Ioana LUPU

Professor
Department: Accounting and Management Control
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: lupu@essec.edu
Phone number: +33 (0) 1 34 43 98 22
Country of origin: Roumanie

RESEARCH INTERESTS

Organizational Behavior, Human Resources, Sociology, Management Control, work-life balance,

EDUCATION

2014	Marie-Curie Intra-European Fellowship (IEF), Bayes Business School City, University of London, United Kingdom
2011	Ph.D. in Management Control, Conservatoire National des Arts & Métiers (CNAM), France
2003	MSc in Decision and Management Control, Academia de Studii Economice din Bucuresti, Romania

EMPLOYMENT

Full-time academic positions

2024 - Present	Professor, ESSEC Business School, France
2017 - 2024	Associate Professor, ESSEC Business School, France
2016 - 2017	Lecturer in Management Control, Queen Mary University, United Kingdom
2012 - 2014	Assistant Professor, Neoma Business School, France

Other affiliations and appointments

2021 - 2023	Track Head Cima track, ESSEC Business School, France
2014 - 2016	Marie-Curie Intra-European Fellowship, Cass Business School, United Kingdom

GRANTS AND HONORS

Awards and Honors

2019	Kanter Nominee for the year 2019 for her article “When the past comes back to haunt you: The enduring influence of upbringing on the work–family decisions of professional parents” which was selected as a nominee of the annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research
2018	Honorary Senior Research Fellow in the School of Business & Management, Queen Mary University of London, Centre for Research on Equality, Diversity & Inclusion (CRED)., Queen Mary University, United Kingdom

2016 Mary Parker Follett Award Outstanding Paper 2015, Emerald Publishing.

2013 "William H. Newman Award Nominee", for best paper based on a dissertation, 73rd Annual Meeting of the Academy of Management (AOM) Conference, Orlando, USA., Academy of Management

2013 "Faculty Transnational Research Best Conference Paper Award", Gender, Diversity and Organization Division (GDO), 73rd Annual Meeting of the Academy of Management (AOM) Conference, Orlando, USA., Academy of Management

2012 Ph.D. dissertation publication award, Fondation Nationale pour l'Enseignement de la Gestion des Entreprises (FNEGE), France

2012 "Best Paper by a Transnational Student Award", AOM Conference, Boston, USA., Academy of Management

2012 Best Conference Paper Based on a Dissertation Award", Sage Publications , AOM Conference, Boston, USA., Sage Publications

Grants

2014 Intra-European Marie Curie Fellowship (2 years), € 232,000., European Commission , Belgium

2010 AFC mobility grant, Association Francophone de Comptabilité, France

2006 Doctoral scholarship granted by the United Nations Development Program and the Romanian Government (two years), € 20,000, Romania

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.

ALEAHMAD, Y. and LUPU, I. (2025). Management Controls and the Reproduction of Gender Inequality: A Review and Research Agenda. *European Accounting Review*, In press.

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

LUPU, I., RUIZ-CASTRO, M. and LECA, B. (2022). Role Distancing and the Persistence of Long Work Hours in Professional Service Firms. *Organization Studies*, 43(1), pp. 7-33.

LUPU, I. and ROKKA, J. (2022). 'Feeling in Control': Optimal Busyness and the Temporality of Organizational Controls. *Organization Science*, 33(4), pp. 1396-1422.

LUPU, I. and RUIZ-CASTRO, M. (2021). Work-Life Balance Is a Cycle, Not an Achievement. *Harvard Business Review*, Digital.

LUPU, I. (2021). An autoethnography of pregnancy and birth during Covid times: Transcending the illusio of overwork in academia? *Gender, Work and Organization*, 28(5), pp. 1898–1911.

RUSSO, M. and LUPU, I. (2021). Why Young Professionals Should Prioritize Rest Over Work. *Harvard Business Review*, Digital Article.

LUPU, I., SPENCE, C. and EMPSON, L. (2018). When the Past Comes Back to Haunt You: The Enduring Influence of Upbringing on the Work–Family Decisions of Professional parents. *Human Relations*, 71(2), pp. 155-181.

LUPU, I. (2017). Your Feelings About Work-Life Balance Are Shaped by What You Saw Your Parents Do. *Harvard Business Review*, Digital.

LUPU, I. and SANDU, R. (2017). Intertextuality in corporate narratives: a discursive analysis of a contested privatization. *Accounting, Auditing & Accountability Journal*, 30(3), pp. 53-564.

LE THEULE, M.A. and LUPU, I. (2016). Publishing without Editors or Authors? Competing Logics, Circulation, and Cultural Creation in a Publishing Firm. *Critical Perspectives on Accounting*, 38(July), pp. 14-33.

LUPU, I. and EMPSON, L. (2015). Illusio and overwork: Playing the game in the accounting field. *Accounting, Auditing & Accountability Journal*, 28(8), pp. 1310-1340.

LUPU, I. (2012). Approved routes and alternative paths: the construction of women's careers in large accounting firms. Evidence from the French Big Four. *Critical Perspectives on Accounting*, 23(4-5), pp. 351-369.

LUPU, I. and SANDU, R. (2008). Beyond the balance sheet: Intellectual Capital disclosure in transition economies. A Case Study from the Oil Industry. *Journal of Accounting and Management Information Systems (JAMIS)*, 24, pp. 88-100.

LUPU, I., SANDU, R. and BOGDAN, A. (2007). Les rapports narratifs du management, sont-ils équilibrés ? Etude de cas sur la reconnaissance du capital intellectuel dans les rapports annuels", Journal of Accounting and Management Information Systems, no. 20, pp. 98-111, (with Bogdan, A. & Sandu, R.). *Journal of Accounting and Management Information Systems (JAMIS)*, 20.

Books and book editor

LUPU, I. (2014). *Carrières de femmes. Identité, socialisation et vie familiale dans les cabinets d'audit et d'expertise*. Vuibert.

Book chapters

LUPU, I. (2025). Tempus Fugit: Optimal Busyness and How Employees Can Cope With Excessive Workloads, Performance Evaluations, and Deadlines. In: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. London: Routledge.

LUPU, I. (2025). From Childhood to Career: Tracing the Influence of Habitus Within Work-Family Decisions. In: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. Routledge.

LUPU, I. and RUIZCASTRO, M. (2024). Work-Life Balance Is a Cycle, Not an Achievement. In: Russell Glass, Morra Aarons-Mele, Alyssa F Westring, Amantha Imber eds. *Boundaries, Priorities, and Finding Work-Life Balance (HBR Work Smart Series)*. 1st ed. Harvard Business School, pp. 3-11.

LUPU, I., RUIZ-CASTRO, M. and LECA, B. (2023). Long working hours and pressure from professional expectations. In: Adrián Zicari, Tom Gamble eds. *The Employee and the Post-Pandemic Workplace*. 1st ed. London & New York: Routledge, pp. 79-86.

ALBU, N., LUPU, I. and SANDU, R. (2014). Multinationals as vectors of corporate governance improvement in emerging economies in Eastern Europe – a case study. In: Boubaker, S. & Nguyen, D. K. (eds.) eds. *Corporate Governance in Emerging Markets: Theories, Practices and Cases*. 1st ed. Springer.

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.

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.

LUPU, I. and ALEAHMAD, Y. (2023). Accounting for Emotion: the Valuation of Life in the Aftermath of the 9/11 Terrorist Attack. In: 39th European Group for Organizational Studies (EGOS) Colloquium 2023. Cagliari.

LUPU, I. and ALEAHMAD, Y. (2023). Emotion and Valuation of Human Life. In: 2023 Workshop on Management Accounting as Social and Organizational Practice (MASOP) Workshop. Innsbruck.

LUPU, I. and ALEAHMAD, Y. (2022). How Emotion Shapes the Valuation Process: Valuing Life in the Aftermath of the 9/11 Terrorist Attacks. In: Warwick Summer School on Practice and Process Studies 2022. Coventry.

LUPU, I. (2022). Work in Knowledge-intensive Firms: Engendering Managerial Control Through a Cycle of Acceleration. In: 38th European Group for Organizational Studies (EGOS) Colloquium 2022. Vienna.

LUPU, I., CASTRO, M.R. and LECA, B. (2019). Role Distancing as Identity Work. Insights from Renouncing Long Hours in Professional Service Firms. In: 35th EGOS Colloquium 2019.

LUPU, I. and ROKKA, J. (2018). The Cycle of Business: How Professionals Get Addicted to theTimeflow of Business. In: 10th International Process Symposium (PROS) 2018.

LUPU, I. and ROKKA, J. (2018). The Cycle of Busyness: How Professionals Get Addicted to the Timeflow of Busyness. In: 2018 Warwick Summer School on Practice-Based Studies: Practice & Process Research.

LUPU, I. and ROKKA, J. (2018). The Cycle of Dynamics: How Professionnals Get Addicted to the Timeflow of Busyness. In: 78th Academy of Management Annual Meeting.

LUPU, I. and STENGER, S. (2018). "We All Have Better Things to Do Than Do Audit Work." Accepting Compromises in Audit Work: An Ethnography of Junior Auditors in Big 4 Firms. In: 2nd Interdisciplinary Perspectives on Accounting (IPA) Conference 2018.

Prefaces of a journal

RUIZCASTRO, M., GRAUGRAU, M., LUPU, I., DASKALAKI, M. and MCGINN, K.L. (2024). Social reproduction: Households, public policies, and alternative organizing. *Gender, Work and Organization*, 31(4), pp. 1182-1195.

Published Cases

LUPU, I. and LENORMAND, P. (2023). Performance Measurement and Adverse Effects on Work: The Case of France-Télécom. ESSEC Business School, pp. 1-10.

Press

LUPU, I. (2024). Surtravail : « les risques d'erreurs augmentent de manière démontrée lorsqu'on ne compte pas ses heures ». *Le Monde*.

LUPU, I. (2021). Work-Life Balance: Mirroring What You Saw Your Parents Do. *The Council on Business & Society Magazine*.

LUPU, I. and RUIZ-CASTRO, M. (2021). Equilibre entre vie professionnelle et privée : un cycle à alimenter, et pas une fin en soi ! *Harvard Business Review (France) : Chroniques d'experts*.

LUPU, I., RUIZ-CASTRO, M. and LECA, B. (2020). Whatever. It Takes: The Impact of Long Working Hours on Employees. *Council on Business and Society, Global Voice*.

OTHER RESEARCH ACTIVITIES

Editorial Board Membership

2024 - 2027	European Accounting Review
Since 2021	Critical Perspectives on Accounting
Since 2021	Accounting, Auditing & Accountability Journal

TEACHING EXPERIENCE

2021	Identity in HR and OB, ESSEC Business School, France
2019	Audit and Regulation, ESSEC Business School, France