

September 2023

## RACHEL LE MAROIS

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Organizations, Critical and Ethnographic perspectives (OCE) research center  
23 Av. Guy de Collongue, 69130 Écully

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### EDUCATION

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- 2023–2026**  
*(ongoing)* Double degree:  
**French Doctorate in Sociology, Sciences Po, Paris.**  
**PhD in Management and Organizations, emlyon business school, Ecully.**  
Dissertation title: “Invisible Disability at Work in French Organizations Today.”  
Directors: Anne Revillard (Sciences Po), Mar Pérezts and Lisa Buchter (Emlyon).
- 2021–2023**  
*(ongoing)* **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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- 2023–2024**  
*(ongoing)* **Teaching Assistant** for Professor Anne Revillard, **Sciences Po, Paris.**  
Disability and Society course for Master-level, Language: English  
Member of the Centre for Research on social InequalityS (CRIS).
- 2021–2026**  
*(ongoing)* **Research Assistant, emlyon business school, Ecully.**  
Member of the Organizations, Critical and Ethnographic perspectives (OCE) research center.

### MANUSCRIPTS IN PROGRESS

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#### ARTICLE-BASED DOCTORAL DISSERTATION (IN PROGRESS)

**Le Marois Rachel**, “Changing laws and their impact on workers with invisible disabilities” (writing in progress)

**Le Marois Rachel**, “The dilemmas of (non-)disclosure of invisible disabilities at work” (data collection in progress)

**Le Marois Rachel**, “Invisible disabilities and self-employment” (early-stage data collection)

## AWARDS, PRICES AND RECOGNITION

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- 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**                    **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.  
Students’ profile: Master-level students (common core curriculum), **Sciences Po Paris**.  
Language: English.  
Number of tutoring sessions: 4  
Number of hours: 16 hours - corresponding to 67 hours of effective work.
- 2023-2024**  
*(confirmed)*                    **Work and Organizations:** Teacher in the BBA major “Work and Organization” coordinated by Professor Lisa Buchter (emlyon business school Paris).  
Students’ profile: Lecture for undergraduate students  
Language: English.  
Number of hours: 12 hours.
- 2023- 2024**  
*(confirmed)*                    **Applied Research Project in Social Sciences:** Teacher in the Global BBA program “Applied research project in social sciences”, coordinated by Professor Handan Vicdan (emlyon business school Lyon).  
Students’ profile: Global BBA program  
Language: English.  
Number of hours: 24 hours.

## CONFERENCE AND SEMINAR PRESENTATIONS

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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).

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**

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2023

“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 TRAINING**

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- 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)

#### **OTHER PROFESSIONAL EXPERIENCES**

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

## **LANGUAGE AND SOFTWARE SKILLS**

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

## **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

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American Sociological Association (ASA)

Society for the Study of Social Problems (SSSP)

Academy of Management (AOM)