

William G. Castellano
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**PROFESSIONAL
EXPERINCE:**

6/05 – present

**Rutgers University
Doctoral Program, IR and Human Resource Management**

Work as a full time doctoral student conducting research and teaching in human resource management. Research interests include the effective management of contract human capital, strategic alliances, and outsourcing arrangements; knowledge management, and aligning business and human resource strategies to enhance organizational effectiveness.

3/02 – 6/05

**Castel Associates, Inc.
Managing Partner**

Managed business development and executive recruiting for a premier Executive Search firm that has a proven track record of success with Fortune 500 companies since 1987.

Major Accomplishments

- ❖ Expanded search practice beyond its core competencies in Finance and Accounting to include Human Resource and Technology recruiting
- ❖ Developed a Human Resource Consulting practice specializing in workforce and talent management strategies
- ❖ Expanded practice by partnering with Flex Corp Systems a national HR outsourcing company focusing on workforce management services:

3/03-8/04

**Flex Corp Systems
Chief Marketing Officer**

- ❖ Grew the outsourcing business from \$2.5 million in revenues to \$30 million
- ❖ Developed talent acquisition strategies for Fortune 500 companies that resulted in savings of over \$5 million per client
- ❖ Developed cutting-edge research in global workforce management strategies speaking at numerous HR and business conferences and publishing articles in noted business journals

2/85 - 3/02

**Merrill Lynch and Company, Inc.
Vice President, Global Staffing**

Managed Global Staffing focusing on firm-wide development of recruiting strategies, executive search, talent management, vendor management, staffing technologies and recruitment advertising.

Major Accomplishments

- ❖ Managed retained executive searches and implemented a global preferred executive search program saving the firm over \$15 million annually
- ❖ Developed talent management strategies and programs including executive global sourcing, career transition and internal mobility programs.
- ❖ Created strategic sourcing services utilizing search research, targeted advertising and the internet reducing professional recruiting fees by over \$5 million
- ❖ Developed a global recruiting advertising and branding campaign
- ❖ Designed and implemented a global e-recruiting platform including a world-class job opportunity web site, global job posting and employee referral systems
- ❖ Developed flexible workforce management strategies and implemented managing vendor programs for global contingent staffing needs saving the firm over \$6 million annually
- ❖ Reengineered staffing processes and developed a firm-wide applicant tracking system and new hire on-boarding program

3/94 - 5/97

Vice President, Organizational Change

Managed HR Policy & Planning and EEO/Community Relations responsible for aligning HR practices and programs with the global business strategy

Major Accomplishments

- ❖ Developed a five-year corporate human resources strategy
- ❖ Assessed the HR strategic fit for two major acquisitions
- ❖ Designed, developed and implemented Merrill Lynch's first affirmative action plan
- ❖ Developed a dispute resolution model and competency-based training program
- ❖ Developed creative work-family programs and policies achieving the goal of being named one of 100 best companies by Fortune and Working Mother magazines

9/91 - 3/94

Vice President, Individual Investor Group HR

Provided HR generalist support including employee relations, staffing, compensation and performance management for two business groups consisting of over 4,000 employees nationwide.

Major Accomplishments

- ❖ Managed the recruiting needs of a major business group relocating across the country establishing a regional staffing function
- ❖ Developed innovative career and succession management programs resulting in 375 reassignments and promotions

9/89 - 9/91

AVP, Operations, Systems & Technology HR

Provided HR generalist support including staffing, employee relations, compensation, and performance management for a business group of over 2,500 employees.

3/87 - 9/89

Employment Manager, Operations, Systems & Technology HR

Managed professional and college recruiting hiring over 800 employees a year.

2/85 - 3/87

Sr. Executive Recruiter

Supported the Capital Markets and Corporate Finance Groups.

6/79 - 2/85

Manufacturers Hanover Trust

Professional Recruiter, College Recruiter, and Recruiter

EDUCATION

Rutgers University

Ph.D. Program in Industrial Relations and Human Resource Management

6/05 - present

Rutgers University

Graduate School - New Brunswick, N.J.

Masters of Science

Major: Human Resources Management

GPA: 3.9

Pace University, New York, N.Y.

Lubin School of Business

Bachelors in Business Administration

Major: Human Resources Management

Magna Cum Laude

Cornell University, Organizational Change Skills for H.R. Managers Program

University of Michigan, Organizational Development Program

PROFESSIONAL AFFILIATIONS

Academy of Management

Society of Human Resource Management

World Future Society

Teaching Experience

Fall, 2007 Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV

Summer, 2007 Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Spring, 2007 Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV

Summer, 2006 Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Fall, 2005 Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV

Guest Lectures / Executive Education

May 25, 2006 Rutgers University Center for Human Resource Strategy
Title: Knowledge-Intensive Teamwork

February 17, 2006 Rutgers University Executive Human Resource Management Leadership Program
Title: HR Outsourcing

February 18, 2005 Rutgers University Executive Human Resources Management Leadership Program
Title: "Alternative Sources of Workforces and HR Work"

February 17, 2005 New York Institute of Supply Management Executive Series
Title: "HR Procurement Strategies"

May 18, 2004 The Conference Board's Executive Conference on Managing a Maturing Workforce
Title: "A Workforce Strategy to Retain Transitioning Talent"

February 12, 2004 NAPM Executive Seminar
Title: "Human Resources Procurement Strategies"

February 5, 2004 Rutgers University Executive Human Resources Management Leadership Program
Title: "Alternative Sources of Workforces and HR Work"

February 6, 2003 Rutgers University Executive Human Resources Management Leadership Program
Title: "Strategic Staffing"

February 18, 2002 Rutgers University Center for HR Strategy
Title: "Leadership versus Management"

September 20, 2001 Corporate Executive Board Recruiting Roundtable
Title: "Building the World-Class Recruiting Organization"

February 15, 2001 Corporate Leadership Council Executive Series
Title: "HR in the Internet Age"

Conference Presentations

August 7, 2007 Academy of Management Interactive Paper

Title: "Applying Institutional Theory to Explain why Organizations Outsource Business Functions"

August 6, 2007 Academy of Management Paper Presentation

Title: "A Framework for Managing Contract Human Capital"

October 21, 2004 Northeast Human Resources Association (NEHR) An Invention Convention "Ahead of the Curve"

Title: "Strategic Flexible Staffing"

August 31, 2004 Professionals in Human Resources Associations (PIHRA) Annual Conference and Exhibition

Title: "Strategic Flexible Staffing"

April 20, 2004 SHRM Employment Management Association National Conference

Title: "Outsourcing Strategic Staffing"

April 14, 2004 National Associations of Purchasing Managers (NAPM) Annual Conference

Title: "Talent Management Procurement Strategies"

July 31, 2003 Human Resources Outsourcing World Conference

Title: "A New Strategy for Outsourcing the Management of a Flexible Workforce and Reducing Costs"

June 24, 2003 SHRM 55th Annual Conference and Exposition

Title: "A New Strategy for Managing a Flexible Workforce"

December 5, 2002 Institute for Supply Management (ISM) National Conference

Title: "How to Save a Million Dollars Today: An Innovative Flexible Workforce Management Strategy"

September 17, 2002 National Association of Purchasing Managers NY Conference

Title: "A New Paradigm for Purchasing Professional Services in the Human Capital Market"

September 29, 2001 IQPC National Congress on Recruiting and Staffing

Title: "Leveraging Internal and External Staffing Resources"

PUBLICATIONS

Papers

Castellano, W. 2007. A Framework for Managing Contract Human Capital: Contract Human Capital Engagement Modes and Human Resource Configurations, presented at **Academy of Management**, Philadelphia, PA.

Castellano, W. 2007. Applying Institutional Theory to Explain why Organizations Outsource Business Functions, presented at **Academy of Management**, Philadelphia, PA.

Trade Publications

Article: "Creating a Flexible Workforce Strategy to Attract and Retain Talent"

Publication: WorkLife Matters Magazine, Fall 2004

Article: "Strategies for Flexible Staffing"

Publication: Human Capital Magazine, March 2004

SERVICE

Member of the PhD. Policy Committee for Rutgers University School of Management and Labor Relations, 2007-

Member of search committee for the Dean of Rutgers University School of Management and Labor Relations, 2006