

FORREST SCOTT BRISCOE
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EDUCATION

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

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

ACADEMIC APPOINTMENTS

The Pennsylvania State University

Associate Professor, Smeal College of Business (2011 – present)

Assistant Professor, Smeal College of Business (2007 – 2011)

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

RESEARCH INTERESTS

My research interests focus on institutional change processes in organizational fields, and the consequences of those field-level changes for professionals and their careers.

- Institutional and organizational change
- Professional organizations
- Employment practices and careers

REFEREED JOURNAL PUBLICATIONS

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., 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, L. Eisen, 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, C. Young, M. Robbins, and S. Davidson. 1998. "Corporate Approaches to Implementing Managed Competition." *Health Affairs* 17(3): 216-226.

Maxwell, J., S. Rothenberg, F. Briscoe, A. Marcus. 1997. "Green Schemes: Comparing Environmental Strategies and their Implementation." *California Management Review* 39(3): 118-134.

REVISION REQUESTS

Briscoe, F. and W. Tsai. "Relational Inertia and Client Sharing: How Organizational Members Respond to Acquisition Events in a Law Firm." Revision resubmitted to *Administrative Science Quarterly*.

Briscoe, F. and S. Safford. "Decoy Benchmarking: Antecedents and Consequences of Self-Enhancing Interorganizational Comparisons." Revision requested from *Organization Science*.

WORKING PAPERS

Briscoe, F. and C. Murphy. "Practice Variation, Response Mobilization, and the Abandonment Path: The Deinstitutionalization of Retiree Health Benefits."

Safford, S. and F. Briscoe. "From Social Movement to Settlement: Three Stages of the Institutionalization Process."

Briscoe, F. and W. Tsai. "Client Creation: Social Structure and New Client Acquisition among Law Firm Partners."

WORK IN PROGRESS

Briscoe, F. and S. Safford. "Leading the Silent Majority? Opinion Leaders in Non-Reciprocal Social Networks."

Briscoe, F. "Imprinting, Social Capital and Making Partner: Using Billable Hours Records to Investigate Longitudinal Relationship Effects in Law Firms."

C. Murphy and F. Briscoe. "Legitimacy Signals and Organizational Survival: Evidence from Large Medical Groups."

BOOK CHAPTERS

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. 2008. "The Upside of Bureaucracy: Unintended Benefits for Careers in Professional Services." Pp. 223-256 in P. Cappelli (ed.) *The White Collar Workplace: New Models for the 21st Century*. Cambridge, UK: Cambridge University Press.

BOOK REVIEW

Briscoe, F. 2009. "Review of *The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America* by Ann Boulis and Jerry Jacobs." *Industrial and Labor Relations Review* 63(1): 172-173.

NON-REFEREED AND OTHER PUBLICATIONS

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.

Gittell, J. H. and F. Briscoe. 2006. "Physician Work: Greater Coordination and Increased Flexibility." *Perspectives on Work* 9(2): 37-39.

Briscoe, F. and J. Maxwell. 1999. "Costly Health Benefits in a Tight Labor Market." *HR Magazine* 44(2): 73-78.

RECENT CONFERENCE PRESENTATIONS

2011. "The Initial Assignment Effect: Local Employer Practices and Positive Career Outcomes for Flexible-Work Program Users." Labor & Employment Relations Association, Denver, January 7.

2010. "Practice Variation, Response Mobilization, and Contentious Change: The Deinstitutionalization of Retiree Health Benefits in the Fortune 500." Wharton People & Organizations Conference, Philadelphia, October 8.

2010. “Relational Inertia and Client Sharing: How Organizational Members Respond to Acquisition Events in a Law Firm.” OMT Division. Academy of Management, Montreal, August 10.

2010. “Relational Inertia and Client Sharing: How Organizational Members Respond to Acquisition Events in a Law Firm.” In *Worker Mobility in Professional Services Industries*, symposium organized by F. Briscoe, Industry Studies Association, Chicago, May 6.

2009. “The Seeds of Success: Early Assignment and Positive Career Outcomes for Employee Rights Program Users” In symposium, *New Avenues of Attainment* (OMT, HR, CAR), organized by F. Briscoe, Academy of Management, Chicago, August 10.

2009. “The Seeds of Success: Early Assignment and Positive Career Outcomes for Employee Rights Program Users” Industry Studies Association, Chicago, May 28.

2008. “Determinants of Benchmarking Attention: Structure, Strategy and Identity.” In showcase symposium, *Inter-organizational Benchmarking* (OMT, BPS, TIM), organized by F. Briscoe and S. Safford. Academy of Management. Anaheim, August 12.

2008. “Contracting and Careers: Determinants of Independent Contracting Decisions among IT Workers.” OMT Division, Academy of Management. Anaheim, August 11.

2007. “Is Technical Contracting Flexible for Workers?” Symposium on Flexibility Across the Workforce (OB, HR, GDO). Academy of Management. Philadelphia, August 6.

2007. “The Nixon in China Effect: Diffusion of Contentious Practices in Corporate America.” BPS Division. Academy of Management. Philadelphia, August 7.

2007. “Demographic Change and Institutional Transgression: Doctors and the Rise of HMOs.” European Group for Organization Studies. Vienna, July 7.

2007. “Demographic Change and Institutional Transgression: Doctors and the Rise of HMOs.” Clifford Chance Professional Service Firms Conference, Chicago, July 16.

2007. “(When) Is Technical Contracting Flexible?” Labor & Employment Relations Association. Chicago, January 8.

INVITED TALKS

Kellogg Graduate School of Management (2011)

Rotman School of Management (2010)

MIT Sloan School of Management (2010)

Harvard Law School (2009)

London Business School (2007)

Cornell University School of Industrial and Labor Relations (2007)

Oxford Said Business School (2006)

MIT Sloan School of Management (2006)

The Wharton School (2005)

University of Chicago GSB (2004)
University of Toronto (2003)
UCLA Anderson School of Management (2003)

AWARDS

2011. Best Symposium Award, Organization & Management Theory Division of the Academy of Management. For J. A. Cobb and F. Briscoe, “Shifting Power and Changing US Employment Practices.”

2010-2012. Alfred P. Sloan Industry Studies Fellow.

“These two-year, \$45,000 fellowships recognize exceptional promise and accomplishment in industry studies research. Such research demonstrates significant personal investment in developing an understanding of the markets, firms and institutions of an industry and involves the integration of direct interaction and observation with appropriate theory and analysis.”

2010. Above & Beyond the Call of Duty (ABCD) Award, Organization & Management Theory Division, Academy of Management.

2008. Showcase Symposium, Academy of Management. *Inter-organizational Benchmarking* (OMT, BPS, TIM), Anaheim, August 12.

2005. Best Dissertation Award, Honorable Mention, Labor & Employment Relations Association.

2005. Best Paper Award, Labor & Employment Relations Association.

1995. Thesis awarded high honors, Harvard College.

GRANTS

2009. Smeal College of Business, Small Research Grant. \$2000

2004. PSU College of Liberal Arts, Small Research Grant. \$2000

TEACHING EXPERIENCE

- Organizational Theory (Ph.D.): 2011
- Organizational Behavior and Design (undergraduate): 2008 – 2011
- Organizational Behavior and Leadership (M.S.): 2005
- Human Resource Management (M.S.): 2004
- Industrial Relations (undergraduate): 2003 – 2004

TEACHING CASES

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

J. Maxwell, 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.

DEGREE SUPERVISION

Dissertation Committees: Bret Fund (Management, PhD 2008), Tim Quigley (Management, PhD 2011), Joel Gehman (Management, PhD expected 2012), Kathleen Marchetti (Political Science, current PhD)

PhD Committee Chair: Chad Murphy (current)

MS Thesis Chair: Samantha Curtis (2007), Haoyang Wang (2007), Kelly Jenkins (2006), Rebecca Perez (2005)

BA/BS Schreyers Honors Thesis Chair: Kaitlyn Kirby (2011), Huzefa Mun (2009), Dan Rife (2007)

REVIEWING

Editorial Review Board, *Academy of Management Journal* (2010 – 2013)

Ad-hoc reviewer: *Academy of Management Review*, *Administrative Science Quarterly*, *Industrial & Labor Relations Review*, *Management Science*, *Organization Science*, *Organization Studies*

Reviewer, Organization & Management Theory Division, AOM Annual Meetings, 2002-2010.

SERVICE ACTIVITIES

2010-2011. Faculty Recruiting Committee (M&O Department) (member)

2007-2011. Organizations Research Group (ORG) seminar for presentation of work in progress (M&O Department) (organizer)

2009-2010. PhD Recruiting Committee (M&O Department) (member)

2007-2009. Max D. Richards Distinguished Speaker Series, (M&O Department) (organizer)

2007-2008. Doctoral Courses Committee (M&O Department) (member)

2007-2008. Faculty Advisory Committee (M&O Department) (member)

2007-2009. Dean's Initiative on Innovation & Quality in Teaching (Smeal College)
(member)

2007-2008. Responsible Conduct of Research program (M&O Department representative).

2003-2006. Business-Liberal Arts Minor Committee (Smeal and Liberal Arts Cross-College
Committee) (member)

2004-2006. Work and Employment Colloquium, including presentations by department
members as well as outside speakers (LSER Department) (organizer).

2006-2007. AD-14 Committee to Review the Office of Department Head (LSER
Department) (member).

SERVICE TO THE PROFESSION

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 May 2010 Professional 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).

PROFESSIONAL AFFILIATIONS

Academy of Management
American Sociological Association
Industry Studies Association
Labor & Employment Relations Association

OTHER EXPERIENCE

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

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