

## BRITTA GLENNON

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2021 Steinberg-Dietrich Hall, 3620 Locust Walk, Philadelphia, PA 19104  
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### ACADEMIC APPOINTMENTS

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**The Wharton School of Business, University of Pennsylvania** 2019-present  
Assistant Professor

### EDUCATION

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**Carnegie Mellon University** 2020  
Ph.D. in Public Policy and Management

**University of Chicago** 2013  
Master of Public Policy

**Cornell University** 2008  
Bachelor of Arts, Economics and East Asian Studies (Chinese)

### RESEARCH

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#### A. Published or Forthcoming

- [1] Matthew B. Ross, Britta Glennon, Raviv Murciano-Goroff, Enrico Berkes, Bruce A. Weinberg, and Julia I. Lane. “[Women are Credited Less in Science than are Men](#)”. *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 (99<sup>th</sup> percentile of the tracked articles of a similar age in all journals and 99<sup>th</sup> percentile of the tracked articles of a similar age in Nature)
- [2] Glennon, Britta. “How Do Restrictions on High-Skilled Immigration Affect Offshoring? Evidence from the H-1B Program.” *Management Science* (2024).
- 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] Glennon, Britta, Francisco Morales, Seth Carnahan, and Exequiel Hernandez\*. “Does Employing Skilled Immigrants Enhance Competitive Performance? Evidence from European Football Clubs”. *Management Science* (2024)
- Press Coverage: Forbes, The Weeds (Vox’s podcast), Aspen Institute
  - SMS Best Conference Paper Prize Finalist
  - Strategy Science Best Paper Award
- [4] Glennon, Britta. “Skilled Immigrants, Firms, and the Global Geography of Innovation”.

*Journal of Economic Perspectives* (2024).

[5] Branstetter, Lee, Jong Rong Chen, Britta Glennon, and Nikolas Zolas\*. “Does Offshoring Manufacturing Harm Innovation? Firm-level Evidence from Taiwan”. *Management Science* (2026)

- Press Coverage: [The Economist](#)

## B. Working Papers

[6] 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*)

[7] Lee, Saerom (Ronnie) and Britta Glennon\*. “The Effect of Immigration Policy on Founding Location Choice: Evidence from Canada’s Start-up Visa Program”. (*Under Review*)

- Summaries: NBER Digest May 2024 Edition
- Press Coverage: Forbes

[8] 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. (*R&R*)

- Summaries: NBER Digest October 2024 Edition
- Press Coverage: Fortune, The Chronicle of Higher Education, University World News, National Academies Report, The New York Times

[9] Fry, Caroline and Britta Glennon\*. “Mapping the Institutional Pipeline for Global AI Talent”. (*2<sup>nd</sup> round R&R*)

[10] Friedmann, Jens, Britta Glennon, and Exequiel Hernandez\*. “Substituting Talent with Transactions: Acquisitions as Responses to Immigration Restrictions.” (*under review*)

- SMS Best Paper Prize, Corporate Strategy

*\*indicates equal authorship*

## C. Other Materials

[12] 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](#).

[13] 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.

[14] 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.

- [15] 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.
- [16] 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.
- [17] Bahar, Dany, Prithwiraj Choudhury, and Britta Glennon. “Research: The Cost of a Single U.S. Immigration Restriction”. *Harvard Business Review*. January 22, 2021.
- [18] 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.

#### **D. Research in Progress**

- Connections and Credit: How Social Networks Shape the Gender Gap in Research Output (with Raviv Murciano-Goroff, Russell Funk, and Matthew B. Ross. Writing in progress)
- Immigrant CEOs (with Dany Bahar, Ashlee Li, and Zeke Hernandez. Data collection and analysis in progress)
- Effect of exposure to immigrants on entrepreneurship (with Kirk Doran, Ben Pugsley, Vinay Ravinder, and Zeke Hernandez. Analysis in progress)
- The Impact of Immigration on Firms' Human Capital Strategy (with Francisco Morales, Sofia Flechtner, and Zeke Hernandez. Writing in progress)
- A Unique Bundle: Immigrant Talent Combinations and Organizational Performance (with Francisco Morales, Seth Carnahan, and Zeke Hernandez. Writing in progress)
- Organizational adaptation to scientific disruption: evidence from the Turkish failed coup (with Kirk Doran, Gabriele Pellegrino, and Stefano Baruffaldi. Analysis)
- Substitution in the face of trade shocks and immigration shocks (with Parag Mahajan, Mishita Mehra, and Andrea Waddle. Data collection and cleaning)
- MNC responses to human rights scandals (with Salome Baslandze. Data collection and cleaning)

#### **TEACHING AND ADVISING**

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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

Undergraduate Advisor for Huntsman Senior Thesis and JWS Thesis

#### **Doctoral Committees**

Vinay Ravinder (Wharton, current student), member  
 Devanshi Agarwal (Wharton, current student), member

## SERVICE AND PROFESSIONAL ASSOCIATIONS

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### A. Editorial Boards, Conferences, and Other Field Activities

#### Associate Editor

Management Science, Strategy (2026- )

#### Editorial Review Board

Organization Science (2023- , received outstanding reviewer award in 2025)

Strategic Management Journal (2024- )

Strategy Science (2024- )

#### 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; Administrative Science Quarterly; The Review of Economic Studies; American Economic Review; American Economic Review Insights; Journal of Political Economy; Science; PNAS; Nature

SMS, AOM, SIOE

#### Department Service

Doctoral Committee, 2021-2023

Seminar Committee, 2024-2025

#### Conferences and Consortia Organized or Co-Organized:

Management in Emerging Markets Conference, 2024

Migration and Organizations Conference, 2024-present

NBER Economics of Talent, 2025-present

### B. Professional Affiliations

National Bureau of Economic Research, Faculty Research Fellow	2020-present
Bureau of Economic Analysis, Special Sworn Researcher	2015-present
Strategy Research Forum, Member	2020-present
National Network for Critical Technology Assessment, Member	2022-2023
J-Pal Science for Progress Initiative, Invited Researcher	2023-present
Mack Institute, Fellow	2024-present
Census Bureau, Special Sworn Researcher	2025-present
NBER Early Career Fellow	2025-2026
Center for Strategic and International Studies, Non-resident Expert	2025-present

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

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- 2026 Stanford University, Immigration Policy and the Economics of Innovation Conference (discussant)\*  
 Peking University, Guanghua\*  
 INSEAD\*  
 Tsinghua University\*  
 Census Center for Economic Studies\*  
 Strategy Research Forum (discussant)  
 Management in Emerging Markets Conference  
 Annual Economics of Strategy Workshop at NYU Stern\*  
 Academy of Management (invited panelist on three different sessions)\*

Crete Innovation & Entrepreneurship Workshop\*

- 2025 Temple University\*  
 University of Richmond\*  
 University of Connecticut\*  
 Winter Strategy Conference (invited panelist)\*  
 Academy of Management (invited panelist, discussant)  
 Rutgers University\*  
 Dartmouth Strategy Junior Faculty Summer Camp\*  
 Kiel-CEPR Conference on Geoeconomics, hosted by Sciences Po\*
- 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 (presenter)  
 Strategic Management Society (invited panelist)\*  
 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 21<sup>st</sup> 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\*  
6<sup>th</sup> 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)

## **PERSONAL INFORMATION**

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Citizenships: USA, UK, New Zealand

Languages: English (native), Mandarin Chinese (proficient)