

FORREST SCOTT BRISCOE
450 Business Building
The Pennsylvania State University
University Park PA 16802
814.865.0746
fbriscoe@psu.edu

EDUCATION

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

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

EMPLOYMENT

The Pennsylvania State University

Assistant Professor, Management & Organization, Smeal College of Business (7/07 –)

Assistant Professor, Labor & Employment Relations (7/03 – 6/07)

RESEARCH INTERESTS

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

REFEREED JOURNAL PUBLICATIONS

Bidwell, M. and F. Briscoe. Forthcoming. "The Dynamics of Inter-organizational Careers." *Organization Science*.

Briscoe, F., S. Sawyer and M. Wardell. Forthcoming. "Membership Has Its Privileges? Independent Contracting and Workers' Flexibility to Set Work Hours and Work from Home." *Industrial and Labor Relations Review*.

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.

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. Forthcoming. "Employee Affinity Groups: Their Evolution from Social Movement Vehicles to Employer Strategies." *Perspectives on Work*.

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.

REVISION REQUESTED

Briscoe, F. and K. Kellogg. "The Seeds of Success: Early Assignment and Positive Career Outcomes for Employee Rights Program Users." Revision resubmitted to *American Sociological Review*.

Briscoe, F. and W. Tsai. "Relational Inertia and Client Sharing: How Organizational Members Respond to Acquisition Events in a Law Firm." Revision requested from *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 TO BE SUBMITTED

Safford, S. and F. Briscoe. "From Social Movement to Settlement: Three Stages of the Institutionalization Process." To be submitted to *Academy of Management Journal*

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

WORK IN PROGRESS

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

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

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."

Gehman, J. and F. Briscoe. "Cleaning House: Sustainability, Divestitures and the Boundaries of the Firm."

RECENT CONFERENCE PRESENTATIONS

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 PRESENTATIONS

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

2010. Alfred P. Sloan Industry Studies Fellow.

Sloan Industry Studies Fellowships provide funds to outstanding researchers early in their academic careers. 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.

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

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

1995. Undergraduate thesis awarded high honors, Harvard College.

GRANTS

2009. Recipient, Smeal College of Business, Small Research Grant.

2004. Recipient, PSU College of Liberal Arts, Small Research Grant.

TEACHING EXPERIENCE

- Organizational Theory (Ph.D.): Spring 2011
- Organizational Behavior and Design (undergraduate): 2008 – 2010
- Organizational Behavior and Leadership (M.S.): 2005
- Human Resource Management (M.S.): 2004
- Industrial Relations (undergraduate): 2003 – 2004

TEACHING MATERIALS

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 Committee Member: Bret Fund (2008), Tim Quigley (current)

PhD Committee Chair: Chad Murphy (current)

MS Thesis Chair: Samantha Curtis, Haoyang Wang, Kelly Jenkins, Rebecca Perez

BA/BS Schreyers Honors Thesis Chair: Huzefa Mun, Dan Rife

REVIEWING

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

Ad-hoc journal reviewer for: *Academy of Management Review*, *Administrative Science Quarterly*, *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

2008-2010. Early Career Development Committee, Industry Studies Association. (member)

Co-organizer for May 2010 Professional Development Workshop (39 participants, 12 speakers).

2008. Organization and Management Theory (OMT) Division doctoral consortium, Academy of Management (discussion leader)

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)