

BRITTA GLENNON

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ACADEMIC APPOINTMENTS AND PROFESSIONAL AFFILIATIONS

The Wharton School of Business, University of Pennsylvania Assistant Professor	2019-present
National Bureau of Economic Research (NBER) Faculty Research Fellow (FRF)	2020-present

EDUCATION

Carnegie Mellon University Ph.D. in Public Policy and Management	2020
University of Chicago Master of Public Policy	2013
Cornell University Bachelor of Arts, Economics and East Asian Studies (Chinese)	2008

RESEARCH

Published or Forthcoming

[1] **Women are Credited Less in Science than are Men**

Matthew B. Ross, Britta Glennon, Raviv Murciano-Goroff, Enrico Berkes, Bruce A. Weinberg, and Julia I. Lane. *Nature* (June 2022)

- Press coverage: [Washington Post](#), [Science](#), [The Guardian](#), [The Hill](#), [STAT News](#), [Axios](#), [Times Higher Education](#), [Forbes \(Education\)](#), [Forbes \(Business\)](#), [The Times](#), [El País](#), [Ars Technica](#), [Deutschlandfunk](#), [CNN](#)
- 3108 Altmetric Score (99th percentile of the tracked articles of a similar age in all journals and 99th percentile of the tracked articles of a similar age in Nature)

[2] **How Do Restrictions on High-Skilled Immigration Affect Offshoring? Evidence from the H-1B Program**

Britta Glennon. *Management Science* (2023).

- Press Coverage: [The New York Times](#), [The Wall Street Journal](#), [Forbes](#), [The Economist](#), [The Washington Post](#), [Bloomberg](#), [Protocol](#), [BBC](#), [Marketplace](#)
- Finalist, INFORMS/Org Science Dissertation Proposal Competition
- Summaries: [NBER Digest September 2020 Edition](#), [Cato Institute](#)

[3] **Does Employing Skilled Immigrants Enhance Competitive Performance? Evidence from European Football Clubs**

Britta Glennon, Francisco Morales, Seth Carnahan, Zeke Hernandez*. *Management Science* (forthcoming).

- Press Coverage: [Forbes](#), [The Weeds](#) (Vox's podcast), [Aspen Institute](#)

- SMS Best Conference Paper Prize Finalist
- Strategy Science Best Paper Award

[4] **Skilled Immigrants, Firms, and the Global Geography of Innovation**

Britta Glennon. *Journal of Economic Perspectives* (2024).

Working Papers

- [1] Branstetter, Lee, Jong Rong Chen, Britta Glennon, and Nikolas Zolas*. “Does Offshoring Manufacturing Harm Innovation? Evidence from Taiwan.” NBER Working Paper No. 29117. (R&R)
- Press Coverage: [The Economist](#)
- [2] Branstetter, Lee, Britta Glennon, and J. Bradford Jensen*. “Doing Frontier Innovation in Non-Traditional R&D Locations: Lessons from U.S. Multinational Firms.” NBER Working Paper No. 24453. (R&R)
- [3] Lee, Saerom (Ronnie) and Britta Glennon*. “The Effect of Immigration Policy on Founding Location Choice: Evidence from Canada’s Start-up Visa Program”. (R&R)
- Summaries: NBER Digest May 2024 Edition
 - Press Coverage: Forbes
- [4] Murciano-Goroff, Raviv, Britta Glennon, Russell Funk, and Matthew B. Ross. “Connections and Credit: How Social Networks Shape the Gender Gap in Research Output”.
- [5] Flynn, Robert, Britta Glennon, Raviv Murciano-Goroff, Jiusi Xiao*. “Building a Wall Around Science: The Effect of U.S.-China Tensions on International Scientific Research”. NBER Working Paper 32622. (Under review)
- Summaries: NBER Digest October 2024 Edition
 - Press Coverage: Fortune, The Chronicle of Higher Education, University World News, National Academies Report
- [6] Fry, Caroline and Britta Glennon*. “Immigrant Scientist Career Choices and the Shape of Science: Evidence from Artificial Intelligence PhDs”. (R&R)

**indicates equal authorship*

Work in Progress

- [1] Glennon, Britta, Daniel P. Gross, and Lia Sheer*. “The Incidence and Effects of Economic Espionage on Firms: Evidence from Federal Prosecutions”.
- [2] Glennon, Britta, Dany Bahar, and Prithwiraj Choudhury. “Immigrant CEOs”.
- [3] Doran, Kirk, Britta Glennon, and Gabriele Pellegrino*. “Production and diffusion of scientific knowledge: evidence from the Turkish failed coup”

Other Materials

- [1] Branstetter, Lee, Britta Glennon, and J. Bradford Jensen. “The IT Revolution and the Globalization of R&D.” NBER *Innovation Policy and the Economy*. Volume 18 (2018). Josh Lerner and Scott Stern, editors.
- Press Coverage: [Bloomberg](#), [ScienceDaily](#), [ZDNet](#), [CIO Dive](#), [VoxEU CEPR Policy Portal](#), [LSE US Centre](#).
- [2] Fuchs, Erica R.H., Christophe Combemale, Britta Glennon, and Kate S. Whitefoot. “The ‘Weighty’ Manufacturing Sector: Transforming raw materials into physical goods.” NBER *The Role of Innovation and Entrepreneurship in Economic Growth*. (2022). Aaron Chatterji and Scott Stern, editors.
- [3] Branstetter, Lee, Britta Glennon, and J. Bradford Jensen. “The New Global Invention Machine: A Look Inside the R&D Networks of U.S. Multinationals” Brookings. *Global Goliaths: Multinational Corporations in a Changing Global Economy*. (2021). Fritz Foley, David Wessel, and James Hines, editors.
- [4] Branstetter, Lee, Britta Glennon, and J. Bradford Jensen. “The Importance of doing our BIT: The Economic Potential of a U.S.- China Bilateral Investment Treaty” Chapter 10 in Posen, A. and Ha, J., (eds.), *U.S.-China Cooperation in a Changing Global Economy*, Peterson Institute Policy Brief 17-1, January 2017.
- [5] Branstetter, Lee, Britta Glennon, and J. Bradford Jensen. “The Rise of Global Innovation by US Multinationals Poses Risks and Opportunities”. Peterson Institute Policy Brief 19-9, June 2019.
- [6] Bahar, Dany, Prithwiraj Choudhury, and Britta Glennon. “Research: The Cost of a Single U.S. Immigration Restriction”. Harvard Business Review. January 22, 2021.
- [7] Glennon, Britta. “Why the Trump Administration’s Anti-Immigration Policies are the United States’ Loss and the Rest of the World’s Gain”. Brookings Up Front Blog. July 2020.

TEACHING AND ADVISING

MGMT1110 *Multinational Management* (Undergraduate Course): 2019-current
 MGMT 962/963 *Multinational Firms in the Global Economy* (PhD Seminar): 2020-current
 MGMT 9700 *Research Methods in Management* (PhD Seminar): 2023-current

Advisor for Huntsman Senior Thesis and JWS Thesis

PROFESSIONAL SERVICE

Ad Hoc Reviewer

Management Science; Research Policy; Journal of Economic Geography; Journal of the European Economic Association; Review of Economics and Statistics; Academy of Management Journal; The Review of Economic Studies; American Economic Review; American Economic Review Insights
 SMS, AOM, SIOE

Editorial Review Board

Organization Science
 Strategic Management Journal

Strategy Science

Department Service

Doctoral Committee, 2021-2023

Seminar Committee, 2024-2025

Co-organizer and/or co-founder of:

Management in Emerging Markets Conference, 2024-present

Migration and Organizations Conference, 2024-present

CONFERENCE PRESENTATIONS, INVITED SEMINARS, AND WORKSHOPS (* invited)

- 2024 Asia Innovation and Entrepreneurship Association (AIEA) Seminar Series
 Annual Roundtable for Engineering Entrepreneurship Research (REER)
 NBER Productivity Seminar
 Boston University Questrom Strategy and Innovation Seminar Series*
 Berkeley-Haas Entrepreneurship and Innovation Seminar Series* (invited, but to be rescheduled)
 Academy of Management
 Strategic Management Society
 Science Policy Research Unit-Sussex Freeman Friday Seminar*
 Geography of Innovation Conference
- 2023 Expert Testimony for the U.S. Senate Committee on the Budget on “Unlocking America's Potential: How Immigration Fuels Economic Growth and Our Competitive Advantage”*
 Strategy Innovation & Entrepreneurship (SIE) virtual workshop*
 Harvard Business School Strategy Department Seminar Series*
 University of Minnesota, Strategy Seminar Series*
 Universidad de los Andes Seminar*
 Pontificia Universidad Catolica Seminar*
 Junior Innovation Economics Conference at HBS*
 International Conference on the Science of Science and Innovation (ICSSI) at Kellogg (panelist)*
 SciFoo*
 National Network for Critical Technology Assessment Workshop*
 NBER Investments in Early Career Scientists: Promoting Diversity in Science Careers
 Migration and Organizations Conference
 Dartmouth Strategy Junior Faculty Summer Camp*
 NBER Summer Institute: Entrepreneurship
 Academy of Management
- 2022 University of Utah Entrepreneurship and Strategy Spring Seminar Series*
 Federal Reserve Bank of Richmond: The Impact of Immigrants on Productivity, Firms, and Human Capital*
 The Bank of Canada and the Global Migration Center at the University of California Davis: Workshop on the Macroeconomic Implications of Migration*
 University of Virginia Trade Seminar Series*
 Economics of Migration Workshop at Collegio Carlo Alberto*
 Clemson University Department of Economics Growth Conference*
 Southern Economic Association Meeting
 Atlanta Workshop on International Economics Conference (discussant)
 National Network for Critical Technology Assessment Workshop*
 Wharton Migration and Organizations

Strategic Management Society
 Academy of Management
 Strategy Research Forum*

- 2021 China Innovation and Entrepreneurship Seminar*
 UMETRICS Seminar Series
 Smith Entrepreneurship Research Conference*
 Strategy Research Forum*
 CCC Innovation Brown Bag
 CCC Corporate Dynamics Brown Bag
 EPFL Virtual Innovation Seminar*
 Washington University, Olin Business School, Strategy and Entrepreneurship*
 Savannah Council on World Affairs Seminar*
 Society of Labor Economists Annual Meeting (immigration program committee)
 London Business School, Strategy and Entrepreneurship*
 Envoy Global, Envoy Conversations*
 NBER Innovation Information Initiative Technical Working Group Meeting
 AOM 2021 PDW: Using Sport Data to Advance Management Theory
 Max Planck Innovation and Entrepreneurship Seminar*
 The National Academies of Sciences, Engineering, and Medicine, Panel on Microelectronics*
- 2020 American Economics Association
 NBER The Role of Innovation and Entrepreneurship in Economic Growth
 BYU Winter Strategy Conference
 Notre Dame University, Economics Department*
 NBER High-Skill Immigration Meeting
 Smith Entrepreneurship Research Conference (invited, but cancelled due to COVID)*
 Cornell Workshop on Innovation and Entrepreneurship (invited, but cancelled due to COVID)*
 Conference on the Geography of Innovation and Complexity*
 Academy of Management (PDW co-organizer on Emerging Economy Innovation)
 European Finance Association (discussant)
 Wharton-INSEAD Doctoral Consortium (panelist)*
- 2019 Brookings Multinational Corporations in a Changing Global Economy
 The National Academies of Sciences, Engineering, and Medicine, Committee on Science & Innovation Leadership for the 21st Century*
 NBER Summer Institute, Innovation Workshop
 Wharton Conference on Migration, Organizations, and Management
 Georgia Tech Scheller College of Business, Strategy and Innovation area*
 Georgetown McDonough School of Business, Strategy Economics Ethics and Public Policy*
 Harvard Business School, Technology and Operations Management unit*
 George Washington School of Business, Department of International Business*
 Board of Governors of the Federal Reserve System, Division of Research and Statistics*
 World Bank Development Research Group Conference “Globalization: Contents and Discontents”*
- 2018 NBER Innovation Policy and the Economy
 Darden-Cambridge Judge-HKU FBE*
 Entrepreneurship and Innovation Research Conference
 Academy of Management
 NBER Productivity Seminar

IESE Business School, Strategic Management Department*
 UCLA Anderson School of Management, Strategy Area*
 USC Marshall School of Business, Management and Organization Department*
 MIT Sloan School of Management, TIES*
 University of Pennsylvania, Wharton School, Management Department*
 Bocconi University, Department of Management and Technology*
 Duke University, Fuqua School of Business, Strategy Group*

2017 Harvard Business School*
 6th Lindau Meeting on Economic Sciences
 Academy of Management
 NBER Summer Institute, Innovation Workshop
 Consortium for Competitiveness and Cooperation (CCC)
 Midwest Economics Association
 NBER Digitization Tutorial

2016 Bureau of Economic Analysis

2015 NBER Entrepreneurship Research Boot Camp

2014 National Central University (國立中央大學)

OTHER AFFILIATIONS

Bureau of Economic Analysis, Special Sworn Researcher	2015-2023
Strategy Research Forum, Member	2020-present
National Network for Critical Technology Assessment, Member	2022-present
J-Pal Science for Progress Initiative, Invited Researcher	2023-present

PERSONAL INFORMATION

Citizenships: USA, UK, New Zealand
 Languages: English (native), Mandarin Chinese (proficient)