller, J. (2025) Stepping sideways to step up: Lateral mobility and career advancement inside organizations. *Management Science*, 71(1): 240-261.

Kehoe, R., Brymer, R., Keller, J., and Kim, J. Y. (2024). Hiring by professional affiliation: The benefits and challenges of leveraging prospective hires' prior employment ties to improve matching and access to resources. *Personnel Psychology*, 72(2): 497-526.

*Keller, J., and *Dlugos, K. (2023). Advance 'em to attract 'em: How promotions influence applications in internal talent markets. *Academy of Management Journal*, 66(6): 1831-1859.

Baek M., Bidwell, M., and Keller, J. (2022). My manager moved! Manager mobility and subordinates' career outcomes. *Organization Science*, 33(5): 1861-1888

*McCarthy, J. and *Keller, J. (2022). How managerial openness to voice shapes internal attraction: Evidence from United States school systems. *ILR Review*, 75(4): 1001-1023.

*Cobb, A., *Keller, J., & *Nurmohamed, S. (2022). How do I compare? The effect of work-unit demographics on reactions to pay inequality. *ILR Review*, 75(3): 665-692.

Keller, J, Kehoe, R., Bidwell, M., Collings, D. & Myer, A. (2021). In with the old? Examining when boomerang employees outperform new hires. *Academy of Management Journal*, 64(6), 4654-1684.

*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.

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.

*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.

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

D'Ambrose, M. & Keller, J. (2026). This is our moment to reinvent HR from the ground up. In Nyberg A., Kehoe, R., Ulrich, D., & P. Wright (Eds), *The age of HR: Delivering stakeholder value through strategic organizational capability: Talent, leadership, and culture*. Center for Executive Succession, Darla Moore School of Business, ILR School, Cornell University, The RBL Group.

Keller, J., & Dlugos, K. (2024). Why you should let your favorite employee move to another team. **MIT Sloan Management Review**. <https://shop.sloanreview.mit.edu/store/why-you-should-let-your-favorite-employee-move-to-another-team>

Keller, J., Gardner, T. & Winn, B. (2022). They've got leaving on their minds: Leading for keeps amid the big quit. **People & Strategy**, Spring 2022: 50-54.

Keller, J., & 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., Keller, J., Bonet, R., and Cao, T. Advancing a more complete understanding of job transitions. Proposal Accepted at *Academy of Management Annals*.

Fath, S., Proudfoot D., and Keller J. Increasing accuracy in hiring decisions as a neglected route to discrimination reduction. Reject & Resubmit at *OBHDP*.

WORK-IN-PROGRESS

Keller J. Hiring as buying: Using marketing logic to categorize hiring decisions. In process.

Keller, J. Benchmarking internal talent: Additional data collection in progress.

GRANTS & AWARDS (both in consideration but not awarded)

Building an AI-Ready Workforce: Integrating K–12, Postsecondary, and Workforce Systems for the Age of AI. Co-PI with Rene Kizilec (Information Science), Rachel Slama (Information Science), & Steve Jackson (Information Science). **CCSS Grant for \$95,499.**

Institute for Human Advancement in the AI Economy: Aligning Training, Talent, and Opportunity. Co-PI with Rene Kizilec (Information Science), Rachel Slama (Information Science), Steve Jackson (Information Science), Thorsten Joachims (CS), Michele Belot (ILR), & Philipp Kirchner (ILR). **Laude Institute Workforce Reskilling Moonshot.**

CONFERENCE PRESENTATIONS

Panelist, Policy & Evaluation Design as Drivers of Gendered Inequality in Organizations, Professional Development Workshop, *Academy of Management Annual Meeting*, 2026.

Panelist, Career Transitions and Mobility: The Individual, the Organization, and the Environment, Professional Development Workshop, *Academy of Management Annual Meeting*, 2026.

Discussant, Career Mobility and Advancement Within and Across Organizations Symposium, *Academy of Management Annual Meeting*, 2026.

Accuracy neglect in discrimination reduction. *Academy of Management Annual Meeting*, 2025.

Revisiting firm-specific experience. *Academy of Management Annual Meeting*, 2025.

Invited discussant, Managing Employee Career Transitions Within and Beyond Organizational Boundaries Symposium, *Academy of Management Annual Meeting*, 2024.

Co-organizer, New Insights on Employee Mobility: Internal, External, and In Between Symposium, *Academy of Management Annual Meeting*, 2024.

Invited panelist, Strategic Management Society Human Capital Interest Group Symposium on Managing Human Capital in Organizations in a Rapidly Changing World, *Strategic Management Society Annual Conference*, 2023

Invited panelist, Academy of Management Strategy Interest Group Symposium on Strategic Human Capital Research, *Academy of Management Annual Meeting*, 2022

Advance ‘em to attract ‘em: An argument against internal talent hoarding. *Madrid Work and Organizations Workshop*, 2022.

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*, 2020.

Co-organizer, SMS Conference Extension: Strategic human capital and entrepreneurship, 2019

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

2026 eCornell Keynote Presentation. [The surprising benefit of hiring job hoppers](#). (August 18)

- 2026 *Business Insider*. [AI chatbots are coming for white-collar job interviews](#). (July 9)
- 2026 *eCornell Keynote Presentation*. [The power of advocacy](#). (July 9)
- 2026 *Harvard Business Review*. [The delicate politics of hiring someone from another team](#). (February 5).
- 2026 *You Should Know* podcast by WRKdefined (February 3)
- 2026 *Directionally Correct, A People Analytics Podcast* (Episode #156; January 19)
- 2025 *eCornell Keynote Presentation*. [Navigating the modern job market](#). (October 29)
- 2025 *eCornell Keynote Presentation*. [Welcome aboard: Four tips for improving employee onboarding](#). (September 10)
- 2024 *eCornell Keynote Presentation*. [Five essential tips for interviewers](#).
- 2023 *eCornell Keynote Presentation*. [Internal talent mobility](#). (October 5)
- 2021 *Harvard Business Review*. [Why rejected internal candidates end up quitting](#). (July 22).
- 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 *eCornell Keynote Presentation*. [Building inclusive workplace cultures](#). (October 7)
- 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)

Undergraduate & Graduate Courses

- Managing Talent (undergraduate) – **Fall 2025: 4.77/5.00**
- Human Resource Management (undergraduate) – Fall 2024: **4.95/5.00**; Fall 2023: **4.92/5.00**, Fall 2022: **4.93/5.00**

- Staffing Organizations (undergraduate) – Spring 2022, Spring 2021: **4.94/5.00**
- Staffing Organizations (MILR) – Spring 2022, Spring 2021: **4.79/5.00**
- Business Strategy (undergraduate) – Spring 2020: **4.93/5.00 & 4.94/5.00**, Spring 2019: **4.95/5.00**, Spring 2018: **4.96/5.00**, Spring 2017: **4.86/5.00**, Fall 2016: **4.98/5.00**, Spring 2016: **4.84/5.00**, Fall 2015: **4.86/5.00**
- Managing for Social Impact (undergraduate) – Spring 2019: **4.95/5.00**, Spring 2018: **4.78/5.00**, Spring 2017: **4.96/5.00**
- Leadership Assessment for Managers (personal coach) – Fall 2017: **5.00/5.00**, Spring 2017: **5.00/5.00**
- Workshop in Human Resource Studies (doctoral seminar; not rated) – Spring 2021, Fall 2020
- Macro Human Resource Management (doctoral seminar; not rated) – Fall 2024, Fall 2015

CAHRS Working Groups, Webinars & Learning Series

- AI in talent acquisition
- Unlocking the full potential of your organization's talent mobility strategy
- New developments in structured interviewing
- AI & talent management: practical applications & future directions
- Digital recruiting technologies
- Reducing bias in hiring
- Internal staffing & succession planning

Cornell University Courses, Talks & Events (excluding Keynotes)

- New York State Veterinary Conference: Recruiting & retaining talent (2024)
- Cornell Center for Veterinary Business and Entrepreneurship: CBVE People Summit (2022)
- Conducting effective interviews (eCornell course)
- Effective onboarding (eCornell course)
- Diversity, Equity, and Inclusion – Building a Diverse Workforce (eCornell course)

University of Pennsylvania

- Center for Teaching & Learning Graduate Fellow for Teaching Excellence – 2012-2013

Indiana University

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

PROFESSIONAL SERVICE

Leadership Track, Strategic Human Capital Interest Group @ Strategic Management Society

- Associate Program Chair (2025), Program Chair (2026), Chairperson (2027)

Organizing Committee, People and Organizations Conference, 2021-present

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

Editorial Board, *Organization Science*, 2021–present

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

Facilitator, People and Organizations Conference Virtual Seminar Series, 2020

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*, *American Journal of Sociology*, *American Sociological Review*, *Business Horizons*, *Employee Relations*, *Human Resource Management Journal*, *ILR Review*, *Industrial Relations*, *International Journal of Human Resource Management*, *Journal of Behavioral and Experimental Economics*, *Journal of Managerial Psychology*, *Journal of Professions and Organization*, *Journal of Management Studies*, *Labour Economics*, *Management Science*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Strategic Management Journal*, *Social Forces*, *Sociological Inquiry*, *Strategy Science*, *Work and Occupations*

UNIVERSITY SERVICE

Member, Cornell University Faculty Senate, 2023–present

Member, Faculty Search Committee, Human Resource Studies and Organizational Behavior, 2023

Chair, Faculty Search Committee, Human Resource Studies and Organizational Behavior, 2022

Member, Faculty Search Committee, Organizational Behavior, 2021–2022

Cornell ILR Undergraduate Admissions Committee, 2020–present

Cornell ILR Undergraduate Program Committee, 2017–2020

Faculty Advisor, Cornell Social Business Consulting, 2017–2020

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