

## **FORREST BRISCOE**

Smeal College of Business 450 Business Building  
Penn State University University Park, PA 16802  
1.814.865.0746 fbriscoe@psu.edu

### **EDUCATION**

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

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

### **ACADEMIC APPOINTMENTS**

The Pennsylvania State University, Smeal College of Business (2011 – present)  
Associate Professor of Management & Organization (with tenure, 2011 – present)  
Frank & Mary Jean Smeal Research Fellow (2015 – present)  
Courtesy appointment in Sociology (2004 – present)  
Assistant Professor, Smeal College of Business (2007 – 2011)  
Assistant Professor, Labor & Employment Relations and Sociology (2003 – 2007)

#### **INSEAD**

Visiting Scholar, August – October, 2012

Hong Kong University of Science and Technology (HKUST)

Visiting Scholar, October – December, 2012

The Wharton School, University of Pennsylvania

Senior Fellow, March – August, 2013

Oxford Saïd Business School

International Research Fellow, Novak Druce Center, 2014 – 2016

### **RESEARCH INTERESTS**

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

## **PUBLICATIONS**

- Briscoe, F. and A. Gupta. 2016. "Social Activism in and Around Organizations." ***Academy of Management Annals***, 10(1): 671-727.
- Gupta, A., F. Briscoe and D. Hambrick. 2016. "Red, Blue and Purple: Organizational Political Ideology and Corporate Social Responsibility." ***Strategic Management Journal***, forthcoming.
- Briscoe, F. and M. Rogan. 2016. "Coordinating Complex Work: Knowledge Networks, Partner Departures, and Client Relationship Performance in a Law Firm." ***Management Science***, forthcoming.
- 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.

#### **UNDER REVIEW AND IN REVISION**

- F. Briscoe, M. Brivot and W. Tsai. "Technology-Enhanced Relational Strategies and Manager Performance in the Knowledge Workplace."

Briscoe, F. and A. Joshi. "Bringing the Boss's Politics In: Supervisor Political Ideology and the Gender Gap in Earnings."

Wry, T. and F. Briscoe. "Textbook Rebels? The use of Social Movement Strategies to Promote Pro-Social Organizational Behavior."

### **WORKING PAPERS AND PROJECTS**

Briscoe, F. and W. Tsai. "Managing the Paradox of Prestigious Ties: Evidence from Law Firm Partners."

Gupta, A., F. Briscoe and D. Hambrick. "Organizational Ideology and Corporate Strategy: A New Vantage on 'Socialistic' Resource Allocation."

With M. Idris. "Spillover Effects, Collective Action, and Financial Markets: Evidence from the Arab Spring."

With A. Gupta. "How does organizational alignment with the ideological environment affect practice diffusion? Evidence from the intercollegiate diffusion of same-sex benefits."

With H. Gardner and A. Von Nordenflycht. "Locking In Clients with Breadth of Service: Broad Service Scope, Inter-Professional Coordination, and Rarity as Sources of Client Retention and Performance."

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

### **EDITED VOLUME**

With B. King and J. Leitzinger. *Research in the Sociology of Organizations* volume on social activism, stakeholder theory, and non-market strategy. In progress.

### **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.)**

Briscoe, F. 2016. "Paradox and Contradiction in Organizations: Introducing Two Articles on Paradox and Contradiction in Organizations." *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**

*The Responsibilities of Business Leaders*

Residential MBA Core 2014, 2015

Executive MBA Core 2014, 2015

*Creating Value through Social Innovation & Entrepreneurship*

MBA elective 2011, 2013, 2015

*Organizational Theory*

PhD seminar 2011, 2012, 2014

*Organizational Behavior and Design*

Undergraduate 2008, 2009, 2010, 2011

## **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.

## **RECENT CONFERENCE & SEMINAR PRESENTATIONS (\* indicates refereed conference)**

- 2016 MIT Sloan School of Management, February.  
Questrom, Boston University, February.  
Johnson, Cornell University, January.  
Conference on Social Innovation (COSI), Stanford, April.  
Booth, University of Chicago, May.  
College of Business, University of Illinois, May.
- 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.  
Rice University, Houston, February.  
University of Washington, Seattle, February.
- 2014 University of Kentucky, Gatton School, November.  
Academy of Management, Philadelphia, August.\*  
Paper Development Workshop (Faculty Mentor), IACMR, 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.\*  
Johns Hopkins, Carey Business School, 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.

- 2012 Peking University, Guanghua School of Management, Beijing, December.  
INSEAD, Singapore, December.  
Hong Kong University of Science & Technology, Hong Kong, November.  
London Business School, London, October.  
Cass Business School, London, September.
- 2011 Cornell University, School of Industrial & Labor Relations, Ithaca, NY, September.  
Academy of Management, San Antonio, August (paper and symposium).\*  
Novak Druce Professional Service Firms Conference, Oxford, July.  
Northwestern University, Kellogg School of Management, Evanston, IL, May.  
Labor & Employment Relations Association, Denver, January.\*
- 2010 Wharton People & Organizations Conference, Philadelphia, October.\*  
University of Toronto, Rotman School of Management, Toronto, October.  
Academy of Management, Montreal, August.\*  
Industry Studies Association, Chicago, May.\*  
MIT Sloan School of Management, Cambridge, MA, April.

## **AWARDS**

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.  
“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 and 2011. 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 *magna cum laude*, Harvard College.

### **DEGREE SUPERVISION**

#### *Ph.D. Committee Chair*

Abhinav Gupta (Management, 2015, U. Washington - Seattle)

#### *Ph.D. Committee Member*

Yeonji Seo (Management, expected 2017)

Tiffany Johnson (Management, expected 2016)

Erica Dollhopf (Sociology, expected 2016)

Muhammed Idris (Political Science, expected 2016)

Kisha Lashley (Management, 2015, U. Virginia)

Chad Murphy (Management, 2014, Oregon State U.),

M.K. Chin (Management, 2014, Indiana U.)

Kathleen Marchetti (Political Science, 2013, Dickinson College)

Joel Gehman (Management, 2012, U. Alberta)

Alison Kemper (Rotman, U. Toronto, 2012, Ryerson U.)

Tim Quigley (Management, 2011, U. Georgia)

Bret Fund (Management, 2008, U. Colorado)

#### *M.S. Research Theses*

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

#### *Schreyers Honors Theses*

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

#### *MBA Independent Study*

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



## **JOURNAL SERVICE**

Associate Editor	<b><i>Administrative Science Quarterly</i></b> (2014 – )
Associate Editor	<b><i>Academy of Management Annals</i></b> (2013 – 2016)
Editorial Review Boards	<b><i>Academy of Management Journal</i></b> (2010 – ) <b><i>Administrative Science Quarterly</i></b> (2013 – 2014) <b><i>Journal of Professions and Organization</i></b> (2013 – ) <b><i>Sociological Science</i></b> (2013 – )

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*

## **UNIVERSITY SERVICE**

- 2015. PhD Candidacy Exam (M&O Department) (coordinator)
- 2013-2016, 2011-2012. Competitive Research Award Committee (Smeal College) (member)
- 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)
- 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)
- 2008, 2011. Faculty Advisory 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)