

Claudine Mangen
Curriculum Vitae

John Molson School of Business
Concordia University
4476 de Maisonneuve Ouest
Montreal, QC H3Z 1R7
claudine.mangen@concordia.ca
<https://claudinemangen.com/>

EDUCATION

2007	Ph.D. (Business Administration), University of Rochester, NY, USA
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

EMPLOYMENT

Full-time 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

2024	Gender Chair, Institute of Gender, Centre National de la Recherche Scientifique, France
2024	Visiting Professor, CEREFIGE Research Center, Université de Lorraine, France (Jul-Dec)
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)

ACADEMIC PUBLICATIONS

Journal articles

2024	Men's experiences of paternity leaves in accounting firms, <i>Accounting Horizons</i> 38 (1), with C Garnier (KEDGE Business School, France) and E Nortier (EM Lyon, France) ABDC Ranking: A
2023	Trust in international cooperation: From political commitment to technocratic support, 2023, <i>Critical Perspectives on Accounting</i> 92, with N Dueñas (Ph.D. student, Concordia U, Canada) ABDC Ranking: A
2021	"A woman who's tough, she's a bitch." How labels anchored in unconscious bias shape the institution of gender, 2021, <i>Women, Gender & Research</i> 3 ABDC Ranking: Not ranked
2020	The spillover effects of MD&A disclosures for real investment: The role of industry competition, 2020, <i>Journal of Accounting and Economics</i> 70(1), with A Durnev (U Iowa, USA) ABDC Ranking: A*, FT 50
2020	Smoke and mirrors? Financial reporting in the marijuana industry, 2020, <i>Accounting Perspectives</i> 19(3), with A Paduano, B Paduano, J Hadzurik, J Leggio, K Russo (Undergraduate students, Concordia U, Canada) ABDC Ranking: B

- 2017 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
- 2017 The implications of economic shocks for earnings-based CEO cash compensation, 2017, *European Accounting Review* 26(4)
ABDC Ranking: A*
- 2015 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
- 2013 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
- 2012 Say on Pay: A wolf in sheep’s clothing? 2012, *Academy of Management Perspectives* 26(2), with M Magnan (Concordia U, Canada)
ABDC Ranking: A
- 2009 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

- 2024 Five ways to deal with burnout at work, in *The Conversation on Work*, Johns Hopkins University Press

Manuscripts under review

- “I felt violence in human relations.” On the ordinary suffering of working in accountancy PSFs, with C Garnier (KEDGE Business School, France), revise and resubmit at *Accounting, Organizations and Society*
- (Dis)trust and moral competence in financial forecasting: The case of a failed Olympic candidature, with K DeMott (Concordia U, Canada), revise and resubmit at *Accounting, Organizations and Society*
- Sexual auditing, with S Maire (IESEG School of Management, France), revise and resubmit at *Critical Perspectives on Accounting*
- The role of identities in reproducing and disrupting gendered norms: A study of women leaders in Canadian firms, with S Audousset-Coulier (Concordia U, Canada), revise and resubmit at *Journal of Vocational Behavior*
- The tone of shareholder proposals affects voting support, with L Yao (Concordia U, Canada), submitted to *Journal of Accounting and Public Policy*

The Gender of Merit, book manuscript, *advance contract with the University of British Columbia Press*

Manuscripts in preparation

- Gender inequalities and accounting practices in international cooperation, working paper with N Dueñas (U of Ottawa)
- Do ESG ratings shape executive compensation? An empirical study, working paper with L Keddie (Carleton U)
- If it’s broken, fix it! The institutional work around maintaining and disrupting gender inequalities, working paper with J Bothello (Concordia U, Canada)
- A fool’s paradise? Analyzing Greater Fool trading using utilitarian ethics, working paper with N Martelin (Independent researcher)

Work-in-progress

- The careers of women and men CFOs in France, with M Redon (IESEG School of Management, France)
- Accounting as an empty control, with N Repenning (Concordia University, Canada)
- Gender as a boundary, with H Delacour (Université de Lorraine, France)

To count but not be accounted for? An illustration with last names in Quebec, with M Paré-Plante (Université Laval, Canada)

AWARDS AND HONOURS

Research Awards

- 2024 Gender Chair, Institute of Gender, Centre National de la Recherche Scientifique, France
 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

GRANTS AND FELLOWSHIPS

- 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 two 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?"

MEDIA PUBLICATIONS

Blog, magazine and newspaper articles

- Jun 16, 2025 Les hommes ont encore des réticences à utiliser pleinement leurs congés parentaux. Voici pourquoi, *La Conversation Canada*
- Feb 27, 2025 Le télétravail, facteur clé dans la prévention de l'épuisement professionnel, *La Conversation Canada*
- Dec 16, 2024 Remote work is a game-changer for addressing burnout in workers, *The Conversation Canada*
- Jan 25, 2024 Women still face gender inequalities at work post-pandemic, *The Conversation Canada*
- Jul 3, 2023 If companies want to stop quiet quitting, they need to take burnout seriously, *The Conversation Canada* (featured on *Yahoo!*)
- Apr 12, 2023 Cinq façons de composer avec l'épuisement personnel, *La Conversation Canada* (repris dans *Magazine L'Actualité*)
- Jan 25, 2023 Have you been labelled at work by your gender, age or ethnicity? Here's how those labels can delegitimize you, *The Conversation Canada*
- Nov 20, 2022 Women are struggling to regain lost ground in the workforce after COVID-19, *The Conversation Canada* (featured in the *National Post*, on *MSN* and *Yahoo!*)

- Jul 14, 2022 Five ways to deal with burnout at work, *The Conversation Canada* (featured in the *National Post*, on *MSN* and *Yahoo!*)
- May 26, 2022 Les implications de la Loi 21 pour les inégalités de genre, *La Conversation Canada*
- Mar 28, 2022 As provinces open up, trust erodes when what we experience differs from what institutions tell us, *The Conversation Canada*
- Apr 26, 2022 Leadership d'entreprise : Pourquoi le ton employé par la direction d'entreprise a des répercussions morales? *La Conversation Canada* (repris dans *Le Nouvelliste Numérique*)
- Dec 13, 2021 Corporate leadership: Why tone at the top has moral consequences, *The Conversation Canada*
- Oct 19, 2021 Why elections matter: National childcare plan could create workplace gender equality, *The Conversation Canada*
- Oct 7, 2021 Why ensuring trust is important in addressing vaccine hesitancy, *The Conversation Canada*, with N Dueñas
- Aug 19, 2021 L'employé idéal est-il – encore – masculin? *La Conversation Canada* (featured in le *Journal Métro, Premières en Affaires*)
- Jan 18, 2021 Le taux de chômage des femmes est alarmant : Que faire pour améliorer leur essor professionnel? *La Conversation Canada*, with L Champoux-Paillé
- Sep 2, 2020 Employers should help workers struggling with childcare during COVID-19, *The Conversation Canada*
- May 11, 2020 Threats to professional identity can lead to resistance to organizational change, *London School of Economics Business Review*
- Jul 30, 2018 On Humanities in Business Education, *Accounting Research Center of the European Accounting Association blog*
- Jun 21, 2017 Economic shocks affect how a CEO is evaluated, *London School of Economics Business Review*, May 3, 2009 Tout un défi, *La Presse*

Interviews

- Nov 25, 2024 How much paternity leave did you take – and what did that mean for you and your family?, *CBC Radio Noon Quebec with Shaw Apel* (QC) (audio interview)
- Jul 10, 2023 Quiet-quitting and burnout, *QR Calgary*, Kitchener (ON) (audio interview)
- Jul 6, 2023 Quiet-quitting and burnout, *CityNews 570 with Mike Farwell*, Kitchener (ON) (audio interview)
- Aug 4, 2022 Burnout, *630 CHED Mornings with Chelsea Bird and Daryl McIntyre* (Global News), Edmonton (AB) (audio interview)
- Mar 8, 2022 Effects of the Secession, *CBC Radio Noon Quebec with Shawn Appel* (audio interview)
- Feb 2, 2021 La pandémie est dure pour les travailleuses, *Radio Canada Manitoba* (video interview)
- Aug 26, 2020 Workers struggling with childcare during the pandemic, *The Brian Bourke Show, 570 News*, Kitchener (ON) (audio interview)
- Aug 25, 2020 Responsibility of employers to help workers struggling with childcare, *The Morning News, 770 CHQR*, Calgary (AB) (audio interview)
- Jun 2009 The Future of General Motors, *CTV* (video interview)

Blog posts on Let's Talk Gender Inequalities (my substack)

- Apr 8, 2025 On caregiving and how it remains largely a woman's responsibility
- Feb 25, 2024 A caring masculinity

Blog posts on www.claudinemangen.com (my website)

- Feb 11, 2025 Let's talk about care and how it's still women's work
- Aug 30, 2023 Diversity finally invited to the annual meeting of the Francophone Accounting Association
- Sep 2, 2022 What gender quotas (and lack thereof) tell us about a woman's skills
- Jun 3, 2022 Applying for funding? Here's what works
- Nov 13, 2021 Three academic writing lessons from my pandemic paper
- Jul 26, 2021 Les structures organisationnelles sont-elles faites pour les femmes aussi? (vlog)

- Apr 3, 2020 #Coronavris: Why the cure is better than the disease
- Aug 20, 2019 Why did so few women in the 1940s get educated and rise through the ranks? Here is an answer and a book review
- Jan 10, 2019 Rethinking Responsibility: What are the roles of agents and structures?
- Nov 9, 2018 What do we know about dual-class firms?
- Oct 12, 2018 Benefits from investor relations are highest in countries without a shareholder tradition
- Oct 5, 2018 Sexual harassment and how we talk about it in organizations
- Jan 27, 2018 What do we know about independent corporate directors?
- Jan 22, 2018 What is corporate responsibility?
- Nov 9, 2017 We should be thinking more about what we are doing here
- Sep 28, 2017 Corporate social responsibility and markets: The view from economics
- Feb 7, 2017 The Tech revolution, CEO pay and the 99%
- Jun 10, 2015 Silencing the conscientious investor?
- Dec 3, 2014 Dusting off old gender roles
- May 5, 2014 Made in France
- Mar 26, 2014 Giving men a break
- Mar 6, 2014 Le pacte de wishful thinking
- Feb 18, 2014 What if ... it had been Ms Hollande?
- Aug 15, 2013 Do you know your orca?
- Apr 16, 2013 On mixing things up responsibly
- Jan 18, 2013 Shall we mix things up?
- Dec 27, 2012 Tug-of-rope? Arcelor Mittal and France
- Aug 31, 2012 Good shoes for shareholders
- Aug 17, 2012 Prince and pauper: different politics?
- Aug 2, 2012 Bankers skinny dipping in Lake Wobegon
- Jul 20, 2012 Executive pay – right or wrong?
- Jul 11, 2012 A clockwork state
- Jun 7, 2012 Do financial reports matter?

Reports

- 2010 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)

Media coverage

- Ju 28, 2024 Is this book bullshit? *On the Reg* (podcast)
- Dec 5, 2023 Workplace culture is preventing men from taking paternity leave, *Concordia University News*
- Mar 5, 2022 L'idéal masculin perdure dans les milieux du travail, *Le Devoir*
- Feb 23, 2022 In the virtual office, company whistleblowers put ethics under a new microscope, *Report on Business (Globe and Mail)*
- Jan 3, 2021 Canadian companies paying bonuses – and even increasing them amid COVID-19, *CTV News blog* (featured in *Radio Canada International*, *La Presse*, *City News Ottawa*)
- Mar 9, 2019 How is the gender gap in Canadian corporate leadership affecting our boardrooms? *The Gazette*
- Jul 20, 2018 Mark Zuckerberg peut-il être viré de Facebook, *La Tribune*

INVITED TALKS

Invited academic talks

- 2024 *IESEG School of Management*, France: Women as sexual auditors: How women monitor, evaluate, and adjust professional interactions
Centre National de la Recherche Scientifique and *U de Lorraine*, France: Let's talk about care
Centre National de la Recherche Scientifique and *U de Lorraine*, France: The Gender of Merit
- 2023 *U 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 *U de Lorraine*, France: The financialization of organizational governance: A case study from Canada
- 2021 *IESEG School of Management*, 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 *U de Lausanne*, Switzerland: Does the tone of shareholder proposals affect voting support? An empirical study
- U Paris Dauphine*, France: Smoke and mirrors? Financial reporting in the marijuana industry
- 2017 *U Paris Dauphine*, France: Expertise and institutional logics: A case study of shareholder democracy in Canada?
- 2016 *U of Ottawa*, Canada: What is a logic? The case of the democratic logic in the corporate field
- 2015 *U de Nice Sophia Antipolis*, France: What is a logic? The case of the democratic logic in the corporate field
- U de Laval*, Canada: Shareholder democracy and disclosures
- 2014 *U de Nice Sophia Antipolis*, France: Shareholder democracy and disclosures
- U de Toulouse*, France: Do words speak loud? The implications of MD&A narratives for other firms’ investments
- U of Exeter*, UK: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- U de Nice Sophia Antipolis*, France: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- 2013 *U de Nice Sophia Antipolis*, France: You reap what you sow: the role of early socialization in organizational-professional conflict
- U of Alberta*, Canada: The real effects of managerial narratives: Evidence from a quarter-billion words
- Simon Fraser U*, Canada: Earnings-based CEO incentives and debtholder-shareholder conflicts of interests
- 2012 *U 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?”
- 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 U*, Canada: The shareholder-debtholder conflict of interests and earnings-based CEO cash pay
- U of Gent*, Belgium: CEO pay and earnings
- 2009 *HEC Paris*, France: The impact of debt on CEO cash compensation
- 2008 *U of Gent*, Belgium: Information transfer and financial reporting
- Instituto di Empresa*, Spain: Estimation risk and earnings-based CEO pay
- Tilburg U*, Holland: The impact of debt on CEO cash compensation

Invited professional talks

- 2025 Lunch & Learn Elle-Invest in-person seminar, Réseau Capital, Montreal, Canada: *Gouvernance organisationnelle & égalité des genres au sein des firmes d’investissement*
- 2024 Webinar, Women’s leadership series, University of Waterloo, Canada: *Disruptive dames: Women’s transitions into organizational leadership*
- 2023 Working group on diversity and equity in accounting, control and audit, Association Francophone de Comptabilité, France: *Roundtable on diversity and equity*.
- 2022 Webinar, Montreal Council of Women, Canada: *Economic gender inequalities and the pandemic*
- 2021 Webinar, CAE, Montreal, Canada. *Risks and opportunities of the pandemic for professional women*

OTHER TALKS

Conference presentations

- 2025 *Association Francophone de Comptabilité*, France: Sexual auditing
Workshop on Thriving at Work: Redesigning Performance Management in a more Human-Centred Way, ESSEC Business School: “I felt violence in human relations.” On the ordinary suffering of working in accountancy PSFs
- 2024 *Workshop on Diversity and Equity in Accounting, Control and Audit*, *Association Francophone de Comptabilité*, France: Let’s talk about care
Association Francophone de Comptabilité, France: Financial forecasts as carriers of distrust: A case study of bidding for the Olympic Games
Workshop on Control and Temporality in Turbulent Times, ESSEC Business School: The intersection of time and gender in research on organizing: An analysis of influential studies in *Gender, Work and Organizations*
- 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 soooooo 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

Campus talks

- 2025 *Concordia U*, Canada: Women Who LEAD Essential Skills Webinar: Path Beyond the C-Suite: Prioritizing mental health in the workplace
- 2024 *Concordia U*, Canada: Women Who LEAD Essential Skills Webinar: Path Beyond the C-Suite: How to get on paid boards
- 2008 *Concordia U*, Canada: The impact of debt on CEO cash compensation
- 2006 *Concordia U*, Canada: Erroneous accounting and the efficiency of industry investment

TEACHING EXPERIENCE

Graduate classes

Emerging Topics in Accounting Research (Ph.D.), co-instructor, 2022-present, Concordia U, Canada

Disclosures of (Ir)responsible Organizations (Ph.D.), instructor, 2014-2018, Concordia U, Canada

Accounting Research: An Overview (Ph.D.), co-instructor, 2007-2013, Concordia U, Canada

Corporate Finance (MBA), instructor, 2007-2008, U of Luxembourg, Luxembourg

Financial Accounting (MBA), lab instructor, 2003-2004, U of Rochester, NY, USA

Financial Accounting (MBA), teaching assistant, 2001-2004, U of Rochester, NY, USA

Corporate Finance (Master), teaching assistant, 1997-1998, U de Lausanne, Switzerland

Undergraduate classes

Accounting in Society, instructor, 2006-present, Concordia U, Canada

Financial Accounting, instructor, 2005-2006, Concordia U, Canada

Corporate Finance, teaching assistant, 1997-1998, U de Lausanne, Switzerland

Student supervision and committee member

Ph.D. supervisor, N Dueñas, 2018-2022, John Molson School of Business, Concordia U, Canada. First job: University of Ottawa

Ph.D. exam supervisor, A Motaghi, 2018-2019, John Molson School of Business, Concordia U, Canada

M.A. committee, S Rahmini, 2019-2020, John Molson School of Business, Concordia U, Canada

M.A. co-supervisor, A Vallejos, 2014-2017, Faculty of Arts & Sciences (Economics), Concordia U, Canada

Ph.D. committee: M Hadziosmanovic (2018-2023, Faculty of Arts & Sciences, Geography, Concordia U, Canada) and M Solcanu (2016-2022, U du Québec à Montréal, Canada)

Ph.D. comprehensive exam committee: H Fan (2024), Y Qiu (2017), Q Guo (2016), and G Rioux (2010), John Molson School of Business, Concordia U, Canada

External assessor, Ph.D. defense: M Redon (2018, U Paris Dauphine, France) and C-F Picard (2015, U de Laval, Canada)

SERVICE TO PROFESSION

Ad Hoc Reviewer

Accounting Journals: Accounting Forum; Accounting, Organizations and Society; Accounting Perspectives; Accounting Review; Contemporary Accounting Research; Comptabilité, Contrôle, et Audit; Critical Perspectives on Accounting; European Accounting Review; 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; Business & Society; Corporate Governance: An International Review; Human Relations; Journal of Business Ethics; Journal of Management Studies; Gender, Work and Organizations

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; Association Francophone de Comptabilité; Canadian Academic Accounting Association; Critical Perspectives on Accounting; Disclosure Approaches to Financial Communications; European Accounting Association; European Group of Organization Studies; French Finance Association; Conférence Internationale de Gouvernance

Academic reading club

Sep 2021-ongoing: Reading club with four academics from the UK and Norway that meets four times per year to discuss members' working papers (founder)

SERVICE TO UNIVERSITY

Service on committees

University-level committees

Member, Feminist Policy Lab and Working Group, Concordia University, 2025-ongoing

Affiliated faculty, Social Justice Centre, Concordia University: 2018-ongoing

Fellow, Simone de Beauvoir Institute, Concordia University: 2018-ongoing

Concordia University Faculty Association (CUFA) executive, 2023-2025

Board of Governors, Concordia University, 2017-2023

Finance Committee of Board of Governors, 2017-2023

Senate Research Committee 2014-2016

Council of the School of Graduate Studies 2007-2012

Faculty-level committees

Faculty Research Committee 2014-2016, 2017-2020, 2022-2024, 2025-ongoing
 Scientific Committee, Lorenzetti Center, 2021-ongoing
 Equity, Diversity, Inclusion, Belonging and Career Pathways, 2022-2024
 Scientific Committee for the Desjardins Center 2015-2016, 2017-2023
 Faculty Promotion and Tenure Committee 2012-2013, 2020-2022
 Internal leader, Collaboration between Women Initiative Foundation (French non-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)

Department-level committees

Department Tenure Committee 2012-2013, 2014-2016, 2017-ongoing
 Department Research Committee, 2005-2013, 2024-ongoing
 Ph.D. Committee 2005-2013, 2018-2022
 Department Hiring Committee 2012-2013, 2014-2015
 Department Personnel Committee 2012-2013
 Curriculum Review Committee 2006-2008
 Student Request Committee 2006-2007

Organization of research seminars and conferences

2022 “*Rethinking Responsibility during Crisis Times*,” remote conference
 2022 Professor Lorien Stice-Lawrence, U of Southern California, US
 2022 Professor Diane-Laure Arjaliès, U of Western Ontario, Canada
 2020 Professor Madeline Toubiana, U of Alberta, Canada
 2018 “*Rethinking Responsibility: Agents and Structures*,” in-person conference
 2018 Professor Debbie Dougherty, U of Missouri, US
 2017 Professor Michael Lounsbury, U of Alberta, Canada
 Professor Charlene Zietsma, Penn State U, US
 2016 Professor David Cooper, U of Alberta, Canada
 2015 Professor Anita Anand, U of Toronto, Canada
 2014 Professor Bertrand Malsch, Queens U, Canada

COMMUNITY INVOLVEMENT

2024-ongoing Scientific Committee, Institut du Genre, Centre National de Recherche Scientifique, France
2015-2020 Scientific Committee, Fonds National de Recherche du Luxembourg,
2017-2019 Board member, Institute for Governance of Private and Public Organizations, Montreal, Canada
2011-2013 Board member of Cataléthique, Montreal, Canada

LANGUAGES

English, French, German: excellent
Spanish: conversational
Luxembourgian: native

OTHER

Holds passports from Canada and Luxembourg (EU)