

FORREST SCOTT BRISCOE

Smeal College of Business <http://sites.psu.edu/forrest>
Pennsylvania State University fbriscoe@psu.edu
450 Business Building
University Park, PA 16802

EDUCATION

MIT Sloan School of Management. Ph.D. in Management, 2003

Harvard. A.B. cum laude in Environmental Science & Public Policy, 1995

ACADEMIC APPOINTMENTS

The Pennsylvania State University, Smeal College of Business

Professor of Management (2017 – present)

Frank & Mary Jean Smeal Research Fellow (2015 – present)

Courtesy appointment in Sociology (2004 – present)

Associate Professor, Smeal (2011 – 2017)

Assistant Professor, Smeal (2007 – 2011)

Assistant Professor, Labor & Employment Relations (2003 – 2007)

Oxford Saïd Business School, International Research Fellow, 2014 – 2018

The Wharton School, University of Pennsylvania, Senior Fellow, Spring 2013

INSEAD, Visiting Scholar, Fall 2012

Hong Kong University of Science and Technology (HKUST), Visiting Scholar, Winter 2012

RESEARCH INTERESTS

- Organizational and institutional change
- Social movements
- Corporate social responsibility
- Employment practices and careers
- Social networks
- Professional organizations

PEER-REVIEWED PUBLICATIONS

- Gupta, A., F. Briscoe and D. Hambrick. 2018. "Evenhandedness in Resource Allocation: Its Relationship with CEO Ideology, Organizational Discretion, and Firm Performance." *Academy of Management Journal*.
- Briscoe, F. and A. Joshi. 2017. "Bringing the Boss's Politics In: Supervisor Political Ideology and the Gender Gap in Earnings." *Academy of Management Journal*, 60(4): 1415-1441.
- Gupta, A., F. Briscoe and D. Hambrick. 2017. "Red, Blue and Purple: Organizational Political Ideology and Corporate Social Responsibility." *Strategic Management Journal*, 38(5): 1018-1040.
- Briscoe, F. and A. Gupta. 2016. "Social Activism in and Around Organizations." *Academy of Management Annals*, 10(1): 671-727.
- Briscoe, F. and M. Rogan. 2016. "Coordinating Complex Work: Knowledge Networks, Partner Departures, and Client Relationship Performance in a Law Firm." *Management Science*, 62(8): 2392-2411.
- Briscoe, F., A. Gupta and M. Anner. 2015. "Social Activism and Practice Diffusion: How Activist Tactics Affect Non-Targeted Organizations." *Administrative Science Quarterly* 60(2): 300-332.
- Briscoe, F., M. K. Chin and D. Hambrick. 2014. "CEO Ideology as an Element of the Corporate Opportunity Structure for Social Activists." *Academy of Management Journal* 57(6): 1786-1809.
- Briscoe, F. and A. von Nordenflycht. 2014. "Which Path to Power? Workplace Networks and the Relative Effectiveness of Inheritance and Rainmaking Strategies for Professional Partners." *Journal of Professions and Organization* 1(1): 33-48.
- Bidwell, M., F. Briscoe, I. Fernandez-Mateo and A. Sterling. 2013. "Changing Employment Relationships and Inequality: Causes and Consequences." *Academy of Management Annals* 7(1): 61-121.
- Briscoe, F. and C. Murphy. 2012. "Sleight of Hand? Practice Opacity, Third-Party Responses, and the Interorganizational Diffusion of Controversial Practices." *Administrative Science Quarterly* 57(4): 553-584. Best Published Paper Award, Finalist, 2012. Organization & Management Theory Division, Academy of Management.
- Briscoe, F. and K. Kellogg. 2011. "The Initial Assignment Effect: Local Employer Practices and Positive Career Outcomes for Flexible-Work Program Users." *American Sociological Review* 76(2): 291-319.

- Briscoe, F. and W. Tsai. 2011. "Overcoming Relational Inertia: How Organizational Members Respond to Acquisition Events in a Law Firm." *Administrative Science Quarterly* 56(3): 408-440.
- Briscoe, F., S. Sawyer and M. Wardell. 2011. "Membership Has Its Privileges? Independent Contracting and Workers' Flexibility to Set Work Hours and Work from Home." *Industrial and Labor Relations Review* 64(2): 258-282.
- Bidwell, M. and F. Briscoe. 2010. "The Dynamics of Inter-organizational Careers." *Organization Science* 21(5): 1034-1053.
- Bidwell, M. and F. Briscoe. 2009. "Who Contracts? Determinants of the Decision to Work as an Independent Contractor among IT Professionals." *Academy of Management Journal* 52(6): 1148-1168.
- Briscoe, F. and S. Safford. 2008. "The Nixon-in-China Effect: Activism, Imitation and the Institutionalization of Contentious Practices." *Administrative Science Quarterly* 53(3): 460-491.
- Briscoe, F. 2007. "From Iron Cage to Iron Shield? How Bureaucracy Enables Temporal Flexibility for Professional Service Workers." *Organization Science* 18(2): 297-314.
- Briscoe, F. 2006. "Temporal Flexibility and Careers: The Role of Large-Scale Organizations in the Practicing Physician Labor Market." *Industrial and Labor Relations Review* 60(1): 67-83.
- Briscoe, F. and T. R. Konrad. 2006. "HMO Employment and African-American Physicians." *Journal of the National Medical Association* 98(8): 1318-1325.
- Briscoe, F., J. Maxwell, and P. Temin. 2005. "H.R. Versus Finance: Who Controls Corporate Health Care and Does it Matter?" *Advances in Industrial and Labor Relations* 14: 1-32. Received AILR/LERA Best Paper Award.
- Maxwell, J., F. Briscoe, and P. Temin. 2000. "Corporate Health Care Purchasing and the Revised Social Contract with Workers." *Business & Society* 39(3): 281-303.
- Maxwell, J., F. Briscoe, S. Davidson, L. Eisen, M. Robbins, P. Temin and C. Young. 1998. "Managed Competition in Practice." *Health Affairs* 17(3): 216-226.
- Maxwell, J., S. Rothenberg, F. Briscoe, A. Marcus. 1997. "Green Schemes: Corporate Environmental Strategies and their Implementation." *California Management Review* 39(3): 118-134.

EDITED VOLUME

Briscoe, F., B. King and J. Leitzinger. 2018. ***Social Movements, Stakeholders, and Non-Market Strategy***. Vol. 56 of *Research in the Sociology of Organizations*, Emerald Publishing.

WORKING PAPERS AND PROJECTS

A. Gupta and F. Briscoe. "Organizational Political Ideology and Corporate Responses to Social Activism."

With A. Gaddis, I. Ajunwa and J. McCormick. "Evolving public views on genomic database governance: New survey findings."

With B. Gray and C. D. Ferraro. "Field-convening organizations: Shaping transnational standards in the emerging field of human genomics."

With A. Gupta and C. Murphy. "Stakeholder Ideological (In)Congruence and Adoption of Controversial Practices. Evidence from intercollegiate diffusion of same-sex benefits."

With H. Gardner and A. Von Nordenflycht. "Rare Knowledge Combinations in Professional Services."

With T. Wry and B. Hathaway. "Textbook Rebels? The use of Social Movement Strategies to Promote Pro-Social Organizational Behavior."

With J. Gehman, Y. Seo and T. Pollock. "Shareholder Induced Divestiture"

SOFTWARE

STATA Heterogeneous Diffusion Model. Program file with examples available at <https://sites.psu.edu/forrest/heterogeneous-diffusion/>

OTHER PUBLICATIONS (book chapters, book reviews, writing for practitioners, etc.)

Anderson, T., M. Bidwell and F. Briscoe. Forthcoming, 2019. "External Factors Shaping Careers." In H. Gunz, M. Lazarova, and W. Mayrhofer (eds.), ***Routledge Companion to Career Studies***.

Briscoe, F. and B. Gray. 2018. "Innovations in Medical Genomics: How to Enable Advances While Managing Privacy and Security Risks?" Farrell Center Working Paper, Smeal College of Business.

- Leitzinger, J., B. King and Briscoe, F. 2018. "Integrating Research Perspectives on Business and Society." In F. Briscoe, B. King & J. Leitzinger (eds.), ***Social Movements, Stakeholders and Nonmarket Strategy***. Vol. 56 of *Research in the Sociology of Organizations*, Emerald Publishing.
- Briscoe, F. and S. Safford. 2018. "Movement-led Institutional Change: Uncertainty, Networks, and the Diffusion of Contentious Practices in Organizational Fields." In F. Briscoe, B. King & J. Leitzinger (eds.), ***Social Movements, Stakeholders and Nonmarket Strategy***. Vol. 56 of *Research in the Sociology of Organizations*, Emerald Publishing.
- Briscoe, F., and H. Gardner. 2017. "Review of Richard Susskind and Daniel Susskind: The Future of the Professions: How Technology Will Transform the Work of Human Experts." ***Administrative Science Quarterly*** 62(4): NP42-NP44.
- Briscoe, F. 2016. "Paradox and Contradiction in Organizations: Introducing Two Articles." ***Academy of Management Annals*** 10(1): 1-3.
- Briscoe, F. and A. von Nordenflycht. 2016. "The Effectiveness of Inheritance vs. Rainmaking Strategies in Building Books of Business for Female and Minority Partners." Pp. 328-356 in Nelson, R., S. Headworth, R. Dinovitzer, and D. Wilkins (eds), ***Diversity in Practice***. Cambridge, UK: Cambridge University Press.
- Briscoe, F. 2014. "Review of *The Oxford Handbook of Corporate Reputation*, edited by Michael L. Barnett and Timothy G. Pollock." ***Administrative Science Quarterly*** 59(3): NP10-11.
- Briscoe, F. and S. Safford. 2010. "Employee Affinity Groups: Their Evolution from Social Movement Vehicles to Employer Strategies." ***Perspectives on Work*** 14(1): 42-45.
- Briscoe, F. 2009. "The Design of Work as a Key Driver of Work-Life Flexibility for Professionals." Pp. 83-93 in A. Booth and N. Crouter (eds.) ***Work-Life Policies that Work***. Washington: Urban Institute.
- Briscoe, F. 2009. "Review of *The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America* by Ann Boulis & Jerry Jacobs." ***Industrial and Labor Relations Review*** 63(1): 172-173.
- Briscoe, F. 2008. "The Upside of Bureaucracy: Unintended Benefits for Careers in Professional Services." Pp. 223-256 in P. Cappelli (ed.) ***Employment Relationships: New Models of White Collar Work***. Cambridge, UK: Cambridge University Press.
- Gittell, J. H. and F. Briscoe. 2006. "Physician Work: Greater Coordination and Increased Flexibility." ***Perspectives on Work*** 9(2): 37-39.

TEACHING

Strategic Management

MBA, Masters in Management & Organizational Leadership (MOL)

The Business Leader's Responsibilities (Ethical Leadership)

Executive MBA

Strategy Implementation & Change Management

Master's in Strategic Management & Executive Leadership (SMExL)

Social Innovation & Entrepreneurship

MBA

Organizational Theory

PhD

TEACHING CASES

Ajunwa, I. and F. Briscoe. 2018. "YouGenes, Inc." Smeal College of Business and Cornell ILR.

Kofford, R. and F. Briscoe. 2017. "Illumina, Inc." Smeal College of Business.

Briscoe, F. 2002. "Chevron Corporation: Strategic Financing for Energy Efficiency." Sustainable Enterprise Case Study. Washington: World Resources Institute.

Maxwell, J., F. Briscoe, B. Schenck, and S. Rothenberg. 1998. "Lean and Green: The Integration of Environmental Considerations into Lean Production at Honda of America." Sustainable Enterprise Case Study. Washington: World Resources Institute.

RECENT CONFERENCE & SEMINAR PRESENTATIONS (* indicates refereed conference)

2018 INSEAD, Fontainebleau, September.

Strategic Management Society, Paris, September.*

Academy of Management, Chicago, August.*

Harvard Kennedy School "Rethinking Cross-Sector Social Innovation" Conference, April.*

LeBow College of Business, Drexel University, May.

2017 Ross School of Business, University of Michigan, December.

Bioinformatics & Genomics Retreat, PSU Huck Institutes of the Life Sciences, September.

Academy of Management, Atlanta, August.*

European Group on Organization Studies (EGOS), Copenhagen, Denmark, July.*

*Co-organized Sub-theme on "The Political Organization of Markets:
Social Movements, Stakeholders and Non-market Strategies"*

Sumatra Ghoshal Strategy Conference, London Business School, London, May.

HEC Paris Inequality Research Conference, Versailles, France, May.

- 2016 Alberta School of Business, University of Alberta, December.
Economic Sociology, Northwestern, October.
People & Organizations Conference, Wharton, September.*
Academy of Management, Anaheim, August.*
European Group on Organization Studies (EGOS), Naples, Italy, July.*
Booth School of Business, University of Chicago, May.
College of Business, University of Illinois, May.
Conference on Social Innovation (COSI), Stanford, April.
MIT Sloan School of Management, February.
Questrom School of Business, Boston University, February.
Johnson Graduate School of Management, Cornell University, January.
- 2015 Yale School of Management, December.
London Business School, November.
Judge Business School, Cambridge, November.
Marshall, University of Southern California, October.
Kellogg Movements & Markets conference, Northwestern, October.
MIT Economic Sociology Conference, Boston, October.
Academy of Management, Vancouver, August.*
University Carlos III de Madrid, Madrid, June.
Jones Graduate School of Business, Rice University, Houston, February.
Foster School of Business, University of Washington, Seattle, February.
- 2014 Gatton College of Business & Economics, University of Kentucky, November.
Academy of Management, Philadelphia, August.*
IACMR Paper Development Workshop (Faculty Mentor), Beijing, June.
Renmin University, School of Business, Beijing, June.
Tsinghua University, School of Economics and Management, Beijing, June.
Hong Kong University of Science & Technology, Hong Kong, June.
Conference on Social Innovation (COSI). Toronto, May.
Industry Studies Association (ISA). Portland, OR, May.*
Labor & Employment Relations Association (LERA), Portland, OR, May.*
Carey Business School, Johns Hopkins University, Baltimore, MD, February.
- 2013 Stanford Graduate School of Business, Palo Alto, October.
Academy of Management, Orlando, August (paper and symposium).*
Paul R. Lawrence Institutional Analysis Conference, Harvard Business School, June.
American Bar Foundation Research Group on Legal Diversity, Chicago, May.
Ohio State University, Fisher School of Business, April.
Center for the Study of the Legal Profession, Georgetown Law School, April.
University of Michigan, Ross School of Business, March.
- Prior Peking University/Guanghua; INSEAD/Singapore; HKUST; London Business School;
Cass Business School; Cornell/LIR; Oxford/Said; Northwestern/Kellogg

HONORS & AWARDS

2019. Seed Grant, Center for Security Research & Education, Penn State University.
2018. Faculty Fellowship, Rock Ethics Institute.
2018. Best Symposium Award, Careers Division, Academy of Management (with Hye Joon Park).
2017. OMT Best Paper on Environmental and Social Practices Award (with Abhinav Gupta).
2016. Macro Organizational Behavior Society (elected member).
2015. Academy of Management Proceedings (Best Paper Award).
2015. Caroline Dexter Award Nominee, OCIS Division, Academy of Management.
2013. Finalist, Best Published Paper Award for 2012, Organization & Management Theory Division of the Academy of Management (with Chad Murphy).
2011. Outstanding Reviewer Award, *Academy of Management Journal*.
2011. Best Symposium Award, Organization & Management Theory Division of the Academy of Management (with J. Adam Cobb)
2010. Alfred P. Sloan Foundation Industry Studies Fellow.
- 2010 and 2011. Above & Beyond the Call of Duty (ABCD) Award, Organization & Management Theory Division, Academy of Management.
2008. All-Academy Showcase Symposium, Academy of Management.
2005. Best Dissertation Award, Honorable Mention, Labor & Employment Relations Association.
2005. Best Paper Award, Labor & Employment Relations Association.
1995. Thesis *magna cum laude*, Harvard College.

DEGREE SUPERVISION

Ph.D. Committee Chair

- Hye Joon Park (Management, expected 2020)
Abhinav Gupta (Management, 2015, U. Washington - Seattle)

Ph.D. Committee Member (M&O Department)

- Yeonji Seo (Management, expected 2019)
Shereen Fatimah (Management, 2017, Singapore Management U.)
Tiffany Johnson (Management, 2016, Georgia Tech.)
Kisha Lashley (Management, 2015, U. Virginia)
Chad Murphy (Management, 2014, Oregon State U.),
M.K. Chin (Management, 2014, Indiana U.)
Joel Gehman (Management, 2012, U. Alberta)
Tim Quigley (Management, 2011, U. Georgia)
Bret Fund (Management, 2008, U. Colorado)

Ph.D. Committee Member (outside M&O Department)

- Dane Matiac (Sociology, 2018), Erica Dollhopf (Sociology, 2016), Muhammed Idris (Pol. Sci., 2016), Kathleen Marchetti (Pol. Sci., 2013), Alison Kemper (U. Toronto, 2012)

Schreyers Honors Theses

Allison Gaddis (2019), Kaitlyn Kirby (2011), Huzefa Mun (2009), Dan Rife (2007)

MBA Independent Study

Patrick Burke (2016), Kaitlin Sheehan (2016), Travis Lesser (2014), Alex Rosenthal (2012)

M.S. Research Theses

Samantha Curtis (2007), H. Wang (2007), Kelly Jenkins (2006), Rebecca Perez (2005)

JOURNAL SERVICE

Associate Editor

Administrative Science Quarterly (2014 –)
Academy of Management Annals (2013 – 2016)

Editorial Review Board

Academy of Management Journal (2010 –)
Journal of Professions and Organization (2013 –)
Administrative Science Quarterly (2013 – 2014)
Sociological Science (2013 – 2015)

Ad-hoc Reviews: ***Academy of Management Review, American Sociological Review, Human Relations, Industrial & Labor Relations Review, Management Science, Organization Science, Organization Studies, Strategic Management Journal, National Science Foundation***

UNIVERSITY SERVICE

2018-2020. Promotion and Tenure Committee (PATCOM) (Smeal College) (member)
2018-2019. Graduate Consulting Club (Cross-College) (faculty advisor)
2017-2019. National MBA Sustainability Case Competition (Smeal College) (judge)
2018-2019. Faculty Recruiting Committee. (M&O Department) (member)
2013-2019, 2011-2012. Competitive Research Award Committee (Smeal College) (member)
2016-2018. Ombudsperson (Smeal College) (alternate for 2017-2018)
2016-2017, 2009-2010. PhD Recruiting Committee (M&O Department) (member)
2016-2017, 2011-2012, 2008-2009. Faculty Advisory Committee (M&O Department)
2015-2016. PhD Candidacy Exam (M&O Department) (coordinator)
2013-2014, 2010-2011. Faculty Recruiting Committee (M&O Department) (member)
2011-2012. PhD Recruiting Committee (M&O Department) (chair)
2007-2012. Organizations Research Group (ORG) seminar (M&O Department) (organizer)
2007-2009. Max D. Richards Distinguished Speaker Series, (M&O Department) (organizer)
2007-2008. Doctoral Courses Committee (M&O Department) (member)
2007-2009. Dean's Initiative on Innovation & Quality in Teaching (Smeal) (member)
2007-2008. Responsible Conduct of Research program (M&O Department representative)
2006-2007. AD-14 Committee to Review Department Head (LSER Department) (member)

2003-2006. Business-Liberal Arts Minor Committee (Cross-College Committee) (member)
2004-2006. Work and Employment Colloquium (LSER Department) (organizer)

SERVICE TO THE PROFESSION

2016. Committee member, OMT Best Published Paper Award, Organization and Management Theory (OMT) Division of the Academy of Management.
2012-2015. Representative-at-Large, OMT Division of the Academy of Management (elected officer position).
2015. Judge, Best Dissertation Competition, Industry Studies Association.
2015. Judge, Best Paper Award, Journal of Professions and Organization.
2014. Organizer, OMT Division Doctoral Consortium, Academy of Management.
2014. Faculty mentor, OMT Paper Development Workshop, IACMR Conference, Beijing.
2014. Judge and Award Discussant, Rising Star Award, Industry Studies Association.
2002-2014. Reviewer, Organization & Management Theory Division, AOM Annual Meetings
2013. Co-organizer, OMT Doctoral Consortium, Orlando.
2013. Mentor, Workshop on Structuring of Work Within & Across Organizations, Montreal.
2011. Doctoral Consortium, Labor & Employment Relations Association (invited speaker)
2008. Organization and Management Theory (OMT) Division doctoral consortium, Academy of Management (discussion leader)
2008-2010. Early Career Development Committee, Industry Studies Association. (member)
Co-organizer for 2010 Prof. Development Workshop (39 participants, 12 speakers).
2006. Professional Development Workshop (PDW) "Professions in Organizational Life."
Academy of Management (invited speaker)
2004-2007. Judge, R. M. Kanter Award for Excellence in Research on Work and Family
2004. Labor & Employment Relations Association doctoral consortium (invited speaker).

OTHER EXPERIENCE

John Snow Incorporated (JSI) Consulting, Boston MA (1995-1999)

International Motor Vehicle Program (IMVP), Cambridge MA (1998-2000)