Shanming LIU

Assistant Professor
Department: Accounting and Management Control
Email: lius@essec.edu
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

RESEARCH INTERESTS

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

EDUCATION

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

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

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

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., BOL, J. and LUPU, I. (2026). When Fairness Backfires: Organizational Culture and Gender Bias in Promotion Decisions. In: 2026 Management Accounting Section Midyear Meeting. Nashville.

LIU, S., BOL, J. and LUPU, I. (2026). Incentive Design for Human–AI Collaboration: Aligning Human Effort with Marginal Value. In: 2026 Management Accounting Section Midyear Meeting. Nashville.

LIU, S. and YILMAZ, E.D. (2025). Breaking the Anchor from the Process: Enhancing Creative Diversity in Human-AI Collaborations through Prompt-Based Incentives. In: 2025 Management Accounting Section 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

Other research activities

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