# Shanming LIU

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Département: Comptabilité et contrôle de gestion
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## INTERETS DE RECHERCHE

Systèmes de Contrôle de Gestion, Générer et Sélectionner des Idées innovantes, Gestion de la

## FORMATION

| | |
|---|---|
| 2020 | Ph.D. in Business Administration and Management (Major: Accounting), Università Bocconi, Italie |
| 2013 | M.Sc. in Analytics: Operational Research and Risk Analysis, The University of Manchester, Royaume-Uni |
| 2012 | Bachelor of Science, Economie, University of Exeter, Royaume-Uni |

## EXPERIENCE PROFESSIONNELLE

### Positions académiques principales

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| 2020 - Présent | Professeur assistant, ESSEC Business School, France |

### Autres affiliations académiques

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| 2018 - 2018 | Chercheur visitant, Katholieke Universiteit Leuven, Belgique |

## BOURSES, PRIX ET DISTINCTIONS

### Prix et Distinctions

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| 2020 | Best Emerging Scholar Paper Award, University of California, Berkeley, États-Unis |

### Bourses

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| 2025 | CY Initiative, CY Cergy Paris University, ENSEA, CNRS, ESSEC Business School |
| 2024 | Institute of Management Accountants, États-Unis |

## PUBLICATIONS

### Articles

LUPU, I. et LIU, S. (2025). The entrainment cycle: Understanding professionals' compliance with extreme work hours in professional service firms. *Accounting, Organizations and Society*, 114, pp. 101597.

LUPU, I. et LIU, S. (2025). New Research on Why Teams Overwork—and What Leaders Can Do About It. *Harvard Business Review*.

### Conférences

LIU, S., BOL, J. et LUPU, I. (2026). When Fairness Backfires: Organizational Culture and Gender Bias in Promotion Decisions. Dans: 2026 Management Accounting Section Midyear Meeting. Nashville.

LIU, S., BOL, J. et LUPU, I. (2026). Incentive Design for Human–AI Collaboration: Aligning Human Effort with Marginal Value. Dans: 2026 Management Accounting Section Midyear Meeting. Nashville.

LIU, S. et YILMAZ, E.D. (2025). Breaking the Anchor from the Process: Enhancing Creative Diversity in Human-AI Collaborations through Prompt-Based Incentives. Dans: 2025 Management Accounting Section Midyear Meeting. Austin.

LIU, S., DOGUKAN YILMAZ, E. et NAUMOVSKA, I. (2024). The Effect of Unexpected Awards on Innovators' Subsequent Performance: Evidence from the Open Innovation Community. Dans: 46th Annual Congress of the European Accounting Association 2024. Bucharest.

ALEAHMAD, Y., LIU, S., LUPU, I. et DELAUME, R. (2024). Assessing Performance and Attribution Across Genders: The Influence of Gender Role Activation in Performance Evaluations. Dans: 46th Annual Congress of the European Accounting Association. Bucharest.

LIU, S. (2022). The Effect of Job Experience in "R", "D" or Both on Creative Idea Evaluation. Dans: 2022 Management Accounting Section (MAS) Midyear Meeting. Atlanta.

LIU, S. (2022). The Effect of Job Experience in "R", "D" or Both on Creative Idea Evaluation. Dans: 13th Conference on New Directions in Management Accounting 2022. Lisbon.

LIU, S., YILMAZ, D. et NAUMOVSKA, I. (2021). Oscar Curse in the Open Innovation Community? The Effect of Awards on User-innovators' Subsequent Performance. Dans: 3rd Creativity, Innovation and Entrepreneurship 2021. Vienna.

SHANMING, L. et DOGUKAN YILMAZ, E. (2020). The Oscar Curse in the Open Innovation Community: The Effects of Discretionary Recognition Reward on the User's Subsequent Innovation Performance. Dans: 12th Conference on new directions in Management Accounting (EIASM) 2020. Bruxelles.

## AUTRES ACTIVITES DE RECHERCHE

### Autres activités de recherche

2019 AAA Management Accounting Section Midyear Meeting, États-Unis