

Ioana LUPU

Professor

lupu@essec.edu

Department: Accounting and Management

Control

Campus de Cergy

DIPLOMAS

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|------|--|
| 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) |
| 2014 | Marie-Curie Intra-European Fellowship (IEF)
(Bayes Business School City, University of London United Kingdom) |

CAREER

FULL-TIME ACADEMIC APPOINTMENTS

- | | |
|-------------------|---|
| 2017 - Now | Associate Professor (ESSEC Business School France) |
| 2016 - 2017-09-01 | Lecturer in Management Control (Université Queen Mary United Kingdom) |
| 2012 - 2014-10-01 | Assistant Professor (Neoma Business School France) |

OTHER APPOINTMENTS

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|-------------------|---|
| 2014 - 2016-10-01 | Marie-Curie Intra-European Fellowship (Cass Business School United Kingdom) |
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OTHER ACADEMIC APPOINTMENTS

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| 2021 - 2023-09-01 | Track Head Cima track (ESSEC Business School France) |
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PUBLICATIONS

JOURNAL ARTICLES

[LUPU, I., SPENCE, C. et 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. \(2012\). 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. et EMPSON, L. \(2015\). Illusio and overwork: Playing the game in the accounting field. *Accounting, Auditing & Accountability Journal*, 28\(8\), pp. 1310-1340.](#)

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

[LUPU, I. et 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. et 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.](#)

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

[LE THEULE, M.A. et 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., RUIZ-CASTRO, M. et 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. et ROKKA, J. \(2022\). 'Feeling in Control': Optimal Busyness and the Temporality of Organizational Controls. *Organization Science*, 33\(4\), pp. 1396-1422.](#)

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

[RUSSO, M. et LUPU, I. \(2021\). Why Young Professionals Should Prioritize Rest Over Work. *Harvard Business Review*, Digital Article.](#)

[LUPU, I. et 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. et LUPU, I. \(2025\). Management Controls and the Reproduction of Gender Inequality: A Review and Research Agenda. *European Accounting Review*, In press.](#)

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

BOOKS

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

PRESS ARTICLE, VIDEO OR OTHER POPULAR MEDIA

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

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

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

PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE

[LUPU, I., CASTRO, M.R. et LECA, B. \(2019\). Role Distancing as Identity Work. Insights from Renouncing Long Hours in Professional Service Firms. Dans: 35th EGOS Colloquium 2019.](#)

[LUPU, I. et ROKKA, J. \(2018\). The Cycle of Business: How Professionals Get Addicted to the Timeflow of Business. Dans: 10th International Process Symposium \(PROS\) 2018.](#)

[LUPU, I. et ROKKA, J. \(2018\). The Cycle of Dynamics: How Professionals Get Addicted to the Timeflow of Busyness. Dans: 78th Academy of Management Annual Meeting.](#)

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

[LUPU, I. et 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. Dans: 2nd Interdisciplinary Perspectives on Accounting \(IPA\) Conference 2018.](#)

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

[LUPU, I. et ALEAHMAD, Y. \(2023\). Emotion and Valuation of Human Life. Dans: 2023 Workshop on Management Accounting as Social and Organizational Practice \(MASOP\) Workshop. Innsbruck.](#)

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

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

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

BOOK CHAPTERS

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

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

[LUPU, I. et RUIZ-CASTRO, M. \(2024\). Work-Life Balance Is a Cycle, Not an Achievement. Dans: 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. \(2025\). Tempus Fugit: Optimal Busyness and How Employees Can Cope With Excessive Workloads, Performance Evaluations, and Deadlines. Dans: 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. Dans: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. Routledge.](#)

PREFACES OF A JOURNAL

[RUIZ?CASTRO, M., GRAU?GRAU, M., LUPU, I., DASKALAKI, M. et 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. et LENORMAND, P. \(2023\). Performance Measurement and Adverse Effects on Work: The Case of France-Télécom. ESSEC Business School, pp. 1-10.](#)

RESEARCH ACTIVITIES

Editorial Board Membership

2021 - Now: Editorial advisory board member: Accounting, Auditing & Accountability Journal
2021 - Now: Editorial board member: Critical Perspectives on Accounting
2024 - 2027: Editorial Board Member: European Accounting Review