



STRATEGY & MANAGEMENT

MARIA-GIUSEPPINA BRUNA

Full Professor of Management
Director of Ethics & CRS of the IPAG Business School
Director of the Chair IPAG “Towards an Inclusive Company”

CONTACT

Email: maria-giuseppina@ipag.fr
Phone: +33 1 5363 3600
Campus: Paris

BIOGRAPHY

Maria Giuseppina Bruna is a Full Professor in Management and Director of Ethics and CSR at the IPAG Business School. She serves as Director of the Chair IPAG “Towards an Inclusive Company” and as scientific leader of the research program “Women & networks”.

Lecturer at the Ecole Nationale d’Administration, Dr. Bruna serves as Scientific Leader of the Diversity Program of the IMT Mines Albi. She has been appointed member of the Commission *Army and Youth* under the aegis of the French Ministry of Armed Forces and serves as President of the Study-Group “*Education & Armies*”. She serves as an expert-member of the *Government Group of Experts on the Struggle against Discriminations at Work* (French Ministry of Labour). She has been appointed member of the Government Taskforce “*Struggle against Discriminations*” (French Ministry for Social Cohesion).

Dr. Bruna holds a Ph.D. in Sociology of Organizations from University Paris-Dauphine and was distinguished with several academic and professional prizes. Prior to joining at IPAG Business School, she taught at various universities and business schools such as ISTE Business School, University Paris 12 Créteil and University Paris-Dauphine.

Associate Editor of the *Management & Sciences Sociales* journal, reviewer for a dozen of French, Belgian, Canadian and Anglo-Saxon journals and Fellow of the University Chair “Management, Diversities and Social Cohesion” (University Paris-Dauphine), Dr. Bruna is the author of 70 articles and 40 academic papers published in international peer-review journals (*European Management Review, Management International, Journal of Applied Accounting Research, Management & Avenir...*) and scientific books (*Edward Elgar, Emerald, Presses Universitaires de Laval...*). She has coordinated or is coordinating 6 special issues of academic journals.

Involved in dissemination of research achievements, Dr. Bruna has given about 60 lectures and talks in 30 major companies, professional networks and clubs. Member of the Executive Committee of the ENGIE’s Foundation *Act for Employment*, she has been appointed member of the Diversity Committee of the Institut Pratique du Journalisme (IPJ-Dauphine).

Dr. Maria Giuseppina Bruna is internationally recognized as an expert in her domain, being cited among the *100 Leaders in Human Capital Management 2016* by the *Magazine Décideurs*. Her research mainly focuses on diversity policies and management and inclusion at work as well as CSR.

EDUCATION

2013: Ph. D in Sociology of Organizations, University Paris-Dauphine
2009: M.A in Management and Social Sciences, Université Paris-Dauphine

TEACHING AREAS

- CSR and Innovation Management
- Ethics
- Diversity Management
- Management of Human Resource
- Change Management / Agile Processes
- Theory of Organization
- Sociology of Networks
- Methodology
- Sociology of Organizations
- History of Enterprises

RESEARCH AREAS

- Diversity Policies
- Diversity Management & Inclusion at Work
- Impact of diversified teams on global performance of firms
- Agility and Transformation of the Organizations
- CSR & Responsible Management
- Trust Management
- Social Network Analysis
- Theory of Organization

TEACHING PROGRAMS

- Master programs
- Master Degree in Management [DMG] / Executive Education.

PROFESSIONAL EXPERIENCES

Since 2017: Director of Ethics & CSR, IPAG Business School

Since 2016: Director of the Chair IPAG “Towards an Inclusive Company”

Since 2016: Full Professor in Management at IPAG Business School. Leader of IPAG Ethics Initiatives

Since 2014: Scientific Director of the Diversity Program of the IMT Mines Albi

Since 2013: Fellow, University Paris-Dauphine’s Chair “Management, Diversity & Social Cohesion”

Since 2011: Lecturer at the Ecole Nationale d’Administration

INSTITUTIONAL FUNCTIONS

Since 2018: member of the Steering Committee, French Governmental Task-force on Antidiscrimination Testing [French Ministry for Social Cohesion]

Since 2017: member and President of Study-Group, Commission *Army and Youth* [under the aegis of the French Ministry of Armed Forces, appointed by the French Ministry of Higher Education & Research]

Since 2014: member of the Governmental Group of Experts on the Struggle against Discriminations at Work [under the sponsorship of the French Minister of Work and the French Minister of Social Cohesion,].

Since 2013: Administrator and member of the Executive Committee of the Foundation ENGIE *Act for Employment* (FAPE ENGIE), under the umbrella of Foundation de France (Foundation de France).

Since 2015: member of the Scientific Committee of the Foundation *Act Against Exclusion* [FACE, gathering 4750 companies, and chaired by M. Gérard Mestrallet].

Since 2017 Member of the Scientific Committee of the French Association of Diversity Managers [120 great companies].

Since 2013: Senior Consultant in Diversity Management, CSR, Change Management fields (counselling and scientific advisory for top-executives and great companies’ leaders).

SELECTED PUBLICATIONS

- M. G. Bruna, R. Dang, R. Manita, L. Houanti, « Board gender diversity and ESG disclosure: Evidence from the US », *Journal of Applied Accounting Research*, 19, pp.206-224, 2018.
- M. G. Bruna, Y. Bazin, « Answering Levinas' Call in Organization Studies », *European Management Review*, 2017, on line early print. DOI : <https://doi.org/10.1111/emre.12137>
- M.G. Bruna, Z. Yanat, J.-P. Tchankam, « Justice organisationnelle et politiques de diversité : une esquisse de réflexion managériale sous le prisme levinassien », *Question(s) de Management*, forthcoming.
- M. G. Bruna, L. F. Ducray & N. Montargot, « Repenser la diversité au travail à l'ère post-moderne », *Management & Sciences Sociales*, n°23-24, In Press.
- M. G. Bruna & B. Vincendeau, « Les voies de la compliance », *RIMHE*, special issue « Règles et négociation », forthcoming.
- M. G. Bruna, « Transmuer les contraintes institutionnelles en opportunités économiques. Un éclairage caléidoscopique sous le prisme de la complexité », *Management & Avenir*, 98, pp.103-116, 2017.
- M. G. Bruna, S. Frimousse, L. Giraud, « Comment apprécier l'impact transformationnel d'une politique de diversité en entreprise ? Contribution liminaire à un agenda de recherche », *Management & Avenir*, n°96, pp.39-71, 2017.
- M. G. Bruna, N. Montargot, J.-M. Peretti, « Les nouveaux chantiers du management de la diversité. Quelques pistes de réflexion et de recherche », *Gestion 2000*, 34, 5, pp.433-462, 2017.
- M. G. Bruna, A.F. Bender & Z. Yanat, « Faire éclore la diversité dans le Supérieur: questionnements épistémologiques, défis organisationnels et enjeux pédagogiques », *Management & Sciences Sociales*, 21, pp. 24-47, 2017.
- M. G. Bruna & J. F. Chanlat, « La conduite d'une politique de diversité comme processus de légitimation organisationnelle. Cadrage théorique et exemples empiriques », *Revue Internationale de Psychosociologie et de Gestion des Comportements Organisationnels (RIPCO)*, XXIII, pp. 205- 245, 2017.
- M. G. Bruna, « Dynamique de changement, exercice de la réflexivité et apprentissage managérial dans la conduite d'une démarche transformationnelle de diversité », *Revue des Sciences de Gestion*, 281-282, pp.121-136, 2016.
- M. G. Bruna, « Des acteurs, des règles et des savoirs : régulation sociale et apprentissage collectif dans une politique diversité », *Management & Avenir*, 86, pp. 163-192, 2016.
- M.G. Bruna, J.-M. Peretti, Z. Yanat, « Les nouveaux défis de la diversité : totems à dépasser et paris à relever », *Revue Interdisciplinaire Management, Homme et Entreprise*, 20, pp.68-88, 2016.
- M.G. Bruna, « L'heptagone de la diversité : dynamiques stratégiques et jeux d'acteurs dans la conduite d'une politique de diversité », *Management et Sciences Sociales*, 17, pp.69-86, 2015.
- M.G. Bruna, « Du bon usage des réseaux sociaux en entreprise : le cas de figure des cadres-femmes aux Etats-Unis », *Management International/International Management*, 17(4), pp. 14-33, 2013.
- M.G. Bruna, « Le portage d'une politique diversité comme processus de changement organisationnel », numéro spécial « Management du Changement, *Questions de Management*, 3, pp.25-36, 2013.
- M.G. Bruna, M. Chauvet, « La diversité, un levier de performance : plaidoyer pour un management innovateur et créatif », *Management International/International Management*, pp. 70-84, 2013.
- M.G. Bruna, « Circularités maussiennes dans une structure d'engagement. Une lecture du fonctionnement socio-organisationnel du Conseil de la Jeunesse du 10^e Arrdt. », *Questions de management*, 1, pp.61-76, 2012.
- M.G. Bruna, « Diversité dans l'entreprise : d'impératif éthique à levier de créativité », *Management et Avenir*, 3(43), pp. 203-226, 2011.