

# Veronica CASARIN

Associate Professor

Department: Accounting and Management

Control

ESSEC Business School

3 avenue Bernard Hirsch

95021 Cergy-Pontoise

France

Email: casarin@essec.edu

Phone number: +33 (0) 1 34 43 98 21

Country of origin: Italie

## RESEARCH INTERESTS

---

Digitalization, Employee well-being, Innovation, Management control, Performance measurement,

## EDUCATION

---

- |      |  |
|------|--|
| 2016 | Ph.D. in Business studies: accounting & finance, Cardiff Business School, United Kingdom       |
| 2011 | M. Phil. In Accounting, London School of Economics and Political Science (LSE), United Kingdom |

## EMPLOYMENT

---

### Full-time academic positions

- |                |  |
|----------------|--|
| 2024 - Present | Associate Professor, ESSEC Business School, France |
| 2017 - 2024    | Assistant Professor, ESSEC Business School, France |

## PUBLICATIONS

---

### Journal Articles

- CASARIN, V., LECA, B., LINDER, S. and MORARU-ARFIRE, A. (2026). A principlist perspective on the ethicality of performance measurement systems. *Accounting Auditing Control*, 31(4), pp. 131-176.
- CASARIN, V. (2023). Calculative frames, compromising metrics, and the multiple values of innovation: The case of technology incubation in the UK. *Accounting, Organizations and Society*, 111, pp. 101479.
- LINDER, S., LECA, B., ZICARI, A. and CASARIN, V. (2021). Designing Ethical Management Control: Overcoming the Harmful Effect of Management Control Systems on Job-Related Stress. *Journal of Business Ethics*, 172(4), pp. 747-764.

### Book chapters

- CASARIN, V. and LINDER, S. (2023). Employee Health for Strategic Adaptation: The Role of Enabling and Constraining Performance Measurement. In: Torben J. Andersen (ed.). *Responding to Uncertain Conditions: New Research on Strategic Adaptation*. 1st ed. Bingley: Emerald Publishing Limited, pp. 91-105.
- CASARIN, V., LECA, B., LINDER, S. and ZICARI, A. (2023). Management Control and Stress: a Double-Edged Sword. In: Adrián Zicari, Tom Gamble eds. *The Employee and the Post-Pandemic Workplace*. 1st ed. London: Routledge.

## Conference proceedings

CASARIN, V. and LINDER, S. (2024). Humanizing Performance Measurement: Assessing the Non-maleficence of Performance Measurement Systems. In: *84th Annual Meeting of the Academy of Management (AOM 2024)*. Chicago: Academy of Management.

## Conferences

CASARIN, V., LINDER, S. and LECA, B. (2024). Self-Determination Theory for Understanding the Ethicality of Numbers in Management Control. In: *2024 New Directions in Management Accounting*. Milan.

CASARIN, V. and LINDER, S. (2024). Hybrid Logics and Mediating Devices: Accounting Calculations in the Organisation of Pharma R&Ds. In: *84th Annual Meeting of the Academy of Management (AOM 2024)*. Chicago.

CASARIN, V. and LINDER, S. (2022). Assessing the Ethicality of Performance Measurement Systems: A Principlist Perspective and Scale. In: *2022 European Academy of Management (EURAM) Annual Conference*. Zurich.

CASARIN, V. and ROBSON, K. (2020). Performing Hybrid Business Models as Problematics of Accounting and Organization: the Case of Innovation in Pharmaceutical Biotech Units. In: *36th EGOS Colloquium 2020*.

CASARIN, V. and ROBSON, K. (2019). Performing Business Models as Problems of Accounting and Organization: Accounting for Innovation in Pharmaceutical Biotech. In: *12th MASOP 2019 (Management Accounting as a Social and Organisational Practice)*. Bristol.

CASARIN, V. (2018). Calculative Frames, Performance Measurement and the Multiple Values of Innovation: The Case of Technology Incubation in the United Kingdom. In: *12th Interdisciplinary Perspectives on Accounting (IPA) Conference 2018*.

CASARIN, V. (2018). Performance Measurement and the Making of Innovation as an Economic Actor: The Agencements of Technology Transfer and Technology Incubation in the UK. In: *11th Workshop on Management Accounting as Social and Organizational Practice (MASOP) 2018*.

## Press

CASARIN, V. and LINDER, S. (2021). A Healthy Corporate Culture: The Role of Management Control. *LEIZ Leadership Log*, pp. 24-25.

CASARIN, V., LECA, B., LINDER, S. and ZICARI, A. (2020). Ethics in Control Systems: Let's Go Beyond Simple Compliance! *Council on Business & Society Insights*.

## OTHER RESEARCH ACTIVITIES

---

### Organisation of a conference

- |      |   |
|------|---|
| 2023 | Organizer of the ESSEC PhD workshop in management control with prof. David Stark (Columbia University)  |
| 2023 | Organizer of the distinguished guest program in management control - Distinguished guest: prof. David Stark (Columbia University)                         |
| 2022 | Organizer of the ESSEC PhD workshop in management control with prof. Marc Wouters (Karlsruhe Institute of Technology, Germany).                           |
| 2022 | Organizer of the distinguished guest program in management control - Distinguished guest: prof. Marc Wouters (Karlsruhe Institute of Technology, Germany) |

- 2022 Co-organizer of the 10th HEC - ESSEC joint research workshop
- 2020 Co-organizer of the 8th HEC - ESSEC joint research workshop
- 2019 - 2023 Co-organizer of the research seminar series at the department of accounting and management control

#### Other research activities

- 2023 Panelist at the roundtable "Research on Innovation: Opportunities and Pathways to Collaboration" - ESSEC Research Day

#### TEACHING EXPERIENCE

---

- 2023 Disciplinary Foundations of Management I, ESSEC Business School, France
- 2022 Fundamental Readings and Theories of Management Control, ESSEC Business
- 2022 Qualitative Research Methods in Interdisciplinary Accounting and Management
- 2021 Strategic Cost Management, ESSEC Business School, France
- 2021 Valuation, Control and Organization, ESSEC Business School, France
- 2020 Performance Management and Business Model Innovation in the Digital Era,
- 2020 Strategic Cost Management, ESSEC Business School, France
- 2019 Refresher in Accounting, ESSEC Business School, France
- 2017 Strategic Management Control, ESSEC Business School, France

#### SERVICE

---

- Since 2022 Member of the BBA pedagogical committee