

RUTHANNE HUISING

Emlyon Business School
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ACADEMIC APPOINTMENTS

Emlyon Business School	Lyon, France
Professor of Management and Organization	2016 - present
• Editor, <i>Regulation and Governance</i>	2023 - present
• Deputy Editor, <i>Organization Science</i>	2022 - present
• Director of Work, Technology, and Organization Research Centre	2018 - present
• Founder of the Ethnography Atelier	2017 - present
Desautels Faculty of Management, McGill University	Montréal, QC
Associate Professor, Organizational Behavior	2015 - 2017
Assistant Professor, Organizational Behavior	2008 - 2015

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management	Cambridge, MA
<i>PhD in Management</i>	2008
Thesis Committee: Susan Silbey (chair), Roberto Fernandez, Paul Osterman, John Van Maanen	
London School of Economics and Political Science	London, UK
<i>MSc Economics and Philosophy</i>	2002
<i>Diploma in Economics</i>	1994
University of Alberta	Edmonton, AB
<i>BA Women's Studies</i>	1992

HONORS AND AWARDS

Research

Distinguished Visiting Fellowship, King's Business School, King's College London (2023-2026)
William Dawson Scholar (5-year chair), McGill University (2016)
W. Richard Scott Award for Distinguished Scholarship, American Sociological Association (2012)
Best Paper Prize, Regulation and Governance (2011)
Best Paper Prize ASQ, HEC and OMT Conference on Coordination (2011)
Best Dissertation Paper Award, Labor and Employment Relations Association (2008)

Teaching

Distinguished Educator Award, OMT Division Academy of Management (2023)
Desautels Faculty of Management Undergraduate Teaching Award (2014)
Nominated for Principal's Prize for Excellence in Undergraduate Teaching (2014, 2009)
Professor of the Year Desautels Faculty of Management Undergraduate Society (2011)

Service

Academy of Management OMT Research Committee Service Award (2020)

RESEARCH AND PUBLICATIONS

Peer-Reviewed Articles

Rostain, Marjolaine and Ruthanne Huising (2023) “Eroding Computational Opacity: Building Practical Computational Literacy Skills Vicariously” *Academy of Management Journal*, forthcoming.

Pakarinen, Pauli and Ruthanne Huising (2023) “Relational Expertise: What Machines Can’t Know” *Journal of Management Studies*, forthcoming.

Huising, Ruthanne and Susan Silbey (2022) “Accountability Infrastructures: Narrating Regulatory Governance at the Organizational Coalface” *Regulation and Governance* 15: S40-S62.

Agreli, Heloise, Ruthanne Huising, and Marina Peduzzi (2021) “Role reconfiguration: Implications of technological change for work and collaboration in health care” *BMJ Leadership* 5(20): 134-141.

Huising, Ruthanne (2019) “Pragmatic Regulatory Design: The Case of the Human Pathogens and Toxins Regulations in Canada” *Entreprises et Histoire* 97: 61-72.

Huising, Ruthanne (2019) “Moving off the Map: How Knowledge of Organizational Operations Empowers and Alienates Employees” *Organization Science* 30(5): 1054-1075.

Huising, Ruthanne and Susan S. Silbey (2018) “From Nudge to Culture and Back Again: Coalface Governance in the Regulated Organization” *Annual Review of Law and Social Science* 14:91-114.

Huising, Ruthanne (2016) “From Adapting Practices to Inhabiting Ideas: How Managers Restructure Work across Organizations” *Research in the Sociology of Organizations* 47:383-413.

Nigam, Amit, Ruthanne Huising, and Brian Golden (2016) “Explaining the Selection of Routines for Change during Organizational Search” *Administrative Science Quarterly* v.61, n.4: 551-583.

Huising, Ruthanne (2015) “To Hive or to Hold: Producing Relational Authority through Scut Work” *Administrative Science Quarterly*, v. 60, n.2: 263-299.

Huising, Ruthanne (2014) “The Erosion of Expert Control through Censure Episodes” *Organization Science*, v.25, n.6, pp 1633-1661.

Nigam, Amit, Ruthanne Huising, and Brian Golden (2014) “Improving Hospital Efficiency: A Process Model of the Hospital Change Commitments” *Medical Care Research & Review*, v. 71, no.1, pp. 21-42.

Garland, Jennifer, Ruthanne Huising, and Jeroen Struben (2013) “What if Technology Worked in Harmony with Nature: Imagining Climate Change through Prius Advertisements” *Organization*, v.20, no.5, pp. 679-704.

Huising, Ruthanne and Susan S. Silbey (2013), “Constructing Consequences for Non-Compliance in Academic Laboratories” *Annals of the American Academy of Political and Social Sciences*, v.649, pp.157-177.

Huising, Ruthanne and Susan S. Silbey (2011), “Governing the Gap: Forging Safe Science through Relational Regulation” *Regulation and Governance*, v.5, no.1, pp. 14–42.

- *Awarded the W. Richard Scott Award for Distinguished Scholarship (American Sociological Association) and Best Paper Prize (Regulation and Governance).*

Silbey, Susan S., Ruthanne Huising, and Salo Coslovsky (2009), “The Sociological Citizen: Recognizing Relational Interdependence in Law and Organizations” *L’Année Sociologique*, v.59, no.1, pp.201–229.

Book Chapters

Huising, Ruthanne (2022) “Professional Authority”, in *Oxford Handbook of Expertise and Democratic Politics*, Edited by Gil Eyal and Thomas Medvetz, Oxford University Press, Oxford.

Huising, Ruthanne and Susan S. Silbey (2016), “Surveillance and Regulation of Laboratory Practices” in *Handbook of Science and Technology Studies*, Edited by Felt, Ulrike, Rayvon Fouché, Clark A. Miller, and Laurel Smith-Doerr, MIT Press, Cambridge.

Evans, Joelle, Ruthanne Huising, and Susan S. Silbey (2015), “Accounting for Accounts: Crafting Ethnographic Validity through Group Collaboration” in *Handbook of Innovative Qualitative Research*

Methods: Pathways to Cool Ideas and Interesting Papers, Edited by Kimberly Elsbach and Rodney Kramer, Routledge Press, New York.

Articles for Practitioners

Huising, Ruthanne (2020) “Peut-on en savoir trop sur son entreprise ? ” *Harvard Business Review*, Digital Edition, January 2020.

Huising, Ruthanne (2019) “Can you know too much about your organization?” *Harvard Business Review*, Digital Edition, December 2019.

Manuscripts under Review

Conzon, Vanessa and Ruthanne Huising, “Time for kids or colleagues? How Temporal Orientation shapes Workplace Relationships” (Revise and resubmit *Organization Science*)

Huising, Ruthanne and Susan Silbey, “Coordinating Delegated Responsibilities” (Revise and resubmit *Organization Theory*)

Ortiz Casillas, Samantha and Ruthanne Huising, “Inhabiting an Institution in Decline” (Second round revise and resubmit *Organization Science*)

Working Papers

Faraj, Samer and Ruthanne Huising, “Sustaining Expertise Coordination in Fast-Response Organizations.”

Huising, Ruthanne, “Work as Labor” essay in preparation for *Journal of Management Inquiry* Dialog.

Huising, Ruthanne, “Epistemic Travel and its Dangers: Academic Impact Seeking, Influencing, and Posing” in preparation for *Research in the Sociology of Organizations*.

Huising, Ruthanne, “Talk of Law: Transcending the Dialectics of Regulatory Representations.”

Monteiro, Pedro and Ruthanne Huising, “Reflexivity for Radicals.”

Pakarinen, Pauli and Ruthanne Huising, “Is that a Profession? A Critical Review of the Literature on Professions” in preparation for *Journal of Management Studies*.

Projects at Data Analysis Stage

Ashur, Parham and Ruthanne Huising, “Expertise Narratives in the Gain of Function Controversy.”

Elmholdt, Kasper, Maximilian Heimstädt, Ruthanne Huising, and Elina Mäkinen, “Varieties of Governance: The Emergence of Ethical Review in Social Science Research in Europe.”

Huising, Ruthanne and Pedro Monteiro, “From Periphery to Center: Staff Roles and Institutional Complexity.”

Projects at Data Collection Stage

Ruthanne Huising, “The Rise of Responsible Innovation Roles”

RESEARCH PRESENTATIONS (INVITED AND CONFERENCE)

*Refereed conference

2022

- Copenhagen Business School, May 2022
- INSEAD, May 2022

2021

- Keynote, British Academy of Management, September 2021
- Academy of Management Conference, August 2021*
- Society for the Advancement of Socio-Economics (SASE), July 2021

2020

- University of Vienna, Institute for Organization Studies Seminar, December 2020
- European Group on Organizational Studies, July 2020*
- European Group on Organizational Studies, Routines PDW, July 2020
- European Robotics Forum, March 2020
- Boston College, Management and Organizations Seminar, February 2020

2019

- European Group on Organizational Studies, July 2019*
- VU Amsterdam, KIN Research Seminar, May 2019
- Boston University, Strategy & Innovation Seminar, February 2019

2018

- Academy of Management Conference, August 2018*
- Annual Meeting of the Law and Society Association, June 2018*
- IESEG, Management and Society Seminar, April 2018
- SciencesPo, CSO, March 2018
- Cambridge Judge School of Business, Organisational Theory & Information Systems, March 2018
- Warwick Business School, Organisation and Work Seminar, January 2018

2017

- Grenoble Ecole de Management, November 2017
- PROS Conference, June 2017*
- Hanken School of Economics, May 2017

2016

- Princeton University, The Center for the Study of Social Organization, December 2016
- Groningen University, November 2016

2015

- University of Alberta, Strategic Management and Organization Seminar, December 2015
- Stanford University, WTO, November 2015
- Emlyon Business School, Human Resources and Management Seminar, October 2015
- HEC Paris, Human Resources, October 2015
- Academy of Management Conference, August 2015*
- Montreal- Ontario Qualitative Research Conference, May 2015
- Organization Science Winter Conference, February 2015*

2014

- Wharton School, NSF Research Collaboration Network, August 2014
- Academy of Management Conference, August 2014*
- Law and Society Annual Meetings, May 2014*
- Organization Science Winter Conference, February 2014*

2013

- The Structuring of Work within and across Organizations Conference, July 2013*
- European Group on Organizational Studies, July 2013*
- Hanken School of Economics, May 2013
- Ontario-Quebec Qualitative Conference, May 2013
- MIT, April 2013

2012

- Academy of Management Conference, August 2012*
- Society for the Advancement of Socio-Economics, 8 June 2012
- HEC Publishing Workshop, Montréal, May 2012
- The European Group for Organizational Studies, Sage Publications, Organization and Management Theory, and Cambridge Judge Business School Paper Development Workshop, April 2012*

2011

- Academy of Management Conference, August 2011*
- European Group on Organizational Studies, July 2011*
- Organization Studies Process Symposium, June 2011*
- Davis Conference on Qualitative Methods, University of California, Davis, March 2011

2010

- University of Alberta, Strategic Management and Organization Seminar, October 2010
- European Group on Organization Studies, July 2010*
- Academy of Management Conference, August 2010*

- Canadian Law and Society Conference, June 2010
- Organization Studies Workshop: Social Movements, Civil Societies and Corporations, May 2010
- MIT, Institute for Work and Employment Research Seminar Series, February 2010

2009

- European Group on Organization Studies, July 2009*
- University of British Columbia, New Governance and the Business Organization Workshop, May 2009
- MIT, Regulation Workshop, January 2009

2007

- University of Toronto, CIRHR, December 2007
- Cornell University, ILR, December 2007
- HEC Paris, December 2007
- Imperial College London, November 2007
- London Business School, November 2007
- McGill University, Desautels, October 2007
- Academy of Management Annual Meeting, August 2007*
- Canadian Industrial Relations Association Annual Meeting, June 2007*

2006

- American Sociological Association Annual Meeting, July 2006*

2005

- International Sociological Association World Congress, Stockholm, Sweden, July 2005*
- Canadian Sociological Association Annual Meeting, May 2005*

INVITED QUALITATIVE METHODS PRESENTATIONS

- ESSEC Business School, PhD Day 2023
- Aarhus University, Writing Field Notes 2023
- Norwegian School of Economics, Publishing Qualitative Research 2023
- Northeastern University Qualitative Research Workshop, Ethnography 2023
- Warwick University, Ethnography Circle, Writing Field Notes 2023
- Prague University of Economics and Business, Participant Observation and Writing Field Notes 2022
- Copenhagen Business School, Publishing Qualitative Research 2022
- Medici Summer School, Guest Faculty, 2020
- Critical and Interpretative Research in Public Administration, Writing Field Notes, 2020
- KIN Summer School, VU Amsterdam, Comparative Qualitative Methods, June 2019
- VU Amsterdam, KIN Methods Dialogue, October 2019
- University College Dublin, Michael Smurfit Business School, Qualitative Methods, September 2018
- Warwick University, Ethnography Circle, Data Analysis 2018

PRACTITIONER PRESENTATIONS

- Foundation pour une Culture de Sécurité Industrielle, December 2022
- National Science Advisory Board for Biosecurity, February 2018
- National Academies of Science, Gain-of-Function Research Symposium, March 2016
- United Nations, Meeting of States Parties, Biological Weapons Convention, December 2015
- Canadian Centre for Biosecurity, August 2015
- Canadian Biosafety Symposium, International Centre for Infectious Diseases, June 2015
- Community of Federal Regulators, Federal Government of Canada, November 2014
- Regulatory Governance Initiative, Carleton University, February 2012

CONVENING CONFERENCES AND WORKSHOPS

Organizer, RSO Expertise Workshop, April 2023

Convenor SASE Regulation and Governance Network, 2022 to present

Organizer and Faculty, Qualitative Methods Workshop in Lisbon, 2022

Convenor, EGOS Subtheme Digitalization, Artificial Intelligence and the Professions and Professional Service Firm, 2020

Convenor, EGOS Subtheme Occupational Membership, Careers, and Resources in Flux, 2019

Organizer, Ethnography Atelier Paper Development Workshop, October 2019

Founder and Organizer, Ethnography Atelier, 2017 to present

Organizer, Montreal-Ontario Qualitative Research Conference, May 2015

Organizer, Ontario-Quebec Qualitative Conference, May 2013

Co-founder and Organizer, Montréal Organizations Writing Workshop, 2010 - 2016

TEACHING

Undergraduate

- Introduction to Organizational Behaviour, core course 2008-2016
- Faculty Advisor Industrial Relations Internship Program 2011-2014
- Managing Organizational Change, elective 2010-2012

Masters

- Responsible Research and Innovation, emlyon 2021
- Organizational Behavior, emlyon 2016
- Communicating Qualitative Research, emlyon 2016
- Managing Organizational Change 2014-2016
- Negotiations 2008-2013

PhD

- Field Methods, emlyon 2016 – present
- Ethnography, Vrije Universiteit Amsterdam 2019 - present
- Social Science Research Methods, emlyon 2019
- Designing Qualitative Research emlyon 2017 - 2019
- Meso Organizational Theory, McGill University Winter 2016 and HEC Paris 2016

Executive

- Managing Organizational Change, McGill Chinese Masters in Practicing Management 2010-2014
- Managing Organizational Change, School of Business, Renmin University 2012, 2014

PhD Supervision

- Louis-Francois Brodeur, HEC Montreal, Graduated 2016 (external)
- Michael Callahan, George Washington University, Graduated 2017 (external)
- Lisa Buchter, SciencesPo, Graduated 2019 (external)
- Sumati Ahuja, University of Technology Sydney 2019 (external)
- Natalja Laurey, VU Amsterdam, Graduated 2019 (external)
- Marjolaine Rostain, Graduated 2020 emlyon (chair)
- Samantha Ortiz, Graduated 2022 emlyon (chair)
- Lidiia Pletneva, ESSEC (external)
- Gallia Singer, McGill University (advisor second year paper)
- Teresa Domenech, emlyon (advisor second year paper)
- Soumya Das, emlyon (advisor second year paper)
- Parham Ashur, emlyon (advisor second year paper)

PostDoc Supervision

- Pedro Monteiro, Copenhagen Business School
- Pauli Pakarinen, Aalto University
- Heloise Agreli, University of São Paulo
- Marjolaine Rostain, Warwick University

GRANTS AND AWARDS

External Grants – Principal Investigator

Social Sciences and Humanities Research Council of Canada Insight Grant & Genome Canada, 2016 (\$129,300)

Social Sciences and Humanities Research Council of Canada Insight Development Grant, 2013 (\$71,500)
Ranked 1st of out of 35 proposals submitted by Emerging Scholars.

Fonds de Recherche sur la Société et la Culture of Quebec, 2011 (\$39,600)

External Grants – Co-Applicant

Social Sciences and Humanities Research Council of Canada Insight Grant, 2015 (\$123,100)
With Manish Verma (McMaster University) and Vedat Verter (McGill University)

Internal Grants – Principal Investigator

Social Sciences and Humanities Research Council of Canada Internal Grant, 2011-2015 (\$23,000)

McGill Sustainability Projects Fund, 2012-2013 (\$10,800)

PhD Fellowships and Awards

Joseph M. Juran Dissertation Fellowship Award, 2006 (\$10,000)

Social Sciences and Humanities Research Council of Canada Doctoral Fellowship, 2005 (\$20,000)

Industrial Performance Center Fellowship, Sloan Industry Center, 2005 (\$5,000)

Martin Family Fellowship for Sustainability, 2004 (\$30,000)

M.I.T. Presidential Graduate Fellowship, 2002-2004 (\$90,000)

UNIVERSITY SERVICE

Emlyon Scientific Committee	2018
Emlyon PhD Admissions Committee	2017-2020
Emlyon PhD Program Committee	2017-2020
McGill University Bachelor of Commerce Program Review Committee	2015
McGill University Teaching Labs Working Group	2015
McGill University Industrial Relations Program Review Committee	2015
Faculty of Management Advisory Committee for the Selection of the Dean	2014-2015
Board of Directors, Faculty Representative, CKUT Campus and Community Radio Station	2012-2014
McGill University Inquiry Network	2012-2014
Faculty of Management Teaching and Learning Committee	2012-2013
Faculty of Management Undergraduate Program Committee	2010-2015
Faculty of Management Research Committee	2008-2010

ACADEMIC SERVICE

Academy of Management, OMT Research Committee	2015- 2021
EGOs Standing Working Group, Management, Occupations, and Professions	2016 - 2019
European Theory Development Workshop, Scientific Committee	2016 - 2019
INFORMS/Organization Science Dissertation Proposal Competition Reviewer	2015
Chair, W. Richard Scott Award for Distinguished Scholarship Committee	2012 - 2013

PUBLIC SERVICE

European Union Expert Group on Ethics in Science and New Technologies – reserve member	2022 – 2026
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EDITORIAL POSITIONS AND REVIEWING

Editor - *Regulation & Governance* 2023 - present

Deputy Editor and Senior Editor - *Organization Science* 2016 - present

Volume Editor - *Research in the Sociology of Organizations*, Expertise In and Around Organizations, 2023

Editorial Review Board - *Journal of Organizational Ethnography* 2023 - present

Editorial Review Board - *Administrative Science Quarterly* 2021 - present

Advisory Board Member - *Research in the Sociology of Organizations* 2020 - present

Editorial Review Board - *Organization Science*, Special Issue on Emerging Technologies, 2019

Editorial Review Board - *Organization Science* 2013 – 2016

Editorial Review Board - *Academy of Management Discoveries*, Special Issue on Changing Nature of Work, 2016

Ad Hoc Reviewer

- *Academy of Management Journal*
- *Administrative Science Quarterly*
- *Journal of Management Inquiry*
- *Journal of Management Studies*
- *Industrial Labor Relations Review*
- *Law and Policy*
- *Law and Society*
- *OMT-AoM Conference*
- *Organization Studies*
- *Regulation and Governance*
- *Science, Technology, & Human Values*
- *University of Toronto Press*
- *Work and Occupations*

PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

Academy of Management Association

American Sociological Association

European Group on Organization Studies

Law and Society Association

Society for the Advancement of Socio-Economics

OTHER PROFESSIONAL EXPERIENCE

Mercer Consulting, Reward & Talent Management Practice, Vancouver, Toronto and Boston 1997 - 2001

- *Consultant*

Worker's Compensation Board, Yellowknife, Canada 1995 - 1997

- *Statistician*

Government of Canada, Department of Employment, Edmonton, Canada 1993 - 1994

- *Program Manager*