

Dr Ioana LUPU

Associate Professor in Management Control
ESSEC Business School, France
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EDUCATION

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| 2014-2016 | Post-doctorate financed by a Marie-Curie Fellowship at Bayes [formerly Cass] Business School, City University, London in the Centre for the Study of Professional Service Firms (CPSF). |
| 2006-2011 | PhD in Accounting/Management Control. Conservatoire National des Arts et Métiers (CNAM), Paris. <i>Best dissertation award – publication prize.</i> Dissertation title: “Accounting for the identity construction: the negotiation of self in the French accounting profession” (written and defended in both French and English). |
| 2002-2003 | MSc in Decision and Management Control. Academia de Studii Economice, Bucharest, Romania. Dissertation title: “Language and signification in accounting communications. Towards a paradigm of language games in accounting”. |
| 1998-2002 | Bachelor (4 years) in Accounting and Audit, School of Accounting and Management Information Systems, Academia de Studii Economice, Bucharest. |

ACADEMIC

APPOINTMENTS

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| Sep. 2017 Ongoing | Associate Professor in Management Control, ESSEC Business School, France. |
| Sep. 2016 - Sep. 2017 | Lecturer in Management Control, School of Business and Management, Queen Mary University, London, UK. |
| Oct. 2014 – Sep. 2016 | Marie Curie Senior Research Fellow, City University, Cass Business School, UK. Management Department & Centre for the Study of Professional Service Firms. Research Project funded by the European Commission: “Professional Identity Construction and Parenthood in Professional Service Firms”. |
| Aug. 2012 - Oct. 2014 | Assistant Professor, NEOMA Business School, Department of Accounting, Law, Operations and Information Management. |
| Sep. 2009-July 2012 | Lecturer (ATER), CNAM, Institut International du Management (Paris). |

AWARDS, GRANTS, RECOGNITION

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| 2022 | CY Emergence funding (CYIn-AAP2022-Em-0000000038), € 40,000 (my role: PI). |
| 2022 | ESSEC Foundation research excellence award. |
| 2021 | Invited as a keynote speaker, Association Francophone de Comptabilité Conference, Lyon Business School (May). |
| Since 2021 | <i>Accounting, Auditing & Accountability Journal</i> Editorial Advisory Board Member. |
| Since 2021 | <i>Critical Perspectives on Accounting</i> Editorial Advisory Board Member. |
| 2019 | <i>Rosabeth Moss Kanter Award Nominee for Excellence in Work-Family Research</i> for the paper: “When the past comes back to haunt you: The enduring influence of |

- upbringing on the work–family decisions of professional parents”, Center for Families at Purdue University and the Boston College Center for Work & Family.
- Since 2018 *Honorary Senior Research Fellow* in the School of Business & Management, Queen Mary University of London, Centre for Research on Equality, Diversity & Inclusion (CRED).
- 2016 *Mary Parker Follett Award Outstanding Paper 2015*, Emerald Publishing.
- 2014 *Intra-European Marie Curie Fellowship* (2 years), € 232,000.
- 2013 *“Faculty Transnational Research Best Conference Paper Award”*, Gender, Diversity and Organization Division (GDO) & *“William H. Newman Award Nominee”*, 73rd Annual Meeting of the Academy of Management (AOM) Conference, Orlando, USA.
- 2012 *“Best Conference Paper Based on a Dissertation Award”*, Sage Publications & *“Best Paper by a Transnational Student Award”*, AOM Conference, Boston, USA.
- 2012 *Ph.D. dissertation publication award*, Fédération Nationale de l’Enseignement de la Gestion des Entreprises (FNEGE).
- 2009-2011 Small *Research grants* from the French Accounting Association (AFC), for international mobility, conference participation and paper editing € 3,600.
- 2006 *Doctoral scholarship* granted by the United Nations Development Program and the Romanian Government (two years), € 20,000.

RESEARCH ACTIVITY

ARTICLES IN PEER-REVIEWED ACADEMIC JOURNALS

- 2023 (expected): Editorial special issue: “Social reproduction: Intra-household relations, organizational initiatives and public policies”, *Gender, Work & Organization* (papers acceptance finalized).
- 2022 “Feeling in Control’: The Search for Optimal Busyness and the Temporal Structuring of Control in Professional Service Firms”, *Organization Science* (with Rokka, J.), Volume 33, Issue 4, pp. 1251-1699.
- 2022 “Role distancing and the persistence of long working hours in professional service firms”, *Organization Studies* (with Ruiz-Castro, M. & Leca, B.), vol. 43 (1).
- 2021 “Why Young Professionals Should Prioritize Rest Over Work”, *Harvard Business Review* (online), Nov. (with Russo, M.).
- 2021 “An autobiography of pregnancy and birth during Covid times: Transcending the illuso of overwork in academia?”, *Gender, Work & Organization*, 28(5): 1898–1911.
- 2021 “Work-Life Balance Is a Cycle, Not an Achievement,” *Harvard Business Review* (online), January (with Ruiz-Castro, M.).
- 2018 “When the past comes back to haunt you: the enduring influence of upbringing on the work-life balance decisions of professional parents”, *Human Relations*, Vol. 71(2), pp. 155–181 (with Spence, C. & Empson, L.).
- 2017 “Your Feelings About Work-Life Balance Are Shaped by What You Saw Your Parents Do”, *Harvard Business Review* (online), Oct.
- 2017 “Intertextuality in corporate narratives: a discursive analysis of a contested privatization in Romania”, *Accounting, Auditing & Accountability Journal*, vol. 30, no. 3, pp. 534-564 (with Sandu, R.).
- 2016 “Publishing without Editors or Authors? Competing Logics, Circulation, and Cultural Creation in a Publishing Firm”, *Critical Perspectives on Accounting*, vol. 38, July 2016, pp. 14–33 (with Le Theule, M.-A.).
- 2015 “Illuso and overwork: Playing the game in the accounting field”, *Accounting, Auditing & Accountability Journal*, vol. 28, no. 8, pp. 1310-1340 (with Empson, L.).

- 2012 “Approved routes and alternative paths: the construction of women’s careers in large accounting firms. Evidence from the French Big Four”, *Critical Perspectives on Accounting*, vol. 23, no. 4-5, pp. 351-369.
- 2008 “Beyond the balance sheet: Intellectual Capital disclosure in transition economies. A Case Study from the Oil Industry”, *Journal of Accounting and Management Information Systems*, no. 24, pp. 88-100, (with Sandu, R.).
- 2007 “Les rapports narratifs du management, sont-ils équilibrés ? Etude de cas sur la reconnaissance du capital intellectuel dans les rapports annuels”, *Journal of Accounting and Management Information Systems*, no. 20, pp. 98-111, (with Bogdan, A. & Sandu, R.).

BOOKS & BOOK CHAPTERS

- 2014 “*Carrières de femmes. Identité, socialisation et vie familiale dans les cabinets d’audit et d’expertise*” [Women’s careers. Identity, Socialization and family life in the accounting firms], Vuibert Editions, Paris.
- 2014 “Multinationals as vectors of corporate governance improvement in emerging economies in Eastern Europe – a case study” (with Albu, N. and Sandu, R.), in Boubaker, S. & Nguyen, D. K. (eds.) “Corporate Governance in Emerging Markets: Theories, Practices and Cases”, Springer Verlag.

WORKING PAPERS

- Lupu, I. “Temporal acceleration in audit firms: Engendering managerial control through a cycle of acceleration, *Accounting, Organizations and Society*, under second review.
- Lupu, I. & Rokka, J. “Consumer Acceleration: Busyness as a Desired and Addictive Affective Mode of Being”, *Journal of Consumer Research*, revise & resubmit.
- Duffurena, S., Leca, B & Lupu, I. “‘I’m rubber, you’re glue’: How professional accountants are able to service cannabis clients and largely evade the prospect of stigma transfer”, revise & resubmit, *Accounting, Organizations and Society*.
- Aleahmad, Y. & Lupu, I. “Management Control and The Reproduction of Gender Inequality: A Review and Post-Covid Research Agenda”, to be submitted to *European Accounting Review*.

SELECTED PRESENTATIONS AT SCHOLARLY MEETINGS (PEER-REVIEWED)

- 2022 Management Accounting as a social & Practice (MASOP) Workshop, paper: “Management Control and The Reproduction of Gender Inequality: A Review and Post-Covid Research Agenda”, April, online (with PhD student Yosra AleAhmad).
- 2021 MASOP Workshop, paper “Temporal acceleration in audit firms: Engendering managerial control through a cycle of acceleration”, April.
- 2019 35th EGOS, Edinburgh, UK, July 4-6, 2019.
Presentation: “Role distancing and the persistence of long working hours in professional service firms.”
- 2018 12th Interdisciplinary Perspectives on Accounting Conference, Edinburgh, UK, July 13-15.
Presentation: “We all have better things to do than do audit work”. Accepting compromises in audit work: An ethnography of junior auditors in Big 4 firms.
- 2018 10th PROS Symposium, Halkidiki, Greece.
Presentation: “The Busyness Paradox: How Overworked Professionals Navigate Misaligned Work-Home Timeflows”.
- 2017 Academy of Management Annual Meeting, Atlanta, USA, 4-8 August.

- Symposiums: "Learning Through the Body" (discussant); "The Temporal Dynamics of Busyness and Overwork: Moving Beyond the Identity-Control Nexus" (organizer with Blagoev, B.)
- 2016 *EGOS conference*, Naples, Italy.
"Misaligned Timeflows: How Overworked Professionals Manage Intersecting Home-Work Temporalities" (with Rokka, J.).
- 2015 *Academy of Management Annual Meeting*, Vancouver, Canada.
Paper: "**Illusio and overwork: Playing the game in the accounting field**" (with Empson, L.)
Symposium presentation: "When identities conflict: On-going narrative identity work of professional working mothers" (with Clair, J.).
- 2013 *Academy of Management Annual Meeting*, Orlando, August 8-13.
"Contradictory Discourses and the Identity Work of Mother Managers in the Accounting Profession".
- 2013 *V International Conference of Work and Family*, IESE, Barcelona, Spain, July 1-3.
"Engaging and resisting absorption in work: *Illusio* in the accounting field."
- 2012 *Academy of Management Annual Meeting*, Boston, August 3-7.
"Approved routes and alternative paths: the construction of women's careers in large accounting firms. Evidence from the French Big Four."
- 2012 *The Tenth Interdisciplinary Perspectives on Accounting (IPA)*, Cardiff, 11-13 July 2012.
"Reconciling Contradictory Identities. Mothering and Managing in the French Accounting Profession."
- 2012 7th Biennial International Interdisciplinary Conference "Gender, Work and Organization", Keele University, UK, 27-29 June. "From me towards the other in me. An ethical perspective on motherhood and accounting."

INVITED PRESENTATIONS

- 2022 – HEC Montréal, Accounting Department Seminar.
Paper presented: "Work in knowledge-intensive firms: Engendering managerial control through a cycle of overwork", September.
- 2022 – Stockholm School of Economics, Accounting Department Seminar.
Paper presented: "Temporal acceleration in audit firms: Engendering managerial control through a cycle of acceleration", May.
- 2021 – Association Francophone de Comptabilité (AFC), invited keynote speaker round table on the future of the accounting profession post Covid.
- 2019 - *ESCP Paris*, Accounting Department Seminar.
Paper presented: "Feeling in Control': The Search for Optimal Busyness and the Temporal Structuring of Control in Professional Service Firms, March 28th, invited by dr. Szuzsana Vargha.
- 2018 - *Royal Holloway University of London*, Management department seminar.
Paper presented: "Resistance to taken for granted practices: long working hours in professional service firms". March 21st, invited by dr. Louise Ashley.
- 2018 – *King's College University of London*. Accounting department seminar.
Paper presented: "We all have better things to do than audit work". Accepting compromises in audit work: An ethnography of junior auditors in Big 4 firms". February 13th, invited by prof. Crawford Spence.
- 2017 – Cass Business School. Management department seminar.
Paper: "The Busyness Paradox: How Overworked Professionals Navigate Misaligned Work-Home Timeflows". November 7th, invited by Prof. Fleura Bardi.
- 2016 – *Queen Mary University*. School of Business and Management seminar.

- Paper: "When the past comes back to haunt you: the enduring influence of upbringing on the work-life balance decisions of professional parents.", March 8th, invited by dr. Elena Doldor.
- 2015 - *Warwick Business School*, Accounting Department Workshop.
Presentation of a research paper: "Engaging and resisting overwork: *Illusio* in the accounting field", March 7th, invited by Prof. Crawford Spence.
- 2014 - *Cass Business School*, Centre for the Study of Professional Firms.
Presentation of the IEF Marie-Curie research project: "Professionals and Parenthood in the Twenty-first Century. Professional Identity Construction and Parenthood in Professional Service Firms", March 15th, invited by Prof. Laura Empson.

MEMBERSHIPS & PROFESSIONAL SERVICE

Ad-hoc reviewer for the following journals: *Accounting, Organizations, Society; Organization Studies; Human Relations; Critical Perspectives on Accounting; Accounting, Auditing and Accountability Journal; Gender, Work & Organization; M@n@gement*.

Conference reviewer: Academy of Management Annual Conference – OMT & GDO divisions; "Interdisciplinary Perspectives on Accounting" Conferences (2009, 2012; 2015, 2018); Association Francophone de Comptabilité Conference (2011, 2012).

TEACHING EXPERIENCE

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| Since 2017 | Associate Professor in Management Control , ESSEC Business School, France. Courses taught & coordinated: <i>Postgraduate level</i> – CPTG 31149 Management Control (core course); CPTG 32205 Cost Analysis; <i>Undergraduate level</i> – CPTG 14220 Strategic Management Control (English & French). |
| 2016-2017 | <i>PhD level</i> : Audit & regulation; Key Readings and Theories in Management Control; Identity in OB/HR |
| 2012 - 2014 | Lecturer in Management Control , School of Business and Management, Queen Mary University, London, UK. Course taught: <i>Post-graduate level</i> - BUSM067 Advanced Management Accounting. NEOMA Business School, Department of Accounting, Law, Operations and Information Management. Courses taught (in English): <i>Post-graduate level</i> : Accounting and Management Control; Managerial Accounting and Finance; Work-Life Balance; <i>PhD program</i> : Accounting Theories and Approaches; <i>Under-graduate level</i> : Management and Cost Accounting. Responsible for content of courses and all course materials; responsible for written and oral exams. Member of the Graduate Admissions Selection Team. |
| 2011 | MSc dissertation supervisor. Academic adviser for BSc and MSc students. |
| 2009 - 2012 | SKEMA Business School, Accounting and Control Department. Course taught: <i>Post-graduate level</i> : Management Control (in English for foreign students). CNAM, Institut International du Management (Paris). Courses taught: <i>Post-graduate level</i> : Managerial Accounting (in English) - Master in International Management; <i>Adult continuing education programme</i> : Accounting and Financial Statements Analysis (in French). |
| 2010-2011 | Part-time teaching assistant, Accounting and Control Department, INSEAD, Fontainebleau, France (approximately 300 paid hours). "Financial Accounting" and "Managerial Accounting" exam grader (in English) Projects assessment for the "Executive MBA programme" (in English). |

- 2010- **Temporary lecturer, Management Department, TELECOM, School Management, Evry.**
2011 Course taught: "Management Accounting" (in French), undergraduate level.
Intervention in "PhD research seminar in Management".
- 2008- **Temporary lecturer, Financial Accounting and Audit Department, CNAM, Paris.**
2009 Course taught: "Advanced Accounting" (in French), postgraduate level - Master in Accounting, Control and Auditing.

LANGUAGES

Romanian – Native speaker

English – Fluent - writing, reading and speaking (teaching experience in English)

French – Fluent - writing, reading and speaking (teaching experience in French)

Spanish – Intermediate - writing, reading and speaking

Italian – Basic - writing, reading and speaking