Ioana LUPU

Professeur
Département: Comptabilité et contrôle de gestion
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: lupu@essec.edu
Numéro de téléphone: +33 (0) 1 34 43 98 22
Pays d'origine: Roumanie

INTERETS DE RECHERCHE

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

FORMATION

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

Positions académiques principales

2024 - Présent	Professeur, ESSEC Business School, France
2017 - 2024	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

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

Prix et Distinctions

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 nominé 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 "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

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

2012 Ph.D. dissertation publication award, Fondation Nationale pour l'Enseignement de la Gestion des Entreprises (FNEGE), France

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

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

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 illusio 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

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.

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 theTimeflow 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 Professionnals 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

Membre d'un comité de lecture

2024 - 2027	European Accounting Review
Depuis 2021	Critical Perspectives on Accounting
Depuis 2021	Accounting, Auditing & Accountability Journal

ENSEIGNEMENT

2021	Identity, ESSEC Business School, France
2019	Audit and Regulation, ESSEC Business School, France