

# Ruthanne HUISING

Professor

Department: Management

ESSEC Business School

3 avenue Bernard Hirsch

95021 Cergy-Pontoise

France

Email: [ruthanne.huising@essec.edu](mailto:ruthanne.huising@essec.edu)

## EDUCATION

---

2008      Doctor of Philosophy, Industrial Relations, Massachusetts Institute of Technology, United States of America

## EMPLOYMENT

---

### Full-time academic positions

2024 - Present      Professor, ESSEC Business School, France

2016 - 2024      Professor, Emlyon Business School, France

2015 - 2016      Associate Professor, McGill University, Canada

2008 - 2015      Assistant Professor, McGill University, Canada

## GRANTS AND HONORS

---

### Awards and Honors

2023      Distinguished Educator Award, Academy of Management, OMT Division

2015      William Dawson Scholar, McGill University

2014      Finalist for Principal's Prize for Excellence in Undergraduate Teaching, McGill University

2014      Undergraduate Teaching Award, Desautels Faculty of Management, McGill University

2012      W. Richard Scott Award for Distinguished Scholarship, American Sociological Association

2011      Best Paper Prize, Regulation and Governance

2011      Best Paper Prize ASQ, HEC, and OMT Conference on Coordination

2011      Professor of the Year Desautels Faculty of Management Undergraduate Society, McGill University

2009      Finalist for Principal's Prize for Excellence in Undergraduate Teaching, McGill University

2008      Best Dissertation Award, Labor and Employment Relations Association

### Journal Articles

- ORTIZ CASILLAS, S. and HUISING, R. (2025). Temporal Miscoupling: The Challenges and Consequences of Enacting a Practice in Decline. *Organization Science*, 36(1), pp. 288–312.
- PAKARINEN, P. and HUISING, R. (2025). Relational Expertise: What Machines Can't Know. *Journal of Management Studies*, 62(5), pp. 2053-2082.
- HUISING, R., ELMHOLDT, K.T. and MÄKINEN, E. (2025). The Changing Constitution and Ecology of Expertise. *Research in the Sociology of Organizations*, 97.
- HUISING, R. and PAKARINEN, P. (2025). Know Your Lanes: Unpacking Theoretical Plurality Across Studies of Professions. *Journal of Management Studies*, In press.
- CONZON, V.M. and HUISING, R. (2024). Devoted but Disconnected: Managing Role Conflict Through Interactional Control. *Organization Science*, 35(6), pp. 2117-2140.
- ROSTAIN, M. and HUISING, R. (2024). Vicarious Coding: Breaching Computational Opacity in the Digital Era. *Academy of Management Journal*, 67(2), pp. 359-381.
- HUISING, R. and SILBEY, S.S. (2021). Accountability infrastructures: Pragmatic compliance inside organizations. *Regulation and Governance*, 15(S1), pp. S40-S62.
- HUISING, R. (2019). Moving off the Map: How Knowledge of Organizational Operations Empowers and Alienates. *Organization Science*, 30(5), pp. 1054-1075.
- HUISING, R. (2019). Pragmatic Regulatory Design: The Case of the Human Pathogens and Toxins Regulations in Canada. *Entreprises et Histoire*, 97, pp. 61-72.
- HUISING, R. and SILBEY, S.S. (2018). From Nudge to Culture and Back Again: Coalface Governance in the Regulated Organization. *Annual Review of Law and Social Science*, 14(1), pp. 91-114.
- HUISING, R. (2016). From Adapting Practices to Inhabiting Ideas: How Managers Restructure Work across Organizations. *Emerald Group Publishing Limited*, *Research in the Sociology of Organizations*, Vol. 47, pp. 383-413.
- NIGAM, A., HUISING, R. and GOLDEN, B. (2016). Explaining the Selection of Routines for Change during Organizational Search. *Administrative Science Quarterly*, 61(4), pp. 551-583.
- HUISING, R. (2015). To Hive or to Hold? Producing Professional Authority through Scut Work. *Administrative Science Quarterly*, 60(2), pp. 263-299.
- HUISING, R. (2014). The Erosion of Expert Control Through Censure Episodes. *Organization Science*, 25(6), pp. 1633-1661.
- GARLAND, J., HUISING, R. and STRUBEN, J. (2013). “What if technology worked in harmony with nature?” Imagining climate change through Prius advertisements. *Organization*, 20(5), pp. 679-704.
- HUISING, R. and SILBEY, S.S. (2013). Constructing Consequences for Non-Compliance in Academic Laboratories. *Annals of the American Academy of Political and Social Science*, 649, pp. 157-177.
- HUISING, R. and SILBEY, S.S. (2011). Governing the gap: Forging safe science through relational regulation. *Regulation and Governance*, 5(1), pp. 14-42.
- SILBEY, S., HUISING, R. and COSLOVSKY, S. (2009). The Sociological Citizen: Recognizing Relational Interdependence in Law and Organizations. *L'Année Sociologique*, 59(1), pp. 201–229.

## Books and book editor

ELMHOLDT, K.T., HUISING, R. and MÄKINEN, E. [Eds] (2025). *Research in the Sociology of Organizations: Expertise In and Around Organizations*. 1st ed. Leeds: Emerald Publishing Limited.

## Book chapters

HUISING, R. (2024). Producing Compliance: The Work of Interpreting, Adapting, and Narrating. In: Le Coze JC., Journé B. eds. *Compliance and Initiative in the Production of Safety: A Systems Perspective on Managing Tensions and Building Complementarity*. 1st ed. Cham: Springer Nature Switzerland.

HUISING, R. (2023). Professional Authority. In: Gil Eyal, Thomas Medvetz eds. *Oxford Handbook of Expertise and Democratic Politics*. 1st ed. Cambridge: Oxford University Press, pp. 453-469.

HUISING, R. and SILBEY, S.S. (2016). Surveillance and Regulation of Laboratory Practices. In: Handbook of Science and Technology Studies (ed.). *Felt, Ulrike, Rayvon Fouché, Clark A. Miller, and Laurel Smith-Doerr*. 1st ed. Cambridge: MIT Press, pp. 793-822.

EVANS, J., HUISING, R. and SILBEY, S.S. (2015). Accounting for Accounts: Crafting Ethnographic Validity through Team Ethnography. In: Kimberly Elsbach, Rodney Kramer eds. *Handbook of Qualitative Organizational Research: Innovative Pathways and Methods*. 1st ed. New York: Routledge.

## Press

CONZON, V.M. and HUISING, R. (2025). Parents Are Minimizing Work Relationships to Make Time for Childcare. *Harvard Business Review (online)*.

HUISING, R. (2020). Peut-on en savoir trop sur son entreprise ? *Harvard Business Review (online)*.

HUISING, R. (2019). Can you know too much about your organization? *Harvard Business Review (online)*.

## OTHER RESEARCH ACTIVITIES

---

### Associate Editor

Since 2025 Administrative Science Quarterly  
2023 - 2024 Regulation and Governance  
2022 - 2024 Organization Science  
2016 - 2025 Organization Science

### Editorial Board Membership

Since 2024 Organization Science  
Since 2023 Regulation and Governance  
2023 - 2025 Journal of Organizational Ethnography  
Since 2022 Research in the Sociology of Organizations  
2021 - 2024 Administrative Science Quarterly  
2013 - 2016 Organization Science

### Organisation of a conference

- Since 2024 Organizer, Expertise Standing Working Group, EGOS
- Since 2022 Convenor Regulation and Governance Network, SASE
- Since 2017 Founder and Organizer of The Ethnography Atelier

### PhD Supervision

- 2022 S. SAMANTHA ORTIZ CASILLAS, Thesis director
- 2020 M. MARJOLAINE ROSTAIN, Thesis director
- M. MARSELIA TAN (ESSEC Business School), Thesis jury member