

# Ioana LUPU

Professeur associé

Department: Accounting and Management

Control

ESSEC Business School

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## RESEARCH INTERESTS

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Organizational Behavior, Human Resources, Sociology, Management Control

## EDUCATION

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|------|---|
| 2014 | Marie-Curie Intra-European Fellowship (IEF), Cass Business School, 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

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### Full-time academic positions

- |                |   |
|----------------|---|
| 2017 - Present | 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

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

## GRANTS AND HONORS

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### Awards and Honors

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| 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 of London. School of Economics and Finance, United Kingdom

- 2016 Mary Parker Follett Award Outstanding Paper 2015, Emerald Publishing.
- 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
- 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
- 2012 Best Conference Paper Based on a Dissertation Award", Sage Publications , AOM Conference, Boston, USA., Sage Publications
- 2012 "Best Paper by a Transnational Student Award", AOM Conference, Boston, USA., Academy of Management
- 2012 Ph.D. dissertation publication award, Fondation Nationale pour l'Enseignement de la Gestion des Entreprises (FNEGE), France

### 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

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### Journal Articles

- 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 RUIZ-CASTRO, M. (2021). Work-Life Balance Is a Cycle, Not an Achievement. *Harvard Business Review*, Digital.
- RUSSO, M. and LUPU, I. (2021). Why Young Professionals Should Prioritize Rest Over Work. *Harvard Business Review*, online.
- 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.

### Conferences

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 the Timeflow of Business. In: 10th International Process Symposium (PROS) 2018 sium 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 Professionals 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: 2th Interdisciplinary Perspectives on Accounting (IPA) Conference 2018.

### Press

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

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### Editorial Board Membership

Since 2021      Critical Perspectives on Accounting

Since 2021      Accounting, Auditing & Accountability Journal

## TEACHING EXPERIENCE

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2021 Identity in HR and OB, ESSEC Business School, France

2019 Audit and Regulation, ESSEC Business School, France