

# Ioana LUPU

Professeur

Département: Comptabilité et contrôle de gestion

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Pays d'origine: Roumanie

## INTERETS DE RECHERCHE

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Work and identity of professional workers (esp. accounting), Gender and diversity issues in

## FORMATION

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| 2014 | Marie-Curie Intra-European Fellowship, Bayes Business School City, University of London, Royaume-Uni |
| 2011 | Doctorat en Contrôle de gestion, Conservatoire National des Arts & Métiers (CNAM), France            |
| 2003 | MSc en Décision et contrôle de gestion, Academia de Studii Economice din Bucuresti, Roumanie         |

## EXPERIENCE PROFESSIONNELLE

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### Positions académiques principales

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| 2017 - Présent | Professeur associé, ESSEC Business School, France                                |
| 2016 - 2017    | Maître de Conférences en Contrôle de Gestion, Université Queen Mary, Royaume-Uni |
| 2012 - 2014    | Professeur assistant, Neoma Business School, France                              |

### Autres affiliations académiques

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|-------------|---|
| 2021 - 2023 | Responsable de filière Cima track, ESSEC Business School, France                              |
| 2014 - 2016 | Enseignant-chercheur Marie-Curie Intra-European Fellowship, Cass Business School, Royaume-Uni |

## BOURSES, PRIX ET DISTINCTIONS

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### Prix et Distinctions

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| 2019 | Kanter Nominee pour l'année 2019 pour son article "When the past comes back to haunt you: The enduring influence of upbringing on the work–family decisions of professional parents" qui a été nommé pour le prix : Annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research |
| 2018 | Honorary Senior Research Fellow in the School of Business & Management, Queen Mary University of London, Centre for Research on Equality, Diversity & Inclusion (CRED), Université Queen Mary, Royaume-Uni   |

- 2016 Mary Parker Follett Award Outstanding Paper 2015, Emerald Publishing.
- 2013 “Faculty Transnational Research Best Conference Paper Award”, Gender, Diversity and Organization Division (GDO), 73rd Annual Meeting of the Academy of Management (AOM) Conference, Orlando, USA., Academy of Management
- 2013 “William H. Newman Award Nominee”, for best paper based on a dissertation, 73rd Annual Meeting of the Academy of Management (AOM) Conference, Orlando, USA., Academy of Management
- 2012 “Best Paper by a Transnational Student Award”, AOM Conference, Boston, USA., Academy of Management
- 2012 Best Conference Paper Based on a Dissertation Award”, Sage Publications , AOM Conference, Boston, USA., Sage Publications
- 2012 Ph.D. dissertation publication award, Fondation Nationale pour l'Enseignement de la Gestion des Entreprises (FNEGE), France

### Bourses

- 2014 Intra-European Marie Curie Fellowship (2 years), € 232,000., Commission européenne, Belgique
- 2010 AFC mobility grant, Association Francophone de Comptabilité, France
- 2006 Doctoral scholarship granted by the United Nations Development Program and the Romanian Government (two years), € 20,000, Roumanie

## PUBLICATIONS

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### 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.
- ALEAHMAD, Y. et LUPU, I. (2025). Management Controls and the Reproduction of Gender Inequality: A Review and Research Agenda. *European Accounting Review*, In press.
- LUPU, I. et LIU, S. (2025). New Research on Why Teams Overwork—and What Leaders Can Do About It. *Harvard Business Review*.
- LUPU, I., RUIZ-CASTRO, M. et LECA, B. (2022). Role Distancing and the Persistence of Long Work Hours in Professional Service Firms. *Organization Studies*, 43(1), pp. 7-33.
- LUPU, I. et ROKKA, J. (2022). ‘Feeling in Control’: Optimal Busyness and the Temporality of Organizational Controls. *Organization Science*, 33(4), pp. 1396-1422.
- LUPU, I. et RUIZ-CASTRO, M. (2021). Work-Life Balance Is a Cycle, Not an Achievement. *Harvard Business Review*, Digital.
- LUPU, I. (2021). An autoethnography of pregnancy and birth during Covid times: Transcending the illisio of overwork in academia? *Gender, Work and Organization*, 28(5), pp. 1898–1911.
- RUSSO, M. et LUPU, I. (2021). Why Young Professionals Should Prioritize Rest Over Work. *Harvard Business Review*, Digital Article.

LUPU, I., SPENCE, C. et EMPSON, L. (2018). When the Past Comes Back to Haunt You: The Enduring Influence of Upbringing on the Work–Family Decisions of Professional parents. *Human Relations*, 71(2), pp. 155-181.

LUPU, I. (2017). Your Feelings About Work-Life Balance Are Shaped by What You Saw Your Parents Do. *Harvard Business Review*, Digital.

LUPU, I. et SANDU, R. (2017). Intertextuality in corporate narratives: a discursive analysis of a contested privatization. *Accounting, Auditing & Accountability Journal*, 30(3), pp. 53-564.

LE THEULE, M.A. et LUPU, I. (2016). Publishing without Editors or Authors? Competing Logics, Circulation, and Cultural Creation in a Publishing Firm. *Critical Perspectives on Accounting*, 38(July), pp. 14-33.

LUPU, I. et EMPSON, L. (2015). Illusio and overwork: Playing the game in the accounting field. *Accounting, Auditing & Accountability Journal*, 28(8), pp. 1310-1340.

LUPU, I. (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*, 23(4-5), pp. 351-369.

LUPU, I. et SANDU, R. (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 (JAMIS)*, 24, pp. 88-100.

LUPU, I., SANDU, R. et BOGDAN, A. (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.). *Journal of Accounting and Management Information Systems (JAMIS)*, 20.

### Ouvrages et édition d'ouvrages

LUPU, I. (2014). *Carrières de femmes. Identité, socialisation et vie familiale dans les cabinets d'audit et d'expertise*. Vuibert.

### Chapitres d'ouvrage

LUPU, I. (2025). Tempus Fugit: Optimal Busyness and How Employees Can Cope With Excessive Workloads, Performance Evaluations, and Deadlines. Dans: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. London: Routledge.

LUPU, I. (2025). From Childhood to Career: Tracing the Influence of Habitus Within Work-Family Decisions. Dans: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. Routledge.

LUPU, I. et RUIZCASTRO, M. (2024). Work-Life Balance Is a Cycle, Not an Achievement. Dans: Russell Glass, Morra Aarons-Mele, Alyssa F Westring, Amantha Imber eds. *Boundaries, Priorities, and Finding Work-Life Balance (HBR Work Smart Series)*. 1st ed. Harvard Business School, pp. 3-11.

LUPU, I., RUIZ-CASTRO, M. et LECA, B. (2023). Long working hours and pressure from professional expectations. Dans: Adrián Zicari, Tom Gamble eds. *The Employee and the Post-Pandemic Workplace*. 1st ed. London & New York: Routledge, pp. 79-86.

ALBU, N., LUPU, I. et SANDU, R. (2014). Multinationals as vectors of corporate governance improvement in emerging economies in Eastern Europe – a case study. Dans: Boubaker, S. & Nguyen, D. K. (eds.) eds. *Corporate Governance in Emerging Markets: Theories, Practices and Cases*. 1st ed. Springer.

## Conférences

- 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.
- LUPU, I. et ALEAHMAD, Y. (2023). Accounting for Emotion: the Valuation of Life in the Aftermath of the 9/11 Terrorist Attack. Dans: 39th European Group for Organizational Studies (EGOS) Colloquium 2023. Cagliari.
- LUPU, I. et ALEAHMAD, Y. (2023). Emotion and Valuation of Human Life. Dans: 2023 Workshop on Management Accounting as Social and Organizational Practice (MASOP) Workshop. Innsbruck.
- LUPU, I. et ALEAHMAD, Y. (2022). How Emotion Shapes the Valuation Process: Valuing Life in the Aftermath of the 9/11 Terrorist Attacks. Dans: Warwick Summer School on Practice and Process Studies 2022. Coventry.
- LUPU, I. (2022). Work in Knowledge-intensive Firms: Engendering Managerial Control Through a Cycle of Acceleration. Dans: 38th European Group for Organizational Studies (EGOS) Colloquium 2022. Vienna.
- LUPU, I., CASTRO, M.R. et LECA, B. (2019). Role Distancing as Identity Work. Insights from Renouncing Long Hours in Professional Service Firms. Dans: 35th EGOS Colloquium 2019.
- LUPU, I. et ROKKA, J. (2018). The Cycle of Business: How Professionals Get Addicted to the Timeflow of Business. Dans: 10th International Process Symposium (PROS) 2018.
- LUPU, I. et ROKKA, J. (2018). The Cycle of Busyness: How Professionals Get Addicted to the Timeflow of Busyness. Dans: 2018 Warwick Summer School on Practice-Based Studies: Practice & Process Research.
- LUPU, I. et ROKKA, J. (2018). The Cycle of Dynamics: How Professionals Get Addicted to the Timeflow of Busyness. Dans: 78th Academy of Management Annual Meeting.
- LUPU, I. et STENGER, S. (2018). "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. Dans: 2nd Interdisciplinary Perspectives on Accounting (IPA) Conference 2018.

## Préfaces de revue

- RUIZCASTRO, M., GRAUGRAU, M., LUPU, I., DASKALAKI, M. et MCGINN, K.L. (2024). Social reproduction: Households, public policies, and alternative organizing. *Gender, Work and Organization*, 31(4), pp. 1182-1195.

## Etudes de cas publiées

- LUPU, I. et LENORMAND, P. (2023). Performance Measurement and Adverse Effects on Work: The Case of France-Télécom. ESSEC Business School, pp. 1-10.

## Presse

- LUPU, I. (2024). Surtravail : « les risques d'erreurs augmentent de manière démontrée lorsqu'on ne compte pas ses heures ». *Le Monde*.
- LUPU, I. (2021). Work-Life Balance: Mirroring What You Saw Your Parents Do. *The Council on Business & Society Magazine*.
- LUPU, I. et RUIZ-CASTRO, M. (2021). Equilibre entre vie professionnelle et privée : un cycle à alimenter, et pas une fin en soi ! *Harvard Business Review (France) : Chroniques d'experts*.

LUPU, I., RUIZ-CASTRO, M. et LECA, B. (2020). Whatever. It Takes: The Impact of Long Working Hours on Employees. *Council on Business and Society, Global Voice*.

## AUTRES ACTIVITES DE RECHERCHE

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### Membre d'un comité de lecture

2024 - 2027 European Accounting Review

Depuis 2021 Critical Perspectives on Accounting

Depuis 2021 Accounting, Auditing & Accountability Journal

## ENSEIGNEMENT

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2021 Identity, ESSEC Business School, France

2019 Audit and Regulation, ESSEC Business School, France