

FORREST SCOTT BRISCOE

Cornell University, ILR School
133 Statler Dr - 188 Ives Hall
Ithaca, NY 14853
fbriscoe@cornell.edu

EDUCATION

Massachusetts Institute of Technology (MIT), Ph.D. in Management, 2003
Harvard College, Bachelor's in Environmental Science & Public Policy, 1995

ACADEMIC APPOINTMENTS AND EMPLOYMENT

Cornell University

Maurice and Hinda Neufeld Founders Professor, ILR School (2024 – present)
Professor of Organizational Behavior

Pennsylvania State University

Professor of Management, Smeal College of Business (2017 – 2024)
Frank & Mary Jean Smeal Research Fellow
Affiliate, Department of Sociology
Affiliate, Center for Health Policy Research
Associate Professor, Smeal College of Business (2011 – 2017)
Assistant Professor, Smeal College of Business (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 (2013)

INSEAD, Visiting Scholar (2012)

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

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

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

RESEARCH INTERESTS

- Organization Theory
- Social Movements, Activism
- Careers, Employment, HR Practices
- Strategic Management, Stakeholders, CSR
- Professions, Technology, Health Policy, Genomics

SCHOLARLY PUBLICATIONS

Briscoe, F. and M. DesJardine. 2026. "Seeking Greener Pastures: Employee Turnover Following Corporate Stakeholder Violations." *Academy of Management Journal*, forthcoming.

Briscoe, F., M. DesJardine and M. Zhang. 2026. "Interpreting Violence: How Community Context Shapes Corporate Responses to Street Protests." *Administrative Science Quarterly*, forthcoming.

- Gupta, A., F. Briscoe and C. Murphy. 2025. "How Ideologically Opposed Stakeholders Influence Organizational Practice Adoption: Theory and Evidence from the Diffusion of Domestic Partner Benefits in Higher Education." *Organization Science*, 36(6): 2284-2303.
- Ajunwa, I. and F. Briscoe. 2025. "Genetic privacy." *Indiana Law Journal*, 100(2): 587-623.
- Rheinhardt, A., E. Poskanzer and F. Briscoe. 2024. "The Career Consequences of Workplace Protest Participation: Theory and Evidence from the NFL 'Take A Knee' Movement." *Organization Science*, 35(3): 888-910.
- Briscoe, F., J. Maxwell and A. Bourgoin. 2024. "Workplace genetic testing: Which employees are likely to participate, what are their concerns with employer sponsorship, and which design features could reduce barriers and increase participation?" *Frontiers in Genetics*, 15, <https://doi.org/10.3389/fgene.2024.1496900>.
- Zhang, M., F. Briscoe and M. DesJardine. 2023. "Corporate Boards with Street Smarts? How Diffuse Street Protests Indirectly Shape Corporate Governance." *Administrative Science Quarterly*, 68(4): 1056-1093.
- Briscoe, F., I. Ajunwa, A. Bourgoin, and J. Maxwell. 2023. "Racial Differences in Perceptions of Workplace Genetic Wellness Programs." *American Journal of Health Promotion*, 33(7): 940-952.
- Gray, B., F. Briscoe and C. D. Ferraro. 2023. "The Technological Entrainment of Moral Issues: The Case of Genomic Data Markets." *Academy of Management Journal*, 66(4): 1123-1151.
- Rheinhardt, A., F. Briscoe and A. Joshi. 2023. "Organization-as-Platform Activism: Theory and Evidence from the National Football League 'Take a Knee' Movement." *Administrative Science Quarterly*, 68(2): 395-428.
- Gupta, A. and F. Briscoe. 2020. "Organizational Political Ideology and Corporate Openness to Social Activism." *Administrative Science Quarterly* 65(2): 524-563.
- Briscoe, F., I. Ajunwa, A. Gaddis and J. McCormick. 2020. "Evolving Public Views on Genomic Database Governance: New Survey Findings." *PLOS ONE*, <https://doi.org/10.1371/journal.pone.0229044>.
- 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*, 61(5): 1848-1868.
- Gupta, A., F. Briscoe, D. Hambrick. 2017. "Red, Blue & Purple: Organizational Political Ideology and Corporate Social Responsibility." *Strategic Management Journal*, 38(5): 1018-1040.
- 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.
- 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, M. Anner. 2015. "Social Activism & Practice Diffusion: How Activist Tactics Affect Non-Targeted Organizations." *Administrative Science Quarterly* 60(2): 300-332.
- Briscoe, F., MK Chin, 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.
- 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.
- 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 (editors). 2018. *Social Movements, Stakeholders, and Non-Market Strategy*. Vol. 56 of *Research in the Sociology of Organizations*, Emerald Publishing.

BOOK CHAPTERS AND NON-REFEREED PUBLICATIONS

- Briscoe, F. and A. Gupta. 2021. "Business Disruption from the Inside Out." *Stanford Social Innovation Review*, 19(1): 48-54.
- Briscoe, F. 2021. "Getting a Covid vaccine can be required by your boss. Why that's a good thing — and a danger." *NBC News: NBC THINK*, February 1.
- Briscoe, F. and A. Rheinhardt. 2020. "Social Movement Theory." *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press, 2020.
- Ajunwa, I. and F. Briscoe. 2020. "The Answer to a COVID-19 Vaccine May Lie in our Genes, But... We Shouldn't Risk Our Genetic Privacy to Find It." *Scientific American*, Opinion, May 13.
- Anderson, T., M. Bidwell and F. Briscoe. 2019. "External Factors Shaping Careers." Pp. 180-200 in H. Gunz, M. Lazarova, and W. Mayrhofer (eds.), *Routledge Companion to Career Studies*.

- Davis, G., Anteby, M., Briscoe, F., P. D. Jennings, S. Karim, A. Kaul, S. Lazzarini, B. Ozkazanc-Pan, P. Donnelly, A. Rasche, A. Tsui, T. Wright, and T. Zenger. 2019. "Politics, Governance, and Leadership: What Can We Learn From the Academy of Management's Response to EO13769?" *Journal of Management Inquiry* 28(3): 283-290.
- Briscoe, F. and B. Gray. 2018. "Innovations in Medical Genomics: How to Enable Advances While Managing Privacy and Security Risks?" Farrell Center, 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.
- 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. 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. 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*. 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." *ILR 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.
- Gittel, J. H. and F. Briscoe. 2006. "Physician Work: Greater Coordination and Increased Flexibility." *Perspectives on Work* 9(2): 37-39.

SOFTWARE

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

TEACHING EXPERIENCE

Courses

- *Business Strategy*
- *Strategy Implementation and the Leadership of Change*
- *Ethical Leadership*
- *Social Innovation & Entrepreneurship*
- *Organizational Theory*

Programs

- Undergraduate (ILR, Business)

- MBA (Resident, Executive, Online)
- Executive Master of HRM (EMHRM), Strategic Management & Exec. Leadership (SMEXL)
- PhD
- Non-degree (e.g. Penn State Executive Programs, Cornell CHRO Leadership)

TEACHING CASES

Briscoe, F., M. Clemente, A. Mohlvar and N. Mickshik. 2025. "To beat or not to beat the drum for DE&I? Coca-Cola Switzerland and Corporate Political Action." London Business School CS-24-014.

Briscoe, F. 2023. "OneCare: Implementing Change in a Long-Term Care Organization."

Briscoe, F. 2023. "Moto Comodo." (Supply chain ethics). Smeal College of Business.

Briscoe, F. 2021. "XpresSpa 2021: Implementing a COVID-19 Pivot." Smeal College of Business.

Mott, B. and F. Briscoe. 2021. "Alex Winter: Charting a Path at Zander Solutions." (ethics and careers) Smeal College of Business.

Briscoe, F. 2019. "ClotheMe: Leading Change from the Middle." Smeal College of Business.

Ajunwa, I. and F. Briscoe. 2018. "YouGenes, Inc." Smeal College of Business and Cornell ILR. Reprinted in L. Trevino & K. Nelson, Managing Business Ethics, 8th Edition (March 2021).

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 SCHOLARLY PRESENTATIONS (* indicates refereed conference)

2025 Queen's University (Canada); U. of Maryland; Oxford U.; Cambridge U.; Wharton People & Organizations Conference.*
Conference on Social Innovation, UCSB.*

2024 U. of Hong Kong; Emory Goizueta; Alberta Business; Johns Hopkins U.; Rochester Institute of Technology (Dean's Distinguished Faculty Speaker); Harvard Social Intrapreneurship Symposium; IESE Barcelona; ZHAW Zurich. Wharton People & Organizations Conference.*
Alliance for Research on Corporate Sustainability (ARCS), UCLA.*

2023 Cornell ILR School; Michigan Interdisciplinary Committee on Organizational Studies (ICOS). Wharton People & Organizations Conference.*
European Group on Organization Studies (EGOS), Cagliari.*
Co-organized sub-theme "Social Movements and Organizations"
Keynote for sub-theme "Civil Society Organizations"
Strategy and the Business Environment (SBE) (Invited discussant), Georgetown U..
Future of Activism Workshop (Invited discussant), Northwestern U.
IACMR (Virtual) (Distinguished Speaker).

2022 Hong Kong Baptist University (Virtual).
European Group on Organization Studies (EGOS), Vienna, Austria.*
Madrid Work & Organizations Workshop (Keynote Speaker).
University of British Columbia (Virtual); MIT Sloan School of Management.

2021 Strategic Management Society (Virtual).*
Bocconi University (Virtual); Merage School of Business, UC Irvine (Virtual).

- Carlson School of Management, University of Minnesota (Virtual).
- 2020 Ivey-ARCS Sustainability Academy (Virtual) (Showcase speaker).
Kellogg School of Management, Northwestern University (Virtual).
Management and Organizational Behavior Society (MOBS), Harvard (Virtual).
HEC Paris (Virtual).
- 2019 Kenan-Flagler School of Business, University of North Carolina.
Rock Ethics Institute, Penn State University.
- 2018 INSEAD, Fontainebleau, September; Strategic Management Society, Paris.*
Harvard Kennedy School “Rethinking Cross-Sector Social Innovation” Conference.*
LeBow College of Business, Drexel University.
- 2017 Ross School of Business, University of Michigan.
Bioinformatics & Genomics Retreat, PSU Huck Institutes of the Life Sciences.
European Group on Organization Studies (EGOS), Copenhagen.*
Co-organized sub-theme “Social movements, stakeholders, non-market strategy”
Sumatra Ghoshal Strategy Conference, London Business School, London.*
HEC Paris Inequality Research Conference, Versailles.
- 2016 or earlier (selected)
U. Chicago; U. Illinois; U. Toronto; Boston U.; Cornell; Yale; UC3M; Renmin U.; Tsinghua U.;
London Business School; Cambridge; Oxford; USC; Rice U.; Peking U.;
U. Washington; Stanford GSB; Ohio State U.; INSEAD; HKUST; Cass/Bayes; U. Kentucky;
- 2000-2025 (every year)
Academy of Management*

RECENT PRACTITIONER/OUTREACH PRESENTATIONS

2025. Presenter. “Workplace Genetic Testing (wGT): Employer Perspectives.” ELSI GC Exchange, Jackson Laboratory (Virtual). May.
2023. Guest Episode. “Ideology Research Today.” AMJ Radio Live, Twitter Spaces. November.
2022. Panelist. “Navigating strategic values in times of political turmoil.” Smeal Sapphire Ethical Leadership Symposium. November.
2021. Guest Episode. “The Great Resignation.” Digging Deeper, WPSU TV with PSU President Eric Barron. December.
2021. Presenter. “Employee Activism: Summary of Trends and Research.” National Association of Corporate Directors, Chicago Chapter (Virtual). September.
2021. Presenter. “Data Ethics.” Rock Ethics Institute Board of Visitors Fall Meeting. September.
2021. Webinar. “Organizations and Data Ethics: A Framework and Examples from the New Business of DNA Data.” Smeal Lifelong Learning (Virtual). March.
2021. Panelist. “Ethics: Data, Privacy & Technology.” PSU Prof. Mgmt. Assn. (Virtual). March.
2020. Panelist. “Health, AI, and the Greater Good.” PSU Nittany AI (Virtual). September.
2020. Panelist. “COVID-19, genetic privacy, and the future of the workplace.” PSU Ethics Now.
2019. Webinar. “Employee Activism: A New Kind of Disruption.” Smeal Lifelong Learning. Oct.
2018. Podcast Interview. “When the ‘Business of Business’ Bleeds Into Politics.” Democracy Works, McCourtney Institute for Democracy. June.

HONORS, AWARDS AND GRANTS

2024. Best Published Paper Award for 2023, AoM Organization & Management Theory Division.
2023. Best Paper Award, Alliance for Research on Corporate Sustainability (ARCS) Conference.

2021, 2023. Grants, Smeal Center for the Business of Sustainability. (\$15,250 total)
 2019. Grant #76663, Robert Wood Johnson Foundation, “Genetic Data and Corporate Wellness Programs” (co-PI with Ifeoma Ajunwa; 2-yr award for joint PSU-Cornell project, \$444,000)
 2019. Grant, Center for Security Research & Education, Penn State University. (\$10,000)
 2018. Grant, Farrell Center for Innovation and Entrepreneurship, Penn State U. (\$10,000)
 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).
 2015. Caroline Dexter Award Nominee, OCIS Division, AoM.
 2013. Best Published Paper Award Finalist, OMT Division, AoM (with Chad Murphy).
 2011. Outstanding Reviewer Award, *Academy of Management Journal*.
 2011. Best Symposium Award, Organization & Management Theory, AoM (with J. Adam Cobb)
 2010. Alfred P. Sloan Foundation Industry Studies Fellow. (\$40,000)
 2010 and 2011. Above & Beyond the Call of Duty, Organization & Management Theory, AoM.
 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.

DOCTORAL STUDENTS (*chair, +coauthor)

Cornell University

Paul Merritt (exp. 2027)*

Ayaj Rana (exp. 2027)

Penn State University

Muhan Zhang (2024, Chinese U. Hong Kong)**

Nawon Oh (2023, Leeds U.)

Min Young Yoon (2022, Rider U.)

Hyejoon Park (2021, Bowling Green State U.)**

Alessandra Rizzi (2021, Texas Christian U.)

Alexandra Rheinhardt (2020, U. of Connecticut)+

Jung-Hoon Han (2020, U. of Missouri)

Yeonji Seo (2020, U. of Sydney)

Dane Matiac (2018, Sociology, North Dakota State U.)

Shereen Fatimah (2017, Singapore Management U.)

Tiffany Johnson (2016, Georgia Tech.)

Erica Dollhopf (2016, Sociology, Hartford Seminary)

Muhammed Idris (2016, Political Science, Concordia U.)

Abhinav Gupta (2015, U. of Washington)**

Kisha Lashley (2015, U. of Virginia)

Chad Murphy (2014, Oregon State U.)+

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

Kathleen Marchetti (2013, Political Science, Dickinson College)

Joel Gehman (2012, U. of Alberta)

Tim Quigley (2011, U. of Georgia)

Bret Fund (2008, U. of Colorado)

Other Universities

Ye Joon Lee (Expected, Northwestern U.)
Hannah Grubbs (Expected, U. of Oregon)
Carson Phillips (Expected, Northwestern U.)
Brandon Prettyman (Expected, U. of North Carolina)
Celeste Diaz Ferraro (ABD, U. of Texas San Antonio)⁺
Tom Fewer (2021, Drexel U.)
Alison Kemper (2009, U. of Toronto)

OTHER THESIS SUPERVISION

Penn State Undergraduate Honors Thesis: Ashley Risser (2023), Allison Gaddis (2019), Kaitlyn Kirby (2011), Huzefa Mun (2009), Dan Rife (2007), Nick Banerjee (2021, Rock Ethics)

Penn State MBA/MS Thesis: Patrick Burke (2016), Kaitlin Sheehan (2016), Travis Lesser (2014), Alex Rosenthal (2012), Samantha Curtis (2007), Kelly Jenkins (2006), Rebecca Perez (2005)

JOURNAL SERVICE

Associate Editor	<i>Administrative Science Quarterly</i> (2014 – 2020) <i>Academy of Management Annals</i> (2013 – 2016)
Editorial Review Board	<i>Organization Science</i> (2023 – 2026) <i>Academy of Management Journal</i> (2010 – 2018) <i>Journal of Professions and Organization</i> (2013 – 2020) <i>Administrative Science Quarterly</i> (2013 – 2014) <i>Sociological Science</i> (2013 – 2015)

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

Grant Reviews: *National Science Foundation*, *Research Grants Council of Hong Kong*

UNIVERSITY SERVICE

2025-2026. Academic Standards and Integrity Committee (ILR School) (member)
2024-2026. Doctoral Program Committee (ILR School) (member)
2024-2025. Promotion and Tenure Committee (ILR School) (chair)
2022-2024. Promotion and Tenure Committee (PATCOM) (Smeal College) (member)
2023-2024. Graduate Policy Committee (Smeal College) (member)
2022-2024. Schreyer Honors College Advisor for M&O Department (M&O Department)
2022-2023. University Graduate Council (Smeal College) (representative, alternate)
2022-2023. Faculty Recruiting Committee (M&O Department, macro) (chair)
2020-2022. Advisory Committee for Academic Databases & Computing (Smeal Coll.) (member)
2020-2021. AC-14 Review Committee for M&O Department Chair (Smeal College) (member)
2020-2021. Faculty Recruiting Committee (M&O Department) (co-chair)
2019-2020. Promotion and Tenure Committee (PATCOM) (Smeal College) (chair)
2018-2019. Promotion and Tenure Committee (PATCOM) (Smeal College) (member)
2013-2020, 2011-2012. Competitive Research Award Committee (Smeal College) (member)
2018-2020. 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)
 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

2024-2025. Past Division Chair, Organization and Management Theory (OMT) Division of the Academy of Management (AoM) (elected officer)
 2023-2024. Division Chair, OMT Division of AoM (elected officer)
 2022-2023. Division Chair Elect, OMT Division of AoM (elected officer)
 2021-2022. Program Chair, OMT Division of AoM (elected officer)
 2020-2021. Program Chair Elect, OMT Division of AoM (elected officer)
 2016. Best Published Paper Award Committee, OMT Division of AoM (member)
 2012-2015. Representative-at-Large, OMT Division of AoM (elected officer)
 2015. Best Dissertation Competition, Industry Studies Association (Judge)
 2015. Best Paper Award, Journal of Professions and Organization (Judge)
 2014. OMT Division Doctoral Consortium, AoM (Organizer)
 2014. OMT Paper Development Workshop, IACMR Conference Beijing (Faculty mentor)
 2014. Rising Star Award, Industry Studies Association (Judge and Award Discussant)
 2013. OMT Division Doctoral Consortium, AoM (Co-organizer)
 2013. Workshop on Structuring of Work Within & Across Organizations Montreal (Mentor)
 2011. Doctoral Consortium, Labor & Employment Relations Association (invited speaker)
 2008. OMT Division Doctoral Consortium, AoM (discussion leader)
 2010. Early Career Professional Development Workshop (Co-organizer)
 2008-2010. Early Career Development Committee, Industry Studies Association. (member)
 2006. Professional Development Workshop "Professions in Organizational Life" AoM (invited speaker)
 2004-2007. R. M. Kanter Award for Excellence in Research on Work and Family (Judge)
 2002-2025. OMT Division of AOM, Annual Conference (Reviewer)