

## BRITTA GLENNON

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

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

### EDUCATION

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

### RESEARCH

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#### 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 (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] **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* (2024).

- 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”.
- [4] Doran, Kirk, Britta Glennon, Exequiel Hernandez, and Benjamin Pugsley\*. “Immigrant Exposure and Entrepreneurship”.

- [5] Friedman, Jens, Britta Glennon, and Exequiel Hernandez\*. “The Unintended Consequences of Restricting Skilled Immigration: How H-1B Visa Limitations Propel Firms Toward Alliances and Acquisitions”.
- [6] Morales, Francisco, Britta Glennon, Seth Carnahan, and Exequiel Hernandez\*. “The Unintended Consequences of Restricting Skilled Immigration: How H-1B Visa Limitations Propel Firms Toward Alliances and Acquisitions”.

### 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

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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

Advisor for Huntsman Senior Thesis and JWS Thesis

### PROFESSIONAL SERVICE

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**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)**

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- 2025 Temple University\*  
University of Richmond\*  
University of Connecticut\*  
Winter Strategy Conference (invited panelist)\*
- 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)

## **OTHER AFFILIATIONS**

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Bureau of Economic Analysis, Special Sworn Researcher	2015-present
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
Mack Institute Fellow	2024-present

## **PERSONAL INFORMATION**

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