

# Shanming LIU

Assistant Professor

Department: Accounting and Management

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Control

ESSEC Business School

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France

## RESEARCH INTERESTS

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Management Control Systems, Creative Idea Generation and Selection, Creativity in

## EDUCATION

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| 2020 | Ph.D. in Business Administration and Management (Major: Accounting), Bocconi University, Italy           |
| 2013 | M.Sc. in Analytics: Operational Research and Risk Analysis, The University of Manchester, United Kingdom |
| 2012 | Bachelor of Science, Economics, University of Exeter, United Kingdom                                     |

## EMPLOYMENT

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### Full-time academic positions

2020 - Present      Assistant Professor, ESSEC Business School, France

### Other affiliations and appointments

2018 - 2018      Visiting scholar, Katholieke Universiteit Leuven, Belgium

## GRANTS AND HONORS

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### Awards and Honors

2020      Best Emerging Scholar Paper Award, University of California, Berkeley, United States of America

### Grants

2025      CY Initiative, CY Cergy Paris University, ENSEA, CNRS, ESSEC Business School

2024      Institute of Management Accountants Research Foundation, United States of America

## PUBLICATIONS

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### Journal Articles

LUPU, I. and LIU, S. (2025). The entrainment cycle: Understanding professionals' compliance with extreme work hours in professional service firms. *Accounting, Organizations and Society*, 114, pp. 101597.

LUPU, I. and LIU, S. (2025). New Research on Why Teams Overwork—and What Leaders Can Do About It. *Harvard Business Review*.

## Conferences

LIU, S. and YILMAZ, E.D. (2025). Breakig the Anchor from the Process: Enhancing Creative Diversity in Human-AI Collaborations through Prompt-Based Incentives. In: 2025 MAS Midyear Meeting. Austin.

LIU, S., DOGUKAN YILMAZ, E. and NAUMOVSKA, I. (2024). The Effect of Unexpected Awards on Innovators' Subsequent Performance: Evidence from the Open Innovation Community. In: 46th Annual Congress of the European Accounting Association 2024. Bucharest.

ALEAHMAD, Y., LIU, S., LUPU, I. and DELAUME, R. (2024). Assessing Performance and Attribution Across Genders: The Influence of Gender Role Activation in Performance Evaluations. In: 46th Annual Congress of the European Accounting Association. Bucharest.

LIU, S. (2022). The Effect of Job Experience in “R”, “D” or Both on Creative Idea Evaluation. In: 2022 Management Accounting Section (MAS) Midyear Meeting. Atlanta.

LIU, S. (2022). The Effect of Job Experience in “R”, “D” or Both on Creative Idea Evaluation. In: 13th Conference on New Directions in Management Accounting 2022. Lisbon.

LIU, S., YILMAZ, D. and NAUMOVSKA, I. (2021). Oscar Curse in the Open Innovation Community? The Effect of Awards on User-innovators' Subsequent Performance. In: 3rd Creativity, Innovation and Entrepreneurship 2021. Vienna.

SHANMING, L. and DOGUKAN YILMAZ, E. (2020). The Oscar Curse in the Open Innovation Community: The Effects of Discretionary Recognition Reward on the User's Subsequent Innovation Performance. In: 12th Conference on new directions in Management Accounting (EIASM) 2020. Bruxelles.

## OTHER RESEARCH ACTIVITIES

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### Other research activities

2019	AAA Management Accounting Section Midyear Meeting, United States of America
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