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**Maria GRIBLING**

**Innovation  
Sophia-Antipolis**

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**CV**

**Skills & Interests**

**Expertise**

Organization Studies; HRM; Careers; Identity; Academia and New Managerialism; Gender and Diversity; Work-life balance; Self-initiated expatriation; Third culture individuals; Soft and hard law; Creativity in organizations.

**Qualification**

Scholarly Academic

**Academic Degrees**

Ph.D. Birmingham Business School, University of Birmingham, UK, Management, 2017.

Postgraduate Certificate Birmingham Business School, University of Birmingham, UK, Advanced Research Methods and Skills 2017 Birmingham, 2017.

Master Institut de Management de l'Université de Savoie, Annecy-le-Vieux, France, Research in Management and Economics, 2007.

**Work Experience**

Assistant Professor, SKEMA Business School (August, 2018 - Present), Sophia-Antipolis, France.

Head of Event Management, Entrepreneurship and Business Administration specializations, SKEMA Business School (August, 2018 - Present), Sophia-Antipolis, France.

Postdoctoral Researcher, Grenoble École de Management (February, 2018 - May, 2018), Grenoble, France.

Affiliate Professor, Universidad Carlos III de Madrid (2015 - 2017), Madrid, Spain.

Senior Lecturer, Westminster Business School, University of Westminster (2014 - 2015), London, United Kingdom.

Affiliate Professor, Grenoble École de Management (2012 - 2014), Grenoble, France.

Head of Human Resources, The Global Alliance for Improved Nutrition (2008 - 2009), Geneva, Switzerland.

**Intellectual contributions**

**Articles in Journals**

GRIBLING, M., & Clarke, L. (2008). "Obstacles to diversity in construction: the example of Heathrow Terminal 5". *Construction Management and Economics*, 26 (10), 1055-1065.

**Conference Presentations**

GRIBLING, M. & SMITH, M. (2019). *Riding the wave of diversity: the construction of occupational mandate for diversity professionals in France*. EGOS, Edinburgh, Scotland.

GRIBLING, M. & Duberley, J. (2016, July). "One size fits all"? *Gender and 'convenient' identities of academics in French and UK Business Schools*. EGOS (European Group on Organization Studies, Naples, Italy).

GRIBLING, M. & Duberley, J. (2014, July). *Carrots, sticks and scripts: inter-organizational mobility in UK and French Business Schools*. EGOS (European Group on Organization Studies, Rotterdam, Netherlands).

GRIBLING, M. & Smith, M. (2014, June). *The Managerialization of Diversity 'Laws': the case of the Label and Charter in France*. EURAM, Valencia, Spain.

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

### Other Research

2019: GRIBLING, M., & SMITH, M., *Comment crédibiliser davantage les responsables diversité dans l'entreprise, The Conversation*.

La gestion de la diversité est devenue la philosophie managériale dominante, centrée à la fois sur le respect d'une législation grandissante et sur les bénéfiques stratégiques pour les entreprises. Or, des études récentes ont démontré que les professionnels de la diversité perçoivent des limitations dans leur entreprise pour mener à bien leurs missions et faire évoluer les mentalités et les pratiques de manière durable. Pour qu'ils réussissent, les organisations devraient leur offrir reconnaissance et des moyens pour y parvenir.

[Basic or Discovery Scholarship]

2018: GRIBLING, M., & SMITH, M., *I can see clearly now: 'pay secrecy' fades as more transparency becomes the norm, The Conversation*. Pay transparency is becoming a more visible management topic as a number of pressures force companies to consider how open to be about their pay structures, pay levels and pay gaps. As well as legal pressures, the sharing of information via social media and expectations of new generations are also encouraging change. Some companies are leading the way. They are publishing their remuneration levels, policies and practices while others are more resistant. As well as potential risks, are there perhaps benefits of being more transparent? [Basic or Discovery Scholarship]

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

Le Forum économique mondial a relevé dans son dernier rapport annuel que l'année 2017 « marque un coup d'arrêt après une décennie de progrès lents mais constants » en matière de réduction des écarts de rémunération hommes-femmes. Une nouvelle approche de la régulation a pourtant pris de l'ampleur ces dernières années : l'obligation de déclarer les écarts de salaire. Quel bilan peut-on tirer, dès lors, de son efficacité pour réduire ces inégalités salariales persistantes ?

[Basic or Discovery Scholarship]

2018: GRIBLING, M., & SMITH, M., *Can pay reporting help reduce the gender pay gap? The Conversation*.

From the first week of November, women in the United States, Ireland, UK, and around the world are effectively working for free as the gender gap in average pay earnings accounts for remaining two months' salary of the year. The gender pay gap has remained remarkably constant over time and is linked to a wide range of factors. Yet now there is a new policy approach being promoted in the form of pay gap reporting. To what extent can these policies break down the persistent gaps between women and men's wages?

[Basic or Discovery Scholarship]