

Veronica CASARIN

Associate Professor

Department: Accounting and Management

Control

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RESEARCH INTERESTS

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

EDUCATION

- | | |
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| 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

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|----------------|--|
| 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., LECA, B. and LINDER, S. (2025). On the Ethicality of Numbers: Bioethics, Human Needs, and Management Control. In: 47th European Accounting Association Annual Congress 2025. Rome.

CASARIN, V., ENDENICH, C., LINDER, S. and ROBSON, K. (2025). The digital sky is the limit: management control and technological affordances in a platform organization in the aviation industry. In: 47th European Accounting Association Annual Congress 2025. Rome.

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

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| 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