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Education

PhD, Oxford Brookes University, UK
MSc in International Hotel and Tourism Management, Oxford Brookes
University, UK

Publications

✉ **Academic Publications**

Books

Diversity in the Workplace. Farnham (UK) : GOWER Publishing Ltd., 2011

International Human Resources Management: A Canadian Perspective.
(with P. Dowling, M. Festing, A. Engle). Toronto (Canada) : Nelson
Education, 2008

Articles

"Diversity management strategies of global hotel groups: A corporate
website based exploration" (S. Gröschl), *International Journal of
Contemporary Hospitality and Tourism Management*, Issue 2

"Gérer la Diversité Culturelle au Sein du Personnel en France" (S. Gröschl,
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"An Exploration of HR policies and practices affecting the integration of
persons with disabilities in the hotel industry in major Canadian tourism
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"The complexity of culture: Using the appraisal process to compare French
and British managers in a UK based international hotel organisation" (S.
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, Issue 2, p. 313-334

"Persons with disabilities: a source of non-traditional labour for Canada's
hotel industry" (S. Gröschl), *Cornell Hotel and Restaurant Administration
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"The Portfolio-An Alternative Assessment Method in Hospitality and Tourism
Management Education" (S. Gröschl), *Journal of Hospitality and Tourism
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"Current Human Resources Practices Affecting the Employment of Persons
with Disabilities in Selected Toronto Hotels: A Case Study" (S. Gröschl),
International Journal of Hospitality and Tourism Administration, Jan 2004,
Vol. 5, Issue 3, p. 15-31

"Cultural Implications for the Appraisal Process" (S. Gröschl), *Cross Cultural
Management Journal*, Jan 2003, p. 67-79

"A Cross-cultural Comparison of French and British Managers: An
Examination of the Influence of Higher Education on Management Style" (C.
Barrows), *Tourism and Hospitality Research*, Jan 2003, Vol. 4, Issue 3, p.
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"Integrating Aboriginal Peoples into Canada's hospitality industry" (S. Gröschl), *International Journal of Hospitality and Tourism Administration*, Jan 2003, p. 87-99

"The Appraisal Process: Beneath the Surface" (L. Doherty), *Journal of Human Resources in Hospitality and Tourism*, Jan 2002, Vol. 1, Issue 3, p. 57-76

"Conceptualising Culture" (L. Doherty), *Cross Cultural Management Journal*, Jan 2000, p. 12-18

"Diversity Management in Practice" (L. Doherty), *International Journal of Contemporary Hospitality Management*, Jan 1999, p. 262-268

Book Chapters

Luxe, calme et volupté...rime avec diversité ? Invitation au voyage à travers les discours des grands groupes hôteliers. In: *Nouvelles Perspectives en Management de La Diversité* (with S. Point). Paris (France) : Management et Société EMS, 2010, p. 177-196

The role of entrepreneurship in the integration of persons with disabilities into the workplace (Entrepreneuriat et handicap). In: *Entrepreneuriat et Insertion.* Bruxelles (Belgique) : Bruylant, 2010, p. 271-281

Strategic International HRM. In: *Strategic HRM Planning.* Toronto (Canada) : Nelson Education, 2009, p. 295-325

L'innovation nourrie par la diversité: Que nous apprend le management des personnes handicapées ?. In: *L'art de l'innovation.* Cergy (France) : Nicolas Mottis, 2007, p. 151-157

Strategic International HRM - Workforce Diversity. In: *Strategic Human Resources Planning.* Toronto (Canada) : Thomson/Nelson, Monica Belcourt, Kenneth J. Mc Bey. 2007, p. 295-320

Assessing Culturally Diverse Faculties: The Appraisal Process within Cross Cultural Context. In: *Immortal Longings: Business Education and Training.* : Lanham: University Press of America, NATALE M, LIBERTELLA A., 2002, p. 40-50

📖 Other Publications

Articles published in Conference Proceedings

"A model of individual perceptions of diversity and its implications for managing diversity", With J. Takagi. In : *Diversité: premier(s) bilan(s)*, Les Cinquièmes Rencontres Internationales sur la Diversité. Corte (Corse) : IAE de Corse et Università di Corsica Pasquale Paoli, 2009

"Gérer la diversité culturelle au sein du personnel en France", With J. Takagi. In : *Faire vivre la Diversité*, Faire vivre la Diversité: Les quatrième rencontres international de la Diversité. corte (France) : IAE de Corse, 2008, p. 47-59

"Understanding diversity and managing a multi-cultural workforce: The Case of France", With J. Takagi. In : *Managing Culturally Diverse Organizations*, LAEMOS Colloquium 2008. RIO DE JANEIRO (BRAZIL) : FGV-EAESP, 2008

"Employees with disabilities in Ontario's hotel industry: Applications for organizations and their HR functions in France". In : *IAE*, IAE Conference 2007. Corse (France) : IAE, 2007

"Non-traditional assessment methods for hospitality educators: the student portfolio". In : *APAC CHRIE*, 5th APAC CHRIE Conference & 13th Asia Pacific Tourism Association Conference. Beijing (China) : APAC CHRIE, 2007

"The diversity of Diversity: Exploring different meanings of diversity", With J. Takagi. In : *2007 European Group of Organisational Studies*, EGOS Colloquium. Vienna (Austria) : EGOS, 2007

"Employing persons with disabilities: The case of Ontario's hotel industry". In : *APAC CHRIE*, 4th APAC CHRIE Conference & 12th Asia Pacific Tourism Association Conference. Huanlien (Taiwan) : APAC CHRIE, 2006

"What motivates hotel department heads?: A case study of a Canadian hotel group", With T. Exarchoulis. In : *ASAC 2006*, The Administrative Sciences Association of Canada: Reaching new Heights. Banff - Alberta (Canada) : ASAC, 2006, p. 14-30

"Human resources challenges in integrating persons with disabilities in Canada's hotel industry". In : *EuroCHRIE 2004 Conference*, EuroCHRIE. Ankara (Turkey) : EuroCHRIE, 2004

"The impact of Chinese culture on human resource management practice in Sino-foreign hotels operating in China", With J. Yu. In : *EuroCHRIE 2004*, EuroCHRIE 2004 Conference. Ankara (Turkey) : EuroCHRIE, 2004

"Problem gambling among Casino Employees", With T. Mac Laurin. In : *12th International Conference on Gambling and Risk-Taking*, 12th International Conference on Gambling and Risk-Taking. Vancouver-British Columbia (Canada) : **, 2003

"New Directions in Human Resource Management in Private Clubs", With C. Barrows. In : *EuroCHRIE 2003 Conference*, EuroCHRIE 2003 Conference. Bad Honnef (Germany) : EuroCHRIE, 2003

"Current employment practices focusing on physically disabled employees in the hotel industry", With N. Figueroa. In : *Euro CHRIE 2003 Conference*, Euro CHRIE 2003 Conference. Bad Honnef (Germany) : Euro CHRIE, 2003

"Aboriginal employment practices in Canada's gaming industry". In : *International CHRIE 2003 Conference*, International CHRIE 2003 Conference. Palm Springs (U.S.A.) : CHRIE, 2003

"Evers, Rush and Berdrow's Base Competencies within a Cross-Cultural Context", With F. Evers. In : *Where East meets West*, The Administrative Sciences Association of Canada: Where East meets West. Winnipeg (Canada) : The Administrative Sciences Association of Canada, 2002

"Assessing Culturally Diverse Faculties: The Appraisal Process within a Cross Cultural Context". In : *Sixth International Conference on Social Values*, Sixth International Conference on Social Values. Oxford (U.K.) : University of Oxford, 2002 (Contexte transculturel)

"The Appraisal Process - A Case Study", With L. Doherty. In : *CHME 9th Annual Hospitality Research Conference Proceedings*, CHME 9th Annual Hospitality Research Conference. Huddersfield (U.K.) : University of Huddersfield, 2000

"National Culture and its Influence on the Appraisal process: An Exploratory

Study", With L. Doherty. In : *International EuroCHRIE 2000 Convention*, International EuroCHRIE 2000 Convention and Expo. New Orleans (USA) : EuroCHRIE, 2000

"Diversity Management - Fact or Fiction?", With L. Doherty. In : *EGOS Colloquium 2000*, EGOS (European Group of Organisational Studies) Colloquium 2000. Helsinki (Finland) : Helsinki School of Economics and Business Administration, 2000

"Conceptual and Methodological Problems in Measuring the Influence of National Culture on Management", With L. Doherty. In : *CHME 8th Annual Hospitality Research Conference Proceedings*, CHME 8th Annual Hospitality Research Conference. Surrey (U.K.) : University of Surrey, 1999, p. 424-426

"Diversity Management in International Hotel Chains in San Francisco", With L. Doherty. In : *CHME 7th Annual Hospitality Research Conference Proceedings*, CHME 7th Annual Hospitality Research Conference. Glasgow (U.K.) : Caledonian University, 1998, p. 98-99

Press Articles

"L'entreprenariat: une opportunité d'emploi pour les personnes handicapées". *les échos*, 12 Jun 2008