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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. (2025). A principlist perspective on the ethicality of performance measurement systems. *Accounting Auditing Control*, 31(4), pp. 131-176.

CASARIN, V., LECA, B., LINDER, S. and MORARU-ARFIRE, A. (2025). Une perspective principiste sur l'éthique des systèmes de mesure de la performance. *Accounting Auditing Control*, 31(4), pp. 137-187.

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

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