

REBECCA R. KEHOE

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Human Resource Management Department
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EDUCATION

Ph.D., May 2010, Cornell University

Major: Human Resource Studies; Minors: Organizational Behavior; Statistics

M.S., January 2008, Cornell University

Major: Human Resource Studies; Minor: Strategic Human Resource Management

B.S., Magna cum laude, 2005, Cornell University

Majors: Applied Economics and Management; Communication

GRANTS, AWARDS, AND HONORS

Honorable Mention, Emerald Best Student Paper Award, Gender and Diversity in Organizations
Division, Academy of Management, 2007

HR Division SHRM Foundation Dissertation Grant Award, 2009

Honorable Mention, Best Conference Paper Award, Strategic Management Society, 2011

Rutgers University Research Council Grant, 2013

Best Paper Award, TIM Division, Academy of Management, 2013

RESEARCH

Publications:

Kehoe, R. R.* & Tzabbar, D.* (*equal contribution). (in press). Lighting the way or stealing the
shine? Examining the duality in star scientists' effects on colleagues' performance.
Strategic Management Journal.

Tzabbar D. & Kehoe, R. R. (2014). Can opportunity emerge from disarray? Exploration and exploitation following star scientist turnover. *Journal of Management*, 40: 449-482.

Kehoe, R. R. & Wright, P. M. (2013). The impact of high performance HR practices on employees' attitudes and behaviors. *Journal of Management*, 39: 366-391.

Wright, P. M. & Kehoe, R. R. (2009). Organizational-level antecedents and consequences of commitment. In H. Klein, T.E. Becker, & J.P. Meyer (Eds.), *Commitment in Organizations* (pp. 285-307). New York, NY: Routledge Press.

Collins, C. J. & Kehoe, R. R. (2008). Strategic recruitment and selection. In J. Storey, D. Ulrich, & P.M. Wright (Eds.), *Routledge Companion in Strategic Human Resource Management*. Routledge Press.

Kehoe, R. R. & Collins, C. J. (2008). Exploration and exploitation strategies and the contingency of HR Systems. *Research in Personnel and Human Resources Management*, 25: 149-176.

Wright, P. M. & Kehoe, R. R. (2008). Human resource practices and organizational commitment: A deeper examination. *Asia Pacific Journal of Human Resources*, 46.

Manuscripts under Review

Collins, C. J. & Kehoe, R. R. Examining how HR supports strategy and firm performance: The relationships between alternative HR systems, employee outcomes, and firm performance in the context of exploration and exploitation. [Revise & resubmit at *Strategic Management Journal*]

Kehoe, R. R. & Collins, C. J. Facilitating innovation through knowledge stocks and flows: The role of human resource management in supporting innovation capability. [Under review at *Organization Science*]

Kehoe, R. R., Lepak, D. P., & Bentley, F.S. Reconceptualizing stars: Exploring value creation and capture within a new star typology. [Under review at *Academy of Management Review*]

Manuscripts in Preparation

Tzabbar, D. & Kehoe, R. R. Examining the role of team social context in the relationship between human capital and performance [Manuscript in preparation for submission to *Strategic Management Journal*]

Work in Progress

Kehoe, R. R., Methot, J. R., Jiang, K., & Lepak, D. P. An examination of social capital and

organizational movement in university faculty. [*Data collection complete; data being cleaned for analysis*]

Jiang, K. & Kehoe, R. R. Trajectories in HR practice perceptions and affective outcomes. [*Data collection in progress*]

Caligiuri, P. & Kehoe, R. R. An examination of knowledge transfer following company-sponsored volunteerism assignments. [*Data collection in progress*]

Conference Presentations:

Collins, C. J., & Kehoe, R. R. (2013). Contingency and equifinality in SHRM: Strategic fit in the relationship between HRM and firm performance. Strategic Management Society Annual Conference, Atlanta, GA.

Tzabbar, D. T., & Kehoe, R. R. (2013). The dual effects of star scientist turnover on exploitation and exploration. Academy of Management Meeting, Orlando, FL.

Collins, C. J., & Kehoe, R. R. (2013). An assessment of the role of strategic fit in the relationship between HRM and firm performance. Strategic Human Capital Conference, Zermatt Resort, Midway, UT.

Kehoe, R. R. & Tzabbar, D. T. (2012). Lighting the way or stealing the shine? Duality in star scientists' effects on colleagues' performance. Academy of Management Meeting, Boston, MA.

Kehoe, R., Call, M, Nyberg, A., & Lepak, D.P. (2012). Stargazing under a single sky: A review, integration, and agenda for research on star employees. Strategic Management Society Annual Conference, Prague, Czech Republic.

Kehoe, R.R. & Tzabbar, D. (2011). Lighting the way or stealing the shine? Duality in star scientists' effects on colleagues' performance. Wharton People and Organizations Conference, Philadelphia, PA.

Kehoe, R. R. & Collins, C. J. (2011). Creating the context for exchange: Social capital-enhancing human resource practices and innovation capability. Academy of Management Meeting, San Antonio, TX.

Tzabbar, D. & Kehoe, R. R. (2011). Scientist recruitment and new knowledge integration: Individual performance and status as micro-mechanisms in predicting knowledge integration. Value Proposition of Human Capital Conference, Columbus, OH.

Kehoe, R. R. (2010). A time-sequenced model of innovation management: Managing the interdependence of people, relationships, and knowledge stocks and flows. Wharton People and Organizations Conference, Philadelphia, PA.

- Kehoe, R. R. (2010). Using social capital-enhancing human resource practices to promote innovativeness in organizations. Academy of Management Meeting, Montreal, QC.
- Kehoe, R. R. (2009). A social capital model of new product and service launch. Academy of Management Meeting, Chicago, IL.
- Kehoe, R. R., & Collins, C. J. (2009) Improving organizations' product and service launch outcomes through human resource management initiatives: A grounded theory approach. Wharton People and Organizations Conference, Philadelphia, PA.
- Collins, C. J. & Kehoe, R. R. (2008). Examining the effects of different HR systems on employee outcomes and firm performance in software companies. Academy of Management Meetings, Anaheim, CA.
- Roberson, Q. M., Kehoe, R. R., & Collins, C. J. (2008). "Winning isn't everything": The relationship between diversity reputation and practices on firm performance. Academy of Management Meeting, Anaheim, CA.
- Kehoe, R. R., Collins, C. J., & Roberson, Q. M. (2007). An investigation of the relationship between organizational diversity and financial performance. Academy of Management Meeting, Philadelphia, PA.
- Rheinhardt, R. A.,** Wright, P. M., Haggerty J., & Gardner, T (2006). HR and proximal outcomes: The impact of human resource practices on affective and behavioral outcomes. Academy of Management Meeting, Atlanta, GA.

Chaired Conference Symposia and Paper Sessions

Examining Context in the Study of Human Capital. Academy of Management Meeting, Philadelphia, PA, 2014.

Do You See the Real Me? Perceptions of HR Practices, Academy of Management Meeting, Orlando, FL, 2013.

HRM Context, Boundaries, and Corporate Social Responsibility, Academy of Management Meeting, Boston, MA, 2012.

Social Capital, Human Capital, and Knowledge in Organizations, Academy of Management Meeting, San Antonio, TX, 2011.

HR Practices and Proximal Outcomes, Academy of Management Meeting Atlanta, GA, 2006.

Invited Discussant

Rutgers SMLR Mid-year Fellows Workshop on Employee Ownership and Profit Sharing (2011, 2014)

PROFESSIONAL ASSOCIATIONS AND SERVICE ACTIVITIES

Professional Associations:

Academy of Management
Strategic Management Society
Representative at Large, Strategic Human Capital Interest Group (2015)

Editorial Boards:

International Journal of Human Resource Management (2013 to present)

Ad Hoc Reviewing:

Academy of Management Review
Organization Science
Journal of Management
Industrial & Labor Relations Review

Conference Reviewing:

Academy of Management, Human Resource Division
Academy of Management, Business Policy and Strategy Division
Strategic Management Society

Professional Development Workshop Presentations:

Academy of Management Annual Meeting:
Human Resource Division Pre-Dissertation Consortium (2010, 2011, 2012, 2013, 2014)
Human Resource Division Doctoral Consortium (2011, 2012)

Committee Service and Student Advising:

Qualifying Exam Committee Member
Kaifeng Jiang (2013, Rutgers University, Human Resource Management)

Master's Thesis Committee Member
Dina Farouk Al-Agry (2012, Rutgers University, Human Resource Management)
Frederick Scott Bentley (expected 2014, Rutgers University, Human Resource Management)

University Service:

Rutgers University
University Commencement Procession Marshal (2012)

Rutgers University, School of Management and Labor Relations
PhD Committee, Human Resource Management Department Representative
(Fall 2013 – present)

Rutgers University, Department of Human Resource Management:
Faculty Search Committee, Co-Chair (2011-2012)
Faculty Research Speaker Series, Co-Coordinator (2010-2012)