

Claudine Mangen
John Molson School of Business
Concordia University
4476 de Maisonneuve Ouest
Montreal, QC H3Z 1R7
claudine.mangen@concordia.ca

ACADEMIC APPOINTMENTS

2023-present Full Professor with tenure, John Molson School of Business, Concordia University, Canada
2013-present RBC Professor in Responsible Organizations
2012-2023 Associate Professor with tenure, John Molson School of Business, Concordia University, Canada
2018-2020 Director, Luc Beauregard Centre of Excellence in Communications Research
2016-2017 Parental leave of absence
2007-2012 Assistant Professor, John Molson School of Business, Concordia University, Canada
2005-2007 Full-time Lecturer, John Molson School of Business, Concordia University, Canada

VISITING APPOINTMENTS

2021 Visiting Professor, CEREFIGE Research Center, Université de Lorraine, France (Jul-Dec)
2019 Visiting Professor, IRISSO Research Center, Paris Dauphine University, France (Jan-Aug)
2013-2014 Visiting Professor, Institut d'Administration des Entreprises, Université de Nice, France (Oct-Jun)

EDUCATION

2007 Ph.D. (Business Administration), University of Rochester, NY, USA
Thesis: Estimation risk and earnings-based CEO cash pay
Thesis committee: J Zimmerman (Supervisor), J Brickley, A Leone
2001 Master's Degree (Applied Economics) University of Rochester, NY, USA
1998 Master's Degree (Banking and Finance), HEC, Université de Lausanne, Switzerland
1996 Bachelor's Degree in Economics, HEC, Université de Lausanne, Switzerland

LANGUAGES

English, French, Spanish, German, Luxembourgian: spoken, written, read

ACADEMIC AWARDS

Research Awards

2013-current RBC Professorship in Responsible Organizations

Service Awards

2023 President's Media Outreach Award, category: The Conversation
2021 Concordia Newsmaker of the Month, October
Concordia Newsmaker of the Month, January
2020 Concordia Newsmaker of the Month, August

Graduate Awards

2002-2005 Scientific and Applied Research Scholarship, Luxembourg
2001-2002 John Olin Fellowship
1998-2001 Graduate Fellowship, University of Rochester, NY, USA

GRANT FUNDING

2022-2027 \$CAN 139,918 Insight Grant, Social Sciences & Humanities Research Council, Canada
Team: Mangen (principal investigator), Bothello (co-applicant), Croteau (collaborator)

- Project: Disruptive Dames? The process of disruption underlying women's transition into organizational leadership
- 2017-2021 \$CAN 43,962 Insight Development Grant, Social Sciences & Humanities Research Council, Canada
Team: Mangen (principal investigator), Audousset-Coulier (co-applicant)
Project: All on board? The politics of power in women's transition to corporate leadership
- 2008-2011 \$CAN 109,836 (including \$CAN 15,000 for 2 course releases), Strategic Research Grant (Management, Business, Finance), Social Sciences & Humanities Research Council, Canada
Team: Mangen (principal investigator), Magnan (co-applicant)
Project: The success of corporate restructurings: Does executive compensation matter?

JOURNAL ARTICLES

1. Men's experiences of paternity leaves in accounting firms, forthcoming, *Accounting Horizons*, with C Garnier (KEDGE Business School, France) and E Nortier (EM Lyon, France)
ABDC Ranking: A
2. Trust in international cooperation: From political commitment to technocratic support, 2023, *Critical Perspectives on Accounting* 92, with N Dueñas (Ph.D. student, Concordia U, Canada)
ABDC Ranking: A
3. "A women who's tough, she's a bitch." How labels anchored in unconscious bias shape the institution of gender, 2021, *Women, Gender & Research* 3
ABDC Ranking: Not ranked
4. The spillover effects of MD&A disclosures for real investment: The role of industry competition, 2020, *Journal of Accounting and Economics* 70(1), with A Durnev (U Iowa, USA)
ABDC Ranking: A*, FT 50
5. Smoke and mirrors? Financial reporting in the marijuana industry, 2020, *Accounting Perspectives* 19(3), with A Paduano, B Paduano, J Hadzurik, J Leggio, K Russo (Undergraduate students, Concordia U, Canada)
ABDC Ranking: B
6. Understanding student motivations in the auditing/accounting programs: An exploratory research, 2017, *Finance, Contrôle et Stratégie* 20(3), with A Deville and V Pérès (U de Nice, France)
ABDC Ranking: Not ranked; FNEGE Ranking (France): 3
7. The implications of economic shocks for earnings-based CEO cash compensation, 2017, *European Accounting Review* 26(4)
ABDC Ranking: A*
8. The challenge of sustaining organizational hybridity: The role of power and agency, 2015, *Human Relations* 68(4), with M Brivot (U Laval, Canada)
ABDC Ranking: A*; FT 50
9. Discussion of "Are analysts' cash flow forecasts naïve extensions of their own earnings forecasts?", 2013, *Contemporary Accounting Research* 30(2)
ABDC Ranking: A*, FT 50
10. Say on Pay: A wolf in sheep's clothing?, 2012, *Academy of Management Perspectives* 26(2), with M Magnan (Concordia U)
ABDC Ranking: A
11. Corporate investments: Learning from restatements, 2009, *Journal of Accounting Research*, 2009 47(3), with A Durnev (U Iowa, USA)
ABDC Ranking: A*, FT 50

BOOKS AND BOOK CHAPTERS

5 ways to deal with burnout at work, in: *The Conversation on Work*, Johns Hopkins University Press, 2024 (forthcoming)

MANUSCRIPTS UNDER REVIEW

1. On becoming a partner: The identity conversion process during the promotion to partner, with C Garnier (KEDGE Business School, France), revise-and-resubmit at *Accounting, Organizations and Society*
2. Managing financial stigma through an Olympic budget, with K DeMott (Concordia U), revise-and-resubmit at *Accounting, Organizations and Society*

MANUSCRIPTS

Research studies

1. “I don’t know how to greet you anymore. It’s sooooo ambiguous now.” How reactions in organizations to #MeToo shape the gender institution
2. The reproduction of gendered norms through identities: The case of organizational leaders, with S Audousset-Coulier (Concordia U, Canada)
3. If it’s broken, fix it! The institutional work around maintaining and disrupting gender inequalities, with J Bothello (Concordia U, Canada)
4. A fool’s paradise? Analyzing Greater Fool trading using utilitarian ethics, with N Martelin (U Luxembourg, Luxembourg)
5. Do organizational disclosures disrupt inequalities?
6. The tone of shareholder proposals affects voting support, with L Yao (Concordia U, Canada)

Book proposals

Climbing to the top: How women experience merit as gendered as they rise through the ranks

WORK IN PROGRESS

Research studies

1. The financialization of organizational governance: A case study from Canada
2. Do sustainability rankings influence CEO compensation?, with L Keddie (Carleton U, Canada)
3. Why do shareholders like proposals at dual class firms?, with R Moldovan (Concordia U, Canada)
4. Gender and time, with W Mayrhofer, LK Reiss (WU Vienna, Austria)

Book proposals

Forgotten women scholars in organizational studies, with A Jeny (IESEG School of Management, Paris, France)

MEDIA

Articles

1. If companies want to stop quiet quitting, they need to take burnout seriously, *The Conversation Canada*, Jul 3, 2023 (featured on *yahoo!*)
2. Have you been labelled at work by your gender, age or ethnicity? Here’s how those labels can delegitimize you, *The Conversation Canada*, Jan 25, 2023
3. Women are struggling to regain lost ground in the workforce after COVID-19, Nov 20, 2022, *The Conversation Canada* (featured in the *National Post*, on *msn* and *yahoo!*)
4. Five ways to deal with burnout at work, Jul 14, 2022, *The Conversation Canada* (featured in the *National Post*, on *msn* and *yahoo!news*)
Cinq façons de composer avec l’épuisement personnel, Apr 12, 2023, *La Conversation Canada* (French translation) repris dans *Magazine L’Actualité*
5. Les implications de la Loi 21 pour les inégalités de genre, May 26, 2022, *La Conversation Canada*

6. As provinces open up, trust erodes when what we experience differs from what institutions tell us, Mar 28, 2022, *The Conversation Canada*
7. Corporate leadership: Why tone at the top has moral consequences, Dec 13, 2021, *The Conversation Canada*
Leadership d'entreprise: Pourquoi le ton employé par la direction d'entreprise a des répercussions morales? Apr 26, 2022, *La Conversation Canada* (French translation), repris dans *Le Nouvelliste Numérique*, Leadership : la direction à (ne pas) suivre, Aug 1, 2022.
8. Why elections matter: National child-care plan could create workplace gender equality, Oct 19, 2021, *The Conversation Canada*
9. Why ensuring trust is important in addressing vaccine hesitancy, Oct 7, 2021, *The Conversation Canada*, with N Duenas (Ph.D. student, Concordia U, Canada)
10. L'employé idéal est-il - encore - masculin? Aug 19, 2021, *La Conversation Canada* (featured in le *Journal Métro*)
Repris par *Premières en Affaires*, L'employé idéal, Automne 2022
11. Le taux de chômage des femmes est alarmant: Que faire pour améliorer leur essor professionnel? Jan 18, 2021, *La Conversation Canada*, with L Champoux-Paillé (Executive in Residence, Concordia U, Canada)
12. Employers should help workers struggling with childcare during COVID-19, Sep 2, 2020, *The Conversation Canada*
13. Threats to professional identity can lead to resistance to organizational change, May 11, 2020, *London School of Economics Business Review*
14. On Humanities in Business Education, Jul 30, 2018, *Accounting Research Center of the European Accounting Association blog*
15. Economic shocks affect how a CEO is evaluated, Jun 21, 2017, *London School of Economics Business Review*
16. Tout un défi, April 2009, *La Presse*

Media citations

1. L'idéal masculin perdure dans les milieux du travail, Mar 5, 2022, *Le Devoir*
2. In the virtual office, company whistleblowers put ethics under a new microscope, Feb 23, 2022, *Report on Business (Globe and Mail)*
3. Canadian companies paying bonuses -- and even increasing them amid COVID-19, Jan 3, 2021, *CTV News blog* (interview) (featured in *Radio Canada International, La Presse, City News Ottawa*)
4. How is the gender gap in Canadian corporate leadership affecting our boardrooms?, March 9 2019, *The Gazette* (interview)
5. Mark Zuckerberg peut-il être viré de Facebook, July 20 2018, *La Tribune* (interview)

Interviews

1. Quiet-quitting and burnout, Jul 10, 2023, *QR Calgary*, Kitchener (ON) (audio interview)
2. Quiet-quitting and burnout, Jul 6, 2023, *CityNews 570 with Mike Farwell*, Kitchener (ON) (audio interview)
3. Burnout, Aug 4, 2022, *630 CHED Mornings with Chelsea Bird and Daryl McIntyre (Global News)*, Edmonton (AB) (audio interview)
4. Effects of the Shecession, Mar 8, 2022, *CBC Radio Noon Quebec with Shawn Appel* (audio interview)
5. La pandémie est dure pour les travailleuses, Feb 2, 2021, *Radio Canada Manitoba* (video interview)
6. Workers struggling with child care during the pandemic, August 26, 2020, *The Brian Bourke Show, 570 News*, Kitchener (ON) (audio interview)
7. Responsibility of employers to help workers struggling with childcare, August 25, 2020, *The Morning News, 770 CHQR*, Calgary (AB) (audio interview)
8. The Future of General Motors, June 2009, *CTV* (video interview)

Blog posts @ www.claudinemangen.com

1. Diversity finally invited to the annual meeting of the Francophone Accounting Association, Aug 30, 2023
2. What gender quotas (and lack thereof) tell us about a woman's skills, Sep 2, 2022
3. Applying for funding? Here's what works, Jun 3, 2022
4. Three academic writing lessons from my pandemic paper, Nov 13, 2021
5. Les structures organisationnelles sont-elles faites pour les femmes aussi? Jul 26, 2021 (vlog)
6. #Coronavirus: Why the cure is better than the disease, Apr 3, 2020
7. Why did so few women in the 1940s get educated and rise through the ranks? Here is an answer, and a book review, Aug 20, 2019
8. Rethinking Responsibility: What are the roles of agents and structures?, Jan 10, 2019
9. What do we know about dual class firms? Nov 9, 2018
10. Benefits from investor relations are highest in countries without a shareholder tradition, Oct 12, 2018
11. Sexual harassment and how we talk about it in organizations, Oct 5, 2018
12. What do we know about independent corporate directors? Jan 27, 2018
13. What is corporate responsibility? Jan 22, 2018
14. We should be thinking more about what we are doing here, Nov 9, 2017
15. Corporate social responsibility and markets: The view from economics, Sep 28, 2017
16. The Tech revolution, CEO pay and the 99%, Feb 7, 2017
17. Silencing the conscientious investor? Jun 10, 2015
18. Dusting off old gender roles, Dec 3, 2014
19. Made in France, May 5, 2014
20. Giving men a break, Mar 26, 2014
21. Le pacte de wishful thinking, Mar 6, 2014
22. What if ... it had been Ms Hollande? Feb 18, 2014
23. Do you know your orca? Aug 15, 2013
24. On mixing things up responsibly, Apr 16, 2013
25. Shall we mix things up? Jan 18, 2013
26. Tug-of-rope? Arcelor Mittal and France, Dec 27, 2012
27. Good shoes for shareholders, Aug 31, 2012
28. Prince and pauper: different politics?, Aug 17, 2012
29. Bankers skinny dipping in Lake Wobegon, Aug 2, 2012
30. Executive pay – right or wrong? Jul 20, 2012
31. A clockwork state, Jul 11, 2012
32. Do financial reports matter? Jun 7, 2012

Reports

Is Say on Pay an effective governance tool? Analysis and recommendations, with M Magnan, for the Institute for Governance of Private and Public Organizations (IGOPP), 2010

PRESENTATIONS**Peer-reviewed conference presentations**

- 2023 *Association Francophone de Comptabilité*, France: Men's experiences of paternity leaves in Accounting Firms
Conférence Internationale de Gouvernance, France: The reproduction and disruption of gendered norms: The case of organizational leaders
- 2022 *Alberta Institutions Conference, University of Alberta, Canada*: "I don't know how to greet you anymore. It's sooooo ambiguous now." How reactions in organizations to #MeToo shape the gender institution.

- Association Francophone de Comptabilité*, France: On becoming a partner: The identity conversion process during the promotion to partner
- 2021 *Gender, Work and Organization Virtual Conference*, remote: The reproduction of gender norms through identities: The case of organizational leadership
- 2020 *Conférence Internationale de Gouvernance*, remote: How are gender stereotypes resisted and reproduced? The role of identity regulation, identity conflicts, and identity work
- 2020 *Academy of Management Conference, Careers Division*, Austria: How are gender stereotypes resisted and reproduced? The role of identity regulation, identity conflicts, and identity work
- 2019 *First Workshop on Preventing Accounting Scandals*, Monaco: Smoke and mirrors? Financial reporting in the marijuana industry
- Association Francophone de Comptabilité*, France: Does the tone of shareholder proposals affect voting support? An empirical study
- 2018 *European Group of Organization Studies*, Estonia: Expertise and institutional logics: A case study of shareholder democracy in Canada
- Association Francophone de Comptabilité*, France: The cohort thesis: A novel take on the evolution of the organizational-professional conflict
- 2017 *European Group of Organization Studies*, Denmark: Shifting institutional logics: The role of expertise
- Canadian Academic Accounting Association*, Canada: The spillover effects of MD&A disclosures for real investment: The role of product market competition
- 2015 *Alternative Accounts*, Canada: Do disclosures promote shareholder democracy?
- 2014 *Discourse Approaches to Financial Communication*, Switzerland: Do words speak loud? The implications of MD&A narratives for other firms' investments
- International Conference of the French Finance Association*, France: Do words speak loud? The implications of MD&A narratives for other firms' investments
- Critical Perspectives on Accounting*, Canada: Is the road to shareholder democracy paved with disclosures?
- 2013 *Canadian Academic Accounting Association*, Canada: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- European Accounting Association*, France: Do restatements affect industry investment? The role of textual information in restatement press releases?
- European Institute for Advanced Studies in Management*, Workshop on Business Ethics, Spain: You reap what you sow: the role of early socialization in organizational-professional conflict
- European Institute for Advanced Studies in Management*, Workshop on Corporate Governance, Belgium: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- 2012 *Canadian Academic Accounting Association*, Canada: (1) The real effects of managerial narratives: Evidence from a quarter-billion words; (2) Pick your battles: OPC or PPC? The adverse consequences of bureaucratization
- European Accounting Association*, Slovenia: The real effects of managerial narratives: Evidence from a quarter-billion words
- 2011 *Canadian Academic Accounting Association*, Canada: Corporate investments: Does the tone of disclosures matter?
- 2010 *Canadian Academic Accounting Association*, Canada: The shareholder-debtholder conflict of interests and earnings-based CEO cash pay
- European Accounting Association*, Turkey: Are corporate restructurings efficient?
- 2009 *Canadian Academic Accounting Association*, Canada: Subjective performance evaluation in CEO pay
- European Accounting Association*, Finland: Subjective performance evaluation in CEO pay
- 2008 *Canadian Academic Accounting Association*, Canada: Estimation risk and earnings-based CEO pay
- European Accounting Association*, Holland: Estimation risk and earnings-based CEO pay
- 2007 *American Accounting Association*, USA: Erroneous accounting and the efficiency of industry investment

- 2006 *European Accounting Association*, Ireland: The impact of debt on CEO cash compensation
American Accounting Association, USA: The impact of debt on CEO cash compensation
- 2005 *American Accounting Association*, USA: Estimation risk and earnings-based CEO compensation

Invited workshops

- 2023 *Université Laval, Canada*: Financial Forecasting as illusio: How actors foster trust in numbers
ESSEC Business School, France: “I didn’t feel like it, the game wasn’t worth it for me!” Accountants’ emotional experiences of the promotion to partner
- 2021 *Université de Lorraine, France*: The financialization of organizational governance: A case study from Canada
- 2021 *IESEG Business School, France*: On becoming a partner: The identity conversion process during the promotion to partner
- 2019 *Wirtschaftsuniversitaet (WU) Vienna, Austria*: How are gender stereotypes resisted and reproduced? The role of identity regulation, identity conflicts, and identity work.
- 2019 *Université de Lausanne, Switzerland*: Does the tone of shareholder proposals affect voting support? An empirical study
Université Paris Dauphine, France: Smoke and mirrors? Financial reporting in the marijuana industry
- 2017 *Université Paris Dauphine, France*: Expertise and institutional logics: A case study of shareholder democracy in Canada?
- 2016 *University of Ottawa, Canada*: What is a logic? The case of the democratic logic in the corporate field
- 2015 *Université de Nice Sophia Antipolis, France*: What is a logic? The case of the democratic logic in the corporate field
Université de Laval, Canada: Shareholder democracy and disclosures
- 2014 *Université de Nice Sophia Antipolis, France*: Shareholder democracy and disclosures
Université de Toulouse, France: Do words speak loud? The implications of MD&A narratives for other firms’ investments
University of Exeter, UK: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
Université de Nice Sophia Antipolis, France: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- 2013 *Université de Nice Sophia Antipolis, France*: You reap what you sow: the role of early socialization in organizational-professional conflict
University of Alberta, Canada: The real effects of managerial narratives: Evidence from a quarter-billion words
Simon Fraser University, Canada: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- 2011 *ESSEC, France*: The real effects of managerial narratives: Evidence from a quarter-billion words
Catolica School of Business and Economics, Portugal: The real effects of managerial narratives: Evidence from a quarter-billion words
- 2010 *McGill University, Canada*: The shareholder-debtholder conflict of interests and earnings-based CEO cash pay
University of Gent, Belgium: CEO pay and earnings
- 2009 *HEC Paris, France*: The impact of debt on CEO cash compensation
- 2008 *University of Gent, Belgium*: Information transfer and financial reporting
Concordia University, Canada: The impact of debt on CEO cash compensation
Instituto di Empresa, Spain: Estimation risk and earnings-based CEO pay
Tilburg University, Holland: The impact of debt on CEO cash compensation
- 2006 *Concordia University, Canada*: Erroneous accounting and the efficiency of industry investment

Invited conference presentations

- 2022 *Economic gender inequalities and the pandemic*, Montreal Council of Women
- 2021 *Risks and opportunities of the pandemic for professional women*, Interactive event, CAE, Montreal, Canada. Les structures sont-elles faites pour les femmes aussi?
- 2012 *University of Manitoba/CGA Canada Accounting Research Conference*, Winnipeg, Canada. The real effects of managerial narratives: Evidence from a quarter-billion words
- 2011 *Contemporary Accounting Research conference*, Calgary, Canada. Discussion of “Are analysts’ cash flow forecasts naïve extensions of their own earnings forecasts?”

TEACHING**Undergraduate and graduate classes**

- 2005-present Concordia University, Canada
- 2006-2023 Accounting Theory (ACCO 400, undergraduate)
- 2022-2023 Emerging Topics in Accounting Research (ADMI 861, Ph.D.), with L He, C Ben Ali, Y Jiang
- 2015-2017 Disclosures of (Ir)responsible Organizations (ADMI 861A, Ph.D.), developed and taught, Winter 2015, Winter 2016, Fall 2017
- 2007-2012 Accounting Research: An Overview (ADMI860E, Ph.D.), with M Magnan
- 2005-2006 Financial Accounting (COMM 217, undergraduate)
- 2007 University of Luxembourg, Luxembourg
Corporate Finance: Master's course
- 2001-2004 University of Rochester, NY, USA
- 2003-2004 Lab instructor for Financial Accounting (MBA)
- 2001-2004 Teaching Assistant for Financial Accounting (MBA)
- 1997-1998 Université de Lausanne, Switzerland
Teaching Assistant for Corporate Finance (MBA, ungraduate)

Student supervision and committee membership

- 2020-ongoing Member, Ph.D. thesis committee, H Fan, John Molson School of Business, Concordia U, Canada
- 2018-2023 Member, Ph.D. thesis committee, M Hadziosmanovic, Faculty of Arts & Sciences (Geography), Concordia U, Canada (defended, Mar 2023)
- 2018-2022 Supervisor, Ph. D. thesis, N Duenas, John Molson School of Business, Concordia U, Canada (defended, August 2022, faculty position at University of Ottawa, Canada)
- 2016-2022 Member, Ph.D. thesis committee, M Solcanu, École des Sciences de la Gestion, Université du Québec à Montréal, Canada (defended, May 2022)
- 2018-2019 Supervisor, Ph.D. comprehensive exam committee, A Motaghi, John Molson School of Business, Concordia U, Canada
- 2018 External assessor, Ph.D. thesis defense, M Redon, Université Paris Dauphine, France (defended, Sep 2018)
- 2017 Member, Ph.D. comprehensive exam committee, Y Qiu, John Molson School of Business, Concordia U, Canada
- 2016 Member, Ph.D. comprehensive exam committee, Q Guo, John Molson School of Business, Concordia U, Canada
- 2014-2016 Co-supervisor, M.A. committee, A Vallejos, Faculty of Arts & Sciences (Economics), Concordia U, Canada (graduated, Jun 2017)

2015 External assessor, Ph.D. thesis defense, C-F Picard, U de Laval, Canada (defended, Jan 2015)

2014 Chair, M.Sc. defense, Y Lu, John Molson School of Business, Concordia U, Canada

ACADEMIC SERVICE

Ad Hoc Reviewer

Accounting Journals: Accounting Forum; Accounting, Organizations and Society; Accounting Perspectives; Accounting Review; Business & Society, Contemporary Accounting Research; Contrôle, Comptabilité et Audit; Critical Perspectives on Accounting; European Accounting Review; Gender, Work and Organizations; Issues in Accounting Education; Journal of Business Finance and Accounting; Quarterly Journal of Finance and Accounting; Review of Accounting Studies

Management Journals: Academy of Management Perspectives; Corporate Governance: An International Review; Human Relations; Journal of Management Studies;

Conferences: Academy of Management (Careers Division), American Accounting Association, Association Francophone de Comptabilité, Canadian Academic Accounting Association, Critical Perspectives on Accounting, Financial Accounting and Reporting Section, Interdisciplinary Perspectives on Accounting Conference

Funding agencies: Canadian Institute of Chartered Accountants/Canadian Academic Accounting Association; Social Sciences and Humanities Research Council of Canada

Conference discussant

Academy of Management, Alternative Accounts, American Accounting Association, Canadian Academic Accounting Association, Critical Perspectives on Accounting, Disclosure Approaches to Financial Communications, European Accounting Association, European Group of Organization Studies, Francophone Accounting Association, French Finance Association, International Conference in Governance

Organization of research seminars at Concordia University

- 2022 Professor Lorien Stice-Lawrence, University of Southern California, “Differential Treatment and Local Information Advantage: Revelations from Translation Differences”
- 2022 Professor Diane-Laure Arjaliès, University of Western Ontario, “Rethinking capitalism and its measures of success: An Indigenous and Western collaboration through a conservation impact bond.”
- 2020 Professor Madeline Toubiana, University of Alberta, “Manufacturing confidence: Unpacking the dual role of media in institutional processes”
- 2018 Professor Debbie Dougherty, University of Missouri, “Sexual Harassment, Discursive Power, and the Role of Organizational Bystanders”
- 2017 Professor Michael Lounsbury, University of Alberta, “Optimal distinctiveness in the console video game industry: An exemplar-based model of Proto-category evolution”
Professor Charlene Zietsma, Penn State University, “The role of emotion work in building and amplifying a field frame”
- 2016 Professor David Cooper, University of Alberta, “The multiplicity of performance management systems: Heterogeneity in Multinational Corporations and management sense-making”
- 2015 Professor Anita Anand, University of Toronto, “The prevalence of Advance Notice provisions in corporate bylaws”
- 2014 Professor Bertrand Malsch, Queens University, “Getting back to basics: Challenging complexity and accountability within the boardroom”

Organization of conferences at Concordia University

Apr 22, 2022 “*Rethinking Responsibility during Crisis Times*,” remote conference, 9 national & international papers presented, co-funded by Cédric Lesage.

Dec 6-7, 2018 “*Rethinking Responsibility: Agents and Structures*,” in-person conference, 13 national & international papers presented, co-organized with Cédric Lesage.

Academic reading club

Sep 2021-ongoing Reading club with four members (academics from the UK, Norway), meets four times a year to discuss the members’ working papers, founder

Service to university

Concordia University

Concordia University Faculty Association (CUFA) executive, 2023-ongoing
 Affiliated faculty, Social Justice Centre, Concordia University: 2018-ongoing
 Fellow, Simone de Beauvoir Institute, Concordia University: 2018-ongoing
 Board of Governors, Concordia University, 2017-2023
 Finance committee of Board of Governors, 2017-2023
 Curriculum Committee, Simone de Beauvoir Institute, 2020-2021
 Graduate Program Committee, Simone de Beauvoir Institute, 2019-2020
 Senate Research Committee 2014-2016
 Council of the School of Graduate Studies 2007-2012

John Molson School of Business (JMSB)

Faculty Research Committee 2014-2016, 2017-2020, 2022-ongoing
 Scientific Committee, Lorenzetti Center, 2021-ongoing
 Scientific Committee for the Desjardins Center 2015-2016, 2017-ongoing
 Faculty Promotion and Tenure Committee 2012-2013, 2020-2022
 Internal leader, Collaboration between Women Initiative Foundation (French non-for-profit promoting women in the workplace) and JMSB 2019-2021
 Scientific Committee for National Bank Research Funds 2015-2017
 Review Committee for CURC in Leadership & Development (ad-hoc)
 Search Committee for Bloomberg Chair (ad-hoc)

Accountancy Department

Department Tenure Committee 2012-2013, 2014-2016, 2017-ongoing
 Ph.D. Committee 2005-2013, 2018-2022
 Department Hiring Committee 2012-2013, 2014-2015
 Department Personnel Committee 2012-2013
 Research Committee 2005-2013
 Curriculum Review Committee 2006-2008
 Student Request Committee 2006-2007

Service to community

2015-2020: Scientific Committee, Fonds National de Recherche du Luxembourg
 2017-2019: Board member of the Institute for Governance of Private and Public Organizations, Corporate governance think tank, Montreal, Canada
 2011-2013: Board member of Cataléthique, a non-for-profit organization based in Montreal, Canada that promotes sustainable development and social responsibility

OTHER

Holds passports from Canada and Luxembourg (EU)