

FORREST SCOTT BRISCOE  
469 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 Sciences and Public Policy, 1995.

## EMPLOYMENT

The Pennsylvania State University

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

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

## PUBLICATIONS

M. Bidwell and F. Briscoe. Forthcoming, 2010. "The Dynamics of Inter-Organizational Careers" *Organization Science*.

M. Bidwell and F. Briscoe. Forthcoming, 2009. "Who Contracts? Determinants of the Decision to Work as an Independent Contractor among IT Workers." *Academy of Management Journal* 52(6).

F. Briscoe and S. Safford. 2008. "The Nixon-in-China Effect: Activism, Imitation and the Institutionalization of Contentious Practices." *Administrative Science Quarterly* 53(3): 460-491.

F. Briscoe. 2007. "From Iron Cage to Iron Shield? How Bureaucracy Enables Temporal Flexibility for Professional Service Workers." *Organization Science* 18(2): 297-314.

F. Briscoe. 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.

F. Briscoe, 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.

J. Maxwell, 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.

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

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

#### WORKING PAPERS

F. Briscoe, S. Sawyer and M. Wardell. "Membership Has Its Privileges? Independent Contracting and Workers' Flexibility to Set Work Hours and Work from Home." Under review.

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

F. Briscoe and K. Kellogg. "The Seeds of Success: Early Assignment and Positive Career Outcomes for Employee Rights Program Users."

F. Briscoe and W. Tsai. "Client relationship extension in professional service firms."

F. Briscoe and S. Safford. "The Silent Majority: Inter-organizational Benchmarking of Employment Practices in the Fortune 500"

#### RESEARCH INTERESTS

- Organizational theory and institutional change
- Employment practices
- Professional organizations and careers

#### PROFESSIONAL AFFILIATIONS

- *Academy of Management*
- *Labor & Employment Research Association*
- *American Sociological Association*
- *Alfred P. Sloan Foundation Industry Studies Program*

#### RECENT PRESENTATIONS

2009. S. Safford and F. Briscoe. "From Social Movement to Settlement: Three Stages of the Institutionalization Process." Academy of Management, Chicago, August 11. Selected for podcast.

2009. F. Briscoe and K. Kellogg. "The Seeds of Success: Early Assignment and Positive Career Outcomes for Employee Rights Program Users." Academy of Management, Chicago, August 10.

2009. M. Bidwell and F. Briscoe. "Who Contracts? Determinants of the Decision to Work as an Independent Contractor Among IT Workers." Academy of Management, Chicago, August 10.

2009. F. Briscoe and K. Kellogg. "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." With S. Safford. In showcase symposium, *Inter-organizational Benchmarking: Antecedents and Consequences* (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." With M. Bidwell. 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." EGOS Vienna, July 7 (And Clifford Chance Professional Service Firms Conference, Chicago, July 16.)

2007. "Antecedents of Independent Contracting: Evidence from IT Workers." Cornell University, School of Industrial and Labor Relations (ILR), Ithaca NY, March 27.

2007. "(When) Is Technical Contracting Flexible?" Labor & Employment Research Association. Chicago, January 8.

Invited presentations: London Business School (2007), Oxford Said Business School (2006), MIT (2006), Wharton (2005), University of Chicago (2004)

#### ADDITIONAL PUBLICATIONS

F. Briscoe. 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).

F. Briscoe. 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.

F. Briscoe. 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.

F. Briscoe and T. R. Konrad. 2006. "HMO Employment and African-American Physicians." *Journal of the National Medical Association* 98(8): 1318-1325.

J. H. Gittel and F. Briscoe. 2006. "Physician work: Greater coordination and increased flexibility." *Perspectives on Work* 9(2): 37-39.

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

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

## TEACHING

Organizational Behavior and Theory (graduate and undergraduate)

Human Resource Management (graduate)

Industrial Relations (undergraduate)

## 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.

## AWARDS

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

2005. Best Paper Award, *Labor & Employment Research Association*.

2001 – 2003. Alfred P. Sloan Foundation Research Fellowship.

1995. Undergraduate thesis awarded high honors, Harvard College.

## SERVICE

Ad-hoc reviewer: *Administrative Science Quarterly*, *Academy of Management Journal*, *Academy of Management Review*, *Human Relations*, *Organization Science*, *Organization Studies*

Degree supervision: PhD (committee member): Bret Fund; MS Theses (chair): Samantha Curtis, Haoyang Wang, Kelly Jenkins, Rebecca Perez; BA/BS Honors Thesis (chair): Huzefa Mun, Dan Rife.

2008. Discussion leader, *Organization and Management Theory (OMT) Division* doctoral consortium.

2008 – 2010. *Alfred P. Sloan Foundation* Early Career Development Committee.

2004 – 2007. Judge, R. M. Kanter Award for Excellence in Research on Work and Family

2004. Panel speaker, *Industrial Relations Research Association* doctoral consortium.

## OTHER EXPERIENCE

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

International Motor Vehicle Program (IMVP), Cambridge MA