Ruthanne HUISING

Professor
Department: Management
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: 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	Undergraduate Teaching Award, Desautels Faculty of Management, McGill University
2014	Finalist for Principal's Prize for Excellence in Undergraduate Teaching, McGill University
2012	W. Richard Scott Award for Distinguished Scholarship, American Sociological Association
2011	Professor of the Year Desautels Faculty of Management Undergraduate Society, McGill University
2011	Best Paper Prize, Regulation and Governance
2011	Best Paper Prize ASQ, HEC, and OMT Conference on Coordination
2009	Finalist for Principal's Prize for Excellence in Undergraduate Teaching, McGill University
2008	Best Dissertation Award, Labor and Employment Relations Association

PUBLICATIONS

Journal Articles

HUISING, R. and PAKARINEN, P. (2026). Know Your Lanes: Unpacking Theoretical Plurality Across Studies of Professions. *Journal of Management Studies*, 63(3), pp. 1604-1636.

HUISING, R., ELMHOLDT, K. and MÄKINEN, E. (2026). Vanguard Actors: The Role of Researchers in the Emergence of Ethics Review Procedures in the Social Sciences in Europe. *Organization Studies*, In press.

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.

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. (2021). Role reconfiguration: Implications of technological change for work and collaboration in health care. *BMJ Leader*, 5(20), pp. 134-141.

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] (2026). *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.

Conferences

HUISING, R. (2026). Research as Craft. In: 2026 Organization Science Winter Conference. Paris.

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
2023 - 2025	Journal of Organizational Ethnography

Since 2023	Regulation and Governance
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