

Ruthanne HUISING

Professor

Department: Management
ESSEC Business School
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France

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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. MARJOLAINNE ROSTAIN, Thesis director

 M. MARSELIA TAN (ESSEC Business School), Thesis jury member