

# Maria GRIBLING

Assistant Professor

Academy: Innovation

Research center: SKEMA Centre for Sustainability Studies

Campus: Sophia Antipolis

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## Research interests

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Careers, Diversity and inclusion, Identity, Creativity in organizations

## Teaching interests

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Careers, Identity

## Education

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| 2018 | PhD in Management, Birmingham Business School, Great Britain                  |
| 2007 | Master in Research in Management and Economics, IAE Savoie Mont Blanc, France |

## Experience

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### Full-time academic positions

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|-------------|--------------------------------------------------------------|
| Since 2018  | Assistant Professor, SKEMA Business School, France           |
| 2015 - 2017 | Affiliate Professor, Universidad Carlos III de Madrid, Spain |
| 2012 - 2014 | Affiliate Professor, Grenoble Ecole de Management, France    |

### Other academic affiliations and appointments

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|-------------|---------------------------------------------------------------|
| 2018 - 2019 | Responsable de programme, SKEMA Business School, France       |
| 2018        | Postdoctoral Researcher, Grenoble Ecole de Management, France |
| 2014 - 2015 | Senior Lecturer, Westminster Business School, Great Britain   |

### Other professional experiences

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| 2008 - 2009 | Head of Human Resources, The Global Alliance for Improved Nutrition, Switzerland |
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## Publications

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### Peer-reviewed journal articles

- GRIBLING, M. and DUBERLEY, J. (2021). Global competitive pressures and career ecosystems: contrasting the performance management systems in UK and French Business Schools. *Personnel Review*, 50(5), pp. 1409-1425.
- CLARKE, L. and GRIBLING, M. (2008). Obstacles to diversity in construction: the example of Heathrow Terminal 5. *Construction Management and Economics*, 26(10), pp. 1055-1065.

### Conference presentations

GRIBLING, M. and SMITH, M. (2019). Riding the wave of diversity: the construction of occupational mandate for diversity professionals in France. In: EGOS (European Group for Organization Studies). Edinburgh.

GRIBLING, M. and DUBERLEY, J. (2016). One size fits all? Gender and 'convenient' identities of academics in French and UK Business Schools. In: EGOS (European Group for Organization Studies). Naples.

GRIBLING, M. and SMITH, M. (2014). The Managerialization of Diversity 'Laws': the case of the Label and Charter in France. In: EURAM (European Academy of Management) Conference. Valencia.

GRIBLING, M. and DUBERLEY, J. (2014). Carrots, sticks and scripts: inter-organizational mobility in UK and French Business Schools. In: EGOS (European Group for Organization Studies). Rotterdam.

GRIBLING, M. and SMITH, M. (2013). National conceptualization of diversity: interplay of 'soft' and 'hard' law? The case of French Diversity Charter and Diversity Label. In: EDI (Equal Diversity and Inclusion Conference). Athens.

### **Press and social media**

GRIBLING, M. (2024). Faut-il développer un leadership non-genré? *SKEMA GLIMPSE*, pp. 44-45.

GRIBLING, M. and BACHA, E. (2020). Remote-work-trust-and-surveillance-in-times-of-pandemic. *SKEMA ThinkForward*.

GRIBLING, M. and BACHA, E. (2020). Travail à distance, confiance et surveillance en période de pandémie. *SKEMA ThinkForward*.

GRIBLING, M. and SMITH, M. (2019). Comment crédibiliser davantage les responsables diversité dans l'entreprise. *The Conversation*, France.

GRIBLING, M. and SMITH, M. (2018). Can pay reporting help reduce the gender pay gap? *The Conversation*, France.

GRIBLING, M. and SMITH, M. (2018). L'obligation de transparence reste insuffisante pour réduire les inégalités salariales hommes-femmes. *The Conversation*, France.

SMITH, M. and GRIBLING, M. (2018). I can see clearly now: 'pay secrecy' fades as more transparency becomes the norm. *The Conversation*, France.