



Associate Professor Géraldine PARING

Academic Department: Organization, Management
and Human Resources

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RESEARCH INTERESTS

- Organizational theory
- Behavioral Science/Organizational Behavior
- HR Mgt - incl Personnel & Ind/Labor Relations
- Business Ethics - incl Corporate Social Responsibility

TEACHING DOMAINS

- Project management
- Change management:
- Corporate strategy
- Business ethics and CSR
- Ethical dilemmas
- Human resources management
- Organisational theory/behaviour

EDUCATION

Highest degree :

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| 2019 | Doctorate/PhD, Management, University Paris Dauphine-PSL, France
<i>New Methods of Social Control at Work: Sociomateriality and Intercorporeality. An Autoethnography of an Internal Consulting Firm.</i> |
| 2015 | Executive Doctorate in Business Administration, University Paris Dauphine-PSL, France |
| 1997 | Grande Ecole Master Programme, Management Sciences, Management, ESSEC, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

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| Since 2022 | Associate Professor, ESSCA School of Management, France |
| 2020 - 2022 | Associate Professor, Paris School of Business, France |
| 2020 - 2022 | Head of research group Collaborative Strategies and Disruptive Environments, Paris School of Business, France |
| 2015 - 2020 | Adjunct Lecturer, University Paris Dauphine-PSL, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

2019 - 2019 Visiting professor, Lancaster University Management School, United Kingdom

Professional experience

2019 - 2019 Project leader, Department of Organization and Transformation, Groupe Crédit Agricole, France

2002 - 2009 Executive director, Department of European Syndicated Loans, Crédit Agricole

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

PARING, G. (2025). Multispecies Ethics and Space: Coexisting with Wolves. *Journal of Business Ethics*, 200(2), pp. 255–268.

PARING, G. and PEZÉ, S. (2022). Managerial Control of Employees' Intercorporeality and the Production of Unethical Relations. *Journal of Business Ethics*, 180(2), pp. 393–406.

PARING, G., PEZÉ, S. and HUAULT, I. (2017). 'Welcome to the whiteboard, the new member of the team': Identity regulation as a sociomaterial process. *Organization*, 24(6), pp. 844-865.

Chapters in book

PARING, G. (2023). Animal Ontologies: Phenomenological Insights for Posthumanist Research. In: François-Xavier de Vaujany, Jeremy Aroles, and Mar Perézts eds. *The Oxford Handbook of Phenomenologies and Organization Studies*. 1st ed. London: Oxford University Press.

Conference paper (with selection committee)

PARING, G. and GRESSIEUX, E. (2025). AI and the responsibility gap. In: EBEN annual conference: Artificial Intelligence, Business Ethics and Corporate Responsibility Challenges and Opportunities for Business and Society. Catholic Academy in Bavaria, Munich.

PARING, G. (2023). Multispecies organizational ethics: space-based view. In: EBEN Research Conference: Multiple responsibilities of organizations: grasp all, lose all? Boulogne-Billancourt.

PARING, G. and BUSSY-SOCRATE, H. (2022). Exploring posthumanist identities: a Deleuzian animal-becoming framework. In: 12th Organizations Artifacts & Practices (OAP) Workshop. San Francisco State University.

PARING, G. (2022). The ethics of biodiversity management: the case of wolves in France. In: 12th Organizations Artifacts & Practices (OAP) Workshop. San Francisco State University.

PARING, G. (2021). The spatialities of political organizing. The case of humans-wolves coexistence. In: 37th EGOS Colloquium. Vrije Universiteit, Amsterdam.

BUSSY-SOCRATE, H. and PARING, G. (2021). Relational identity negotiation in online influence marketing. In: DIF conference (Digital, Innovation, Entrepreneurship & Financing). Inseec, Lyon.

PARING, G. (2019). From Politics of Nature to Politics with Nature: a zoopolitical approach to the management of biodiversity. In: 35th EGOS Colloquium. Edinburgh.

PARING, G. (2018). Am I Neo in the Matrix? Exploring the ethico-politics of intercorporeality. In: 4th Research Group on Collaborative Spaces Symposium. London.

PARING, G. (2017). Am I Neo in the Matrix? Intercorporeality and Dehumanization Processes. In: 33rd EGOS Colloquium. Copenhagen, Denmark.

PARING, G. (2014). The Cyborgization of Organizations: Entanglement between objects, bodies

and discourses in Identity Regulation processes. In: 30th EGOS Colloquium. Rotterdam School of Management, The Netherlands.

Presentation in a research seminar

PARING, G. (2018). The Humanimal Organization: a theoretical Framework. In: Business & Society Seminar. Mannheim.

Practice-oriented contributions

BUSSY-SOCRATE, H. and PARING, G. (2020). Visioconférences : comment bien travailler lorsqu'on est filmé ? *The Conversation* June.

RESEARCH ACTIVITIES

Editorial activities

Reviewer for an academic or professional publication

Since 2025 Ad-hoc reviewer, Frontiers in Conservation Science
Since 2019 Ad-hoc reviewer, Journal of Business Ethics
2023 - 2023 Ad-hoc reviewer, Organization Studies
2019 - 2022 Ad-hoc reviewer, M@n@gement
2019 - 2022 Ad-hoc reviewer, Management International
2019 - 2022 Ad-hoc reviewer, Scandinavian Journal of Management

Service to the academic discipline

Scientific committee of an academic conference

2022 - 2022 Panelist: Subjectivity, subjects, asubjectivation and subjectivation: which relevance for poshumanist studies? 12th Organizations Artifacts & Practices (OAP) Workshop

Organising committee of a conference

Since 2017 Dauphine Phenomenology Workshop, University Paris Dauphine-PSL, France
2024 - 2024 OAP (Organizations, Artifacts and practices) and DPW (Dauphine Philosophy Workshop), University Paris Dauphine-PSL, France

Participation in a research consortium

Since 2025 Member of the new Organisation & Environment working group, LARGEPA, Université Panthéon Assas - Paris 2, France

PhD Jury

2025, PhD reviewer
N. CORADINI DE FREITAS, Defended, Vers l'organiser incarné : une enquête sur l'incarnation et les organisations, University Savoy Mont Blanc - Chambéry