

Shanming LIU

Professeur assistant

Département: Comptabilité et contrôle de gestion

ESSEC Business School

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INTERETS DE RECHERCHE

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

FORMATION

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|------|---|
| 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

2020 - Présent Professeur assistant, ESSEC Business School, France

Autres affiliations académiques

2018 - 2018 Chercheur visitant, Katholieke Universiteit Leuven, Belgique

BOURSES, PRIX ET DISTINCTIONS

Prix et Distinctions

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

Bourses

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. et YILMAZ, E.D. (2025). Breakig the Anchor from the Process: Enhancing Creative Diversity in Human-AI Collaborations through Prompt-Based Incentives. Dans: 2025 MAS 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