

RACHEL LE MAROIS

emlyon business school ♦ lemarois@em-lyon.com
Organizations, Critical and Ethnographic perspectives (OCE) research center
144 Av. Jean Jaurès, 69007 Lyon

Sciences Po ♦ rachel.lemarois@sciencespo.fr
Centre for Research on social InequalityS (CRIS)
1 PL St Thomas d'Aquin, 75007 Paris

EDUCATION

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| 2021–2026
(ongoing) | PhD in Management and Organizations, emlyon business school, Ecully.
Dissertation title: “Invisible Disability at Work in French Organizations Today.”
Ph.D. directors: Mar Pérezts and Lisa Buchter. |
| 2023–2026
(ongoing) | Doctorate in Sociology, Sciences Po, Paris.
Dissertation title: “Invisible Disability at Work in French Organizations Today.”
Thesis director: Anne Revillard |
| 2021–2023 | Master of Philosophy in Management (MPhil), emlyon business school, Ecully.
Training in Doctoral Research: philosophy, social science theories, and qualitative and quantitative research methods. (60 ECTS, 500 hours of face-to-face courses). |
| 2010 | Master of Engineering, ESIEC Engineering school, Reims. |

RESEARCH-RELATED EMPLOYMENT

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| 2021–2026
(ongoing) | Research Assistant, emlyon business school, Lyon. |
| 2021–2026
(ongoing) | Member of the Organizations, Critical and Ethnographic perspectives (OCE) research center, emlyon, Lyon. |
| 2023-2025
(ongoing) | Member of the Centre for Research on social InequalityS (CRIS), Sciences Po, Paris. |
| 2024 – 2025
(ongoing) | Member of PRESPOL project: Promoting the economic autonomy of disabled people through employment and social policies. Duration: 60 months Funding: €3,200,000 Scientific manager: Anne Revillard, sociologist, Laboratoire interdisciplinaire d'évaluation des politiques publiques (LIEPP), Sciences Po.
https://ppr-autonomie.com/les-projets-finances/projet-prespol/ |
| 2023-2025
(ongoing) | Member of the GT handicap - Group of young researchers working on disability, Paris. |
| 2021–2024 | Member of the Entrepreneurship and Innovation (InvEnt) Research Center, emlyon, Lyon. |

MANUSCRIPTS

BOOK CHAPTERS

Le Marois, R. (2024). DISABILITY AND (IN) VISIBILITY WORK. *The Routledge Companion to Disability and Work*, Edited by Oana Branzel & Anica Zeyen, 1st Edition, 2024, p. 155-165
<https://www.taylorfrancis.com/chapters/edit/10.4324/9781003350781-16/disability-visibility-work-rachel-le-marois>

ARTICLE-BASED DOCTORAL DISSERTATION (IN PROGRESS)

Le Marois, R., & Buchter, L. (2025). When the state managerializes the law: Enforcing the commodification of disability inclusion. *Organization* (Will be published in 2025)

Le Marois, R., & Buchter, L. What opportunity structure for occupational activism?: Recruiting insider activists or lay employees to staff movement-backed occupations → **Invited to submit a full paper for potential publication in the special issue of Work and Occupations (December 2024)**

Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability → **Submitted to Organization March, 2025**

Le Marois, R. Disclosing work: Concealment or disclosure of disability at work, a collective work process → Working paper for Work Employment and Society (expected submission Dec 2025)

AWARDS, PRICES AND RECOGNITION

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| 2025 | AOM 2025 best accepted papers nomination (CMS program) and 6-pages summary in the <i>Proceedings</i> of the 2025 Academy of Management Meeting: Le Marois, R., & Buchter, L. (2025). When the state managerializes the law: Enforcing the commodification of disability inclusion. <i>Organization</i> |
| 2022 | Carlsberg Foundation Doctoral Consortium Award for the best conference submission paper from the Department of Entrepreneurship & Relationship Management, University of Southern Denmark for my research proposal “ Working path of entrepreneurs who have an invisible difference ”. |

TEACHING AND PEDAGOGICAL RESPONSIBILITIES

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| 2023-2024
&
2024-2025
(ongoing) | Work and Diversity: Teacher in the BBA (Bachelor of Business Administration) Program: “RECAPSS (Applied Research in Social Sciences)” coordinated by Professor Handan Vicdan (emlyon business school Lyon).
Students’ profile: undergraduate students 1st year
Language: English.
Number of hours: 24 hours x 2 years |
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2023-2024 & 2024-2025 (ongoing)	<p>Disability and Society: Teaching Assistant for Professor Anne Revillard. Conducting tutoring sessions with students, updating course materials, responding to student queries, and assisting with grading.</p> <p>Students' profile: Master-level students (common core curriculum), Sciences Po Paris.</p> <p>Language: English.</p> <p>Number of tutoring sessions: 4</p> <p>Number of hours: 16 hours (corresponding to 67 hours of effective work) x 2 years</p>
2023-2024 & 2024-2025 (ongoing)	<p>Work and Organizations: Teacher in the BBA major coordinated by Professor Lisa Buchter (emlyon business school Paris).</p> <p>Students' profile: undergraduate students 4th year</p> <p>Language: English.</p> <p>Number of hours: 24 hours x 2 years</p>
2024-2025	<p>Handicap et santé au travail: Teacher in the Master 2 LuCIDiTE, Institut d'Etudes du Travail de Lyon coordinated by Professor Soline Blanchard and Claire Flecher (Université Lyon 2).</p> <p>Students' profile: Master-level students</p> <p>Language: French.</p> <p>Number of hours: 15 hours</p>
2023- 2024	<p>Auto-ethnographic approach: 1 hour contribution to Guillaume Dumont's course (Director Ethnographic Institute emlyon business school Lyon)</p>

ACADEMIC SERVICE

INSTITUTIONAL RESPONSIBILITIES

2024–2025	Emlyon PhD Representative
2024-2025	<p>Creation and coordination of a writing peer review group</p> <p>Emlyon business school</p> <p>Workings: Submitting a document containing one article section to the group folder by the 10th of each month, and reviewing a document from another group member by the 20th of each month.</p>
2021–2024	<p>Creation and coordination of a walking group where PhD students and Profesors get together to walk in the forest for an hour (one lunchtime a month).</p> <p>Emlyon business school</p> <p>Objectif: Foster a sense of community, promote physical health, and encourage informal mentoring and networking among PhD students and Professors.</p>

CONFERENCE AND SEMINAR PRESENTATIONS

2025

Facilitator for a Paper Development Workshop at the Academy Of Management: “The 1.3 Billion People Question: How Disability Extends what we Know about Social Symbolic Work?” with Robert Austin, Wesley Helms, Maija Renko, Jeff Preston, Oana Branzei, Anica Zeyen, Neva Bojovic, Walker Ray Dornisch, Gihyun (G.) Kim, Dusya Vera, Ren Lovegood, MHA, Subhasis Ray, Snigdha Malhotra, Brooks Szucs, Dr. Tavleen Kaur, Copenhagen, Denmark, (July 2025).

“Le Marois, R., & Buchter, L. (2025). When the state managerializes the law: Enforcing the commodification of disability inclusion.” presentation at the **Academy of Management (AOM), Copenhagen – division Critical Management Studies (CMS)** (July 2025).

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at the **European Group for Organizational Studies (EGOS), Athena - Sub-theme 78: Creating Another World: Alternative Organizations as Engines of Social Transformation** (July 2025).

“Le Marois, R., & Buchter, L. What opportunity structure for occupational activism?: Recruiting insider activists or lay employees to staff movement-backed occupations ” presentation at the **European Group for Organizational Studies (EGOS), Athena - Sub-theme Sub-theme 04: The Future of Activism** (July 2025).

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at the **Association française de sociologie (AFS), Toulouse – Réseau Thématique (RT) 19: Santé, médecine, maladie et handicap**, session 1 bis intitulée « Handicap, profession et travail » (July 2025).

“Le Marois, R., & Buchter, L. What opportunity structure for occupational activism?: Recruiting insider activists or lay employees to staff movement-backed occupations ” presentation at the **Association française de sociologie (AFS), Toulouse – Réseau Thématique (RT) 3: Normes, déviations et réactions sociales** (July 2025).

2024

“Invisible Disabilities at Work: How Organizations, through Disability Managers, Influence Stigmatized Identity Concealment/Disclosure Work” presentation at the **European Group for Organizational Studies (EGOS), Milan - Sub-theme 71: The Impact of Organizational Practices on Workplace Diversity and Inequality** (July 2024).

2023

Panelist for a Paper Development Workshop at the Academy Of Management: “Personally relevant research on grand challenges: a strategy to synergize research impact and real-world impact?” with Haitao Yu (IESEG, France), Lucas Amaral Lauriano (IESEG, France), Tima Bansal (IVEY, Canada), Juliane Reinecke (Saïd Business School University of Oxford, UK), Andy Hoffman (Stephen M. Ross School of Business, Michigan), Ana Maria Peredo (University of Ottawa, Canada), and Jamie Ladge (Northeastern University, Boston), Boston, USA (August 2023).

2022

“Making Inclusion Visible. Building Trust for Fostering the Disclosure of Disabilities at Work,” co-author (with Lisa Buchter) of a paper presented in the “Disability and Work” session at the **American Sociological Association Conference**, Los Angeles, USA (August 2022).

“Making Inclusion Visible. Building Trust for Fostering the Disclosure of Disabilities at Work,” co-author (with Lisa Buchter) of a paper presented in the **Society for the Study of Social Problems**, Los Angeles, USA (August 2022).

“Working path of entrepreneurs who have an invisible difference,” presentation at the **NCSB2022** Denmark (May 2022).

“Working path of entrepreneurs who have an invisible difference,” presentation at the **DRUID Academy Conference** Denmark (January 2022).

PRESENTATION AT WORKSHOP

2025

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at the **Workshop perspective Critic** organized by emlyon, Lyon (March 2025)

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at the **Ethnographic Workshop** organized by OCE emlyon research center and ESADE Business School, Barcelona (May 2025)

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at the **Journées d’études PRESPOL: Le handicap, la santé et l’emploi vus des deux côtés du guichet** organized by Sophie Dessein et Catherine Spieser Le CNAM, Paris (Jun 2025)

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at a **talk** organized by **CRIS Doctoral workshop (Sciences Po)**, Paris (April 2025)

“Le Marois, R. Universal Design as alternative organizing of disability management at work: Moving beyond the individualization of disability” presentation at a **talk** organized by **OCE research center emlyon**, Lyon (March 2025)

2024

“Invisible Disabilities at Work: How Organizations, through Disability Managers, Influence Stigmatized Identity Concealment/Disclosure Work” presentation at **Chamonix emlyon PhD workshop** with Yuliya Shymko, Farida Souiah, Daniel Arenas, Pablo Fernandez, Thomas Roulet, Farah Kodeih, Bernard Forgues, Tao Han, Chamonix, (March 2024).

“Invisible Disabilities at Work: How Organizations, through Disability Managers, Influence Stigmatized Identity Concealment/Disclosure Work” presentation at the **Ethnographic Workshop** organized by OCE emlyon research center and **ESADE Business School, Barcelona** (May 2024)

“Invisible Disabilities at Work: How Organizations, through Disability Managers, Influence Stigmatized Identity Concealment/Disclosure Work” presentation at a **talk** organized by **OCE research center emlyon**, Lyon (May 2024)

2023

“Invisible disability at work” Presentation of my Ph.D. project at the **CamPo workshop on disability history and policy**, Murray Edwards College-**Cambridge University**, (December 2023).

Defense of my Ph.D. project (Jury: Eline Jammaers (UHasselt), Anne Revillard (Sciences Po), Lisa Buchter (emlyon) and Mar Perezts (emlyon)), emlyon (December 2023).

“When the state managerializes the law: Enforcing the commodification of disability inclusion”, co-author (with Lisa Buchter) presentation at a workshop organized by **emlyon PhD workshop** (May 2023).

2022

“Making Inclusion Visible. Building Trust for Fostering the Disclosure of Disabilities at Work,” co-author (with Lisa Buchter) presentation at a workshop organized by **Organizations, Critical and Ethnographic perspectives (OCE) research center emlyon** (January 2023).

RELEVANT PARTICIPATION

2024 and 2025 **Spring Institute on Disabilities** (Co-Founded by Anica Zeyen (Vice Dean Equality, Diversity and Inclusion & Professorin Entrepreneurship and Inclusion, School of Business and Management, Royal Holloway University of London (UK)) and Oana Branzei (Professor of Strategy, Ivey Business School, Western University, Canada)

2025 **Pre-Colloquium PhD Workshop of European Group for Organizational Studies (EGOS)**, Athena

RELEVANT TRAINING

- 2024** **Capri Summer School – X Edition** : 24h lectures on qualitative method (epistemological issues, data collection methods and analytic techniques such as content and discourse analysis)
Faculty: Hugh Willmott (chair), Staffan Furusten, Marie-Laure Salles, Afshin Mehrpouya, Gazi Islam, Emma Bell, Roberto Di Pietra, Patrizia Zanoni, Rebecca Piekkari, Guido Palazzo, Emmanouela Mandalaki
Organizing Committee: Gianluigi Mangia, Paolo Canonico, Andrea Tomo, Riccardo Mercurio, Lorenzo Mercurio, Stefano Consiglio, Ernesto De Nito, Lucio Todisc
- 2024** **Videography Workshop:** 18h delivered by Joonas Rokka, emlyon
- 2024** **Writing retreat** on a Beaujolais wine estate organized by the OCE research center. Participants: Lisa Buchter, Ludivine Perray, Farida Soiah, Valerie Arnhold, Agathe Morinière, Elise Lobbedez, Virginie Blum, Sanjana Goreeba, Chaima Benzekri, Hussein Nasser, Viktoria Lavriniuk and Walkens Sainval
- 2024** **Teaching Skills Workshop:** 12h delivered by Gregoire Croidieu, emlyon
- 2024** **Academic Writing Skills Workshop:** 24h delivered by Lisa Buchter, emlyon
- 2024** **NVivo Software Seminar** to set up a NVivo database: 12h delivered by Qdatraining (Ireland)
- 2024** **Job Market Workshop:** 12h delivered by Christof Brandtner emlyon
- 2024** **Wooclap, Design and share teaching resources, Working in groups, Staying in touch with students, Vary the activities, Generative AI (ChatGPT) & education, Digital teaching ecosystem, Storyboarding a course, and Spend a class session in hybrid mode:** 9 x 1h30 training organized by Sciences Po Institute for Skills and Innovation
- 2022 and 2023** **Writing and Peer-Review Workshop:** 2x20h with Professor Christopher Mole (Côte d’Azur University) and Professor Emma Ward (Lyon 2 University)
- 2022** **NVivo Software Seminar** to set up our NVivo database: 12h delivered by Qdatraining (Ireland)
- 2022** **Ethical Research Training:** 12h with Profesor Jaekyung Ha (emlyon Business school) and 2h online training course regarding human subject research offered by the Canadian government (<https://tcps2core.ca/login>).
- 2022** **Theory Building Workshop in empirical and theory papers:** 6h with Profesor Maxim Voronov (Schulich School of Business, Canada)

ARTICLES REVIEWS

- 2024-2025** Review of five articles for Academy of Management (AOM) 2025 Annual meeting
- Review of an article for Management Learning

OTHER PROFESSIONAL EXPERIENCES

2010-2021 **Engineer, Research & Development** (Unilever, Liverpool UK, Galderma, Annecy France, Universel Couleurs, Lyon France, and Bayer/SBM, Lyon France/ Monheim Am Rhein Germany)

LANGUAGE AND SOFTWARE SKILLS

Language **French:** Native
 English: Fluent

Software **Microsoft office:** Word, Excel, PowerPoint, Teams, Onenote, Outlook, MS Project.
 Qualitative analysis software: NVivo.
 Quantitative analysis software: STATA.
 Online and digital classroom software: Zoom.
 Adobe suite: Acrobat Professional, Illustrator, Photoshop, In Design.
 Website design: HTML, CSS, PHP, SQL, Java, ORACLE, Merise.
 Bibliography software: Zotero.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Academy Of Management (AOM)

European Group for Organizational Studies (EGOS)

American Sociological Association (ASA)

Society for the Study of Social Problems (SSSP)