

ALESSANDRO GHIO

Paris - France

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RESEARCH INTERESTS

Diversity, Sustainability reporting, Corporate Social Media Disclosure

ACADEMIC APPOINTMENTS

ESCP Business School	Paris, France
Associate Dean for Research	2026 –
Associate Professor in Accounting	2024 –
Laval University	Québec City, Canada
Associate Professor in Accounting	2023 –2024
Assistant Professor in Accounting	2021 - 2023
Monash University	Melbourne, Australia
Assistant Professor (<i>with tenure</i>) in Accounting	2018 - 2021
Acting Assistant Professor in Accounting	2017 - 2018

EDUCATION

University of Paris-Saclay	Paris, France
Habilitation à Diriger les Recherches (HDR)	2025
ESSEC Business School	Paris, France
PhD in Accounting & Auditing	2018
<i>Visiting Scholar at Indiana University (USA, 2017)</i>	
Advanced Master of Research in Business Administration	2015
University of Pisa	Pisa, Italy
PhD in Management	2016
Master of Science in Accounting	2012
<i>Exchange Student at NHH Bergen (Norway, 2011)</i>	
Bachelor Degree in Economics	2010
Sant'Anna School of Advanced Studies	Pisa, Italy
Advanced Diploma in Economics (Honors student)	2013
<i>Visiting Student at Ecole Normale Supérieure Cachan (France, 2012)</i>	

PUBLICATIONS

Peer-reviewed Papers

SOPT, J., GHIO, A. & CHO, C. (forthcoming) “**Generational views on accounting: a case study on Gen Z**”, European Accounting Review

CONRATH-HARGREAVES, A., GHIO, A., & KRAUS, K. (forthcoming) “**Proliferation of performance metrics in universities: the rise of grant income and the renegotiation of academic worth**”, European Accounting Review

GHIO, A., MAIRE, S., RABEKOLO, F., & SENN, J. (forthcoming) “**La diversité au sein du milieu académique comptable francophone**”, Comptabilité Contrôle Audit

- CHO, C. H., PIMENTEL, E., BERNARD, J., GHIO, A., KEDDIE, L., & BOTHELLO, J. (forthcoming) **“Engaging With Practitioners: The Case of the Accounting for Impact Diversity Event”**, *Accounting Perspectives*
- GHIO, A. (2026) **“Dismantling Gender-Washing in Business Schools: A Nonbinary Perspective”**, *Gender, Work & Organization*, 33(4), 1298-1309.
- BEN KHALED, W. & GHIO, A. (2026) **“Beancounting diversity in Business Schools”**, *Journal of Management Studies*, 63(4), 1943-1950.
- POWELL, L., GHIO, A., & MCGUIGAN, C. (2026) **“Nurturing diversity in accounting through “Queering” accounting pedagogy”**, *The British Accounting Review*, 58, 101516.
- GHIO, A., MALSCH, B., & MCGUIGAN, C. (2025) **“LGBTQI+ professional accountants and the consequences of stigmatization: An identity work perspective”**, *Contemporary Accounting Research*, 42(1), 360-390.
- BAUDOT, L. & GHIO, A. (2025), **“Qualitative Research in North American Journals: A Promising Trajectory and an Invitation”**, *Accounting Horizons*, 39(4), pp. 1-12.
- SENN, J., MAIRE, S. & GHIO, A. (2025), **“Constructing gender through reporting: unveiling the rhetorical strategies of an NGO from 1995 to 2021”**, *Accounting, Auditing & Accountability Journal*, 38(5), 1454-1482.
- GHIO, A., & MOULANG, C. (2025) **“Women Accountants and Wellbeing”**, *Accounting Horizons*, 39(3), 55-65.
- BOULLAND, R., FILIP, A., GHIO, A., & PAUGAM, L. (2025) **“Grabbing Investor Attention with Limited Resources: A Study of Small Cap Firms’ Communication Channel”**, *European Accounting Review*, 34(1), 123-151.
- GHIO, A., OCCHIPINTI, Z., & VERONA, R. (2024) **“The Consideration of Diversity in the Accounting Literature: A Systematic Literature Review”**, *European Accounting Review*, 33(5), 1667-1691.
- GHIO, A. (2024) **“Democratizing academic research with Artificial Intelligence: The misleading case of language”**, *Critical Perspectives on Accounting*, 102687
- GHIO, A., MOULANG, C. & GENDRON, Y. (2023) **“Always Feeling Behind: Women Auditors’ Experiences during COVID-19”**, *AUDITING: A Journal of Practice & Theory*, 42(3), 137-154.
- FEHRENBACHER, D., GHIO, A., & WEISNER, M. (2023) **“Advice Utilization from Predictive Analytics Tools: The Trend is Your Friend”**, *European Accounting Review*, 32(3), 637-662.
- GHIO, A., MCGUIGAN, N., STEWART, O., THARAPOS, M., & WOOD, L. (2023) **“Diversity, Equity, and Social Justice in Accounting Education”**, *Issues in Accounting Education*, 38(5), 1-5.
- GHIO, A., MCGUIGAN, N. & POWELL, L. (2023) **“The Queering Accounting Manifesto”**, *Critical Perspectives on Accounting*, 90, 102395.
- GHIO, A. & VERONA, R. (2022) **“Unfolding Institutional Plurality in Hybrid Organizations through Practices: The Case of a Cooperative Bank”**, *The British Accounting Review*, 54(4), 101041.
- GHIO, A. (2021) **“Financing, Small and Medium Entities and Social Media”**, *Argomenti*, 21, 1-26.
- MCGUIGAN, N., GHIO, A., & KERN, T. (2021) **“Designing Accounting Futures: Exploring Ambiguity in Accounting Classrooms through Design Futuring”**. *Issues in Accounting Education*, 36(4), 325-351.

ANDREICOVICI, I., COHEN, N., FERRAMOSCA, S., & GHIO, A. (2021) **“Two Wrongs Make a ‘Right’? Exploring the Ethical Calculus of Earnings Management Before Large Labor Dismissals”**, *Journal of Business Ethics*, 172(2), 379-405.

FILIP, A., GHIO, A., & PAUGAM, L. (2021) **“Accounting information in innovative small cap firms: Evidence from London’s alternative investment market”**, *Accounting and Business Research*, 51(4), pp. 421-456.

GHIO, A. & MCGUIGAN, N. (2020) **“A Life of Good Governance, Positive Activism, Accountability & Integrated thinking: An Interview with Mervyn King”**, *Journal of Management Inquiry*, 29(4), 475-483.

GARCIA-PERREIRA, A., GHIO, A., OCCHIPINTI, Z., & VERONA, R. (2020) **“Knowledge Management and Intellectual Capital in Knowledge-based Organisations: A Review and Theoretical Perspectives”**, *Journal of Knowledge Management*, 24(7), pp. 1719-1754.

MCGUIGAN, N. & GHIO, A. (2019) **“Art, accounting and technology: unravelling the paradoxical ‘in-between’”**, *Meditari Accountancy Research*, 27(5), pp. 789-804.

GHIO, A., RUBERTI, M., & VERONA, R. (2019) **“Financial Constraints on Sport Organizations’ Cost Efficiency: The Impact of Financial Fair Play on Italian Soccer Clubs”**, *Applied Economics*, 51(24), pp. 2623-2638.

GHIO, A., & VERONA, R. (2018) **“Accounting Practitioners’ Attitudes towards Accounting Harmonization: Adoption of the IFRS for SMEs in Italy”**, *The Journal of International Accounting Research*, 17(2), pp. 103-122.

MCGUIGAN, N. & GHIO, A. (2018), **“Queering Accounting: Opening up and Connecting Professional Services Firms”**, *Sustainability Accounting, Management and Policy Journal*, 9(5), pp. 625-635.

FERRAMOSCA, S. & GHIO, A., (2018), **“Leveraging Intellectual Capital in Developing Countries: Evidence from Kenya”**, *Journal of Intellectual Capital*, 19(3), pp. 562-580.

GHIO, A. & VERONA, R. (2015), **“Accounting harmonization in the BRIC countries: A common path?”**, *Accounting Forum*, 39(2), pp. 121-139.

Peer-reviewed Books

GHIO, A. & VERONA, R. (2020), **“The Evolution of Corporate Disclosure”**, Springer, pp. 1-186

FERRAMOSCA, S. & GHIO, A. (2018), **“Accounting Choices in Family Firms”**, Springer, p. 1-276

Peer-reviewed Edited Books

AGOSTINI, M., BERETTA, V., DEMARTINI, C., GHIO, A., & TRUCCO, S. (eds.) (2025), **“Diversity and Equity in Accounting”**, Springer

NUTI, S. & GHIO, A. (eds.) (2017), **“Social mobility in education”** [*Obiettivo Mobilita’ Sociale, in Italian*], Il Mulino

Peer-reviewed Book Chapters

GHIO, A., & HAMMOND, T., (2024), **“Queer accounting voices: accounting academics' oral stories”**, in *“Handbook of Accounting in Society”*, Edward Elgar Publishing, pp. 328-344

GHIO, A., SENN, J., GIORDANO-SPRING, S., & CHO, C., (2024), **“Diversity at the top: Evidence on board composition and representation”**, in *“Handbook on Corporate Governance and Corporate Social Responsibility”*, Edward Elgar Publishing, pp. 345-358

FEHRENBACHER, D., & GHIO, A. (2023), “**Data Sources for Predictive Analytics and Decision Making: A Management Perspective**”, in “Handbook of Big Data and Analytics in Accounting and Auditing”, Springer, pp. 209-234.

Policy Paper

GHIO, A., FILIP, A. & JENY, A. (2018), “**Fair Value Disclosures and Fair Value Hierarchy: Literature Review on the Implementation of IFRS 13 and SFAS 157**”, Commissioned by the *Autorité des Normes Comptables (French Accounting Standard-Setter)*

Practitioners Papers

LEWIS, A. & GHIO, A. (2023), “**The power of organizing in accounting for social justice and equity**”, The CPA Journal, January/February, pp. 76-77

FEHRENBACHER, D., GHIO, A. & WEISNER, M. (2023), “**Social media data for budgeting**”, Controlling, 4, pp. 49-54

Editorial papers

CHO, C., [...] GHIO, A., et al. (2025) “**When ‘Places’ educate: hacking accounting education through spaces**”, Accounting Forum, 49(1), pp. 1-19

BROWN-LIBURD, H. L., GHIO, A., & ROBERTS, A. A. (2024). “**Diversity, Equity, Inclusion and Belonging: Practice Problems of Real Consequence**”, Accounting Horizons, 38(1), 1-5.

ALAWATTAGE, Chandana, [...] GHIO, A., et al. (2021) “**Opening accounting: a Manifesto**”, Accounting Forum, 45(3), 227-246.

Literature Insights and Poems

GHIO, A. (2025), “**A critical researcher’s Odyssey**”, Accounting, Auditing, Accountability Journal, 38(2), 760

GHIO, A. (2022) “**Rainbow Numbers**”, Accounting, Auditing & Accountability Journal, 35(5), 1352.

GRANTS

2023	CRSH développement Savoir/SSHRC Insight Development Grants (49,108 CAD)
2023	Grant Centre universitaire d’expertise en gouvernance de sociétés (20,000 CAD)
2022	Innovation Grant by Laval University (6,800 CAD)
2021-2022	New Staff Grant by Laval University (20,000 CAD)
2020	Research Grant ANZ and Sydney Mardi Gras for the project ‘Queering Money Management (7,500 AUD ≈ 7,165 CAD)
2019	Research Grant Victorian Women’s Benevolent Trust (3,784 AUD ≈ 3,595 CAD)
2019	Research Grant Accounting and Finance Association of Australia and New Zealand (2,000 AUD ≈ 1,900 CAD)
2019	Diversity and Inclusion grant by Monash University (1,350 AUD ≈ 1,283 CAD)
2019	New Staff Grant by Monash University (5,000 AUD ≈ 4,750 CAD)
	Early Career Research Grant for the project “Exploring the creativity, innovation and leadership potential of LGBTQI accountants”– Monash University (16,000 AUD ≈ 15,201 CAD)
2018	Diversity and Inclusion grant by Monash University (800 AUD ≈ 760 CAD)
2017	Field research grant by the Department of Accounting – Monash Business School (5,000 AUD ≈ 4,750 CAD)
2016	Grant Francophone Accounting Association for Visiting Period (3,000 EUR ≈ 4,688 CAD)
2016	CIMA Bursary for the CSEAR UK Conference (£500 ≈ 861 CAD)

2013-2016 Social Opportunities in Education grant by the Italian Ministry of Education (800,000 EUR $\approx$ 1,250,501 CAD)

AWARDS and FELLOWSHIPS

2023 Research medal – Laval University

2022 Teaching, Learning and Curriculum Instructional Contribution Award – American Accounting Association

2022 Research medal – Laval University

2021 Research medal – Laval University

2021 Best Paper Award at the American Accounting Association – Diversity Section

2021 Best Paper Award at the Accounting and Finance Association of Australia and New Zealand Association Conference – Education Stream

2021 ITC Bonelli Distinguished Alumni Award

2021 Best Culture, Diversity and Inclusion Initiative Silver Award – Association of MBAs (AMBA)

2021 Emerald 2020 Literati Award for the paper “Art, accounting and technology: unravelling the paradoxical “in-between

2020 Dean’s Award for Early Career Teaching Excellence -Monash University

2020 Best Paper Award at the Accounting and Finance Association of Australia and New Zealand Association Conference – Management Accounting Stream

2019 Monash University Vice-Chancellor’s Diversity and Inclusion Award

2019 Aspen Institute Global Award “Ideas Worth Teaching” (NYC, USA)

2019 Dean’s PRME Education Award – Monash Business School

2019 Nomination and Participation to the 2019 CPA Australia Emerging Scholar Forum

2019 First-prize at the Poster Competition of the Accounting Week – Monash University

2018 Best Paper Award at the 13th World Congress for Accounting Educators and Researchers IAAER (University of Sydney) for the paper “Accounting Information in innovative Small and Medium Entities”

2018 Second-prize at the Poster Competition of the Accounting Week – Monash University

2017 AAA/Deloitte/J. Cook Fellowship

2016 Best paper award in Accounting at the BPF Conference

2008-2012 Italian Ministry of Education – Honors Student (Sant’Anna School of Advanced Studies)

ACADEMIC SERVICE

Editorial responsibilities

2026 – *Associate Editor* for British Accounting Review

2023 – 2025 *Co-Editor* for Journal of Management and Governance

2025 – 2026 *Guest Editor* for Accounting in Europe – Special Issue ‘Accounting for Diversity and Equity: (How) should we regulate it?’

2024 – 2026 *Guest Editor* for Accounting Forum – Special Issue ‘Measuring and developing the ‘S’ (Social)’

2022 – 2023 *Guest Editor* for Accounting Horizons – Special Issue ‘Diversity, Equity, Inclusion and Belonging Practice Problems of Real Consequence’

2021 – 2027 *Editor* for Accounting Horizons

2020 – 2022	<i>Guest Editor</i> for Issues in Accounting Education – Special Issue ‘Diversity, Equity and Social Justice in Accounting Education’
2026 –	Member of the <i>Editorial Board</i> for Social, Environmental and Accountability Journal
2024 –	Member of the <i>Editorial Board</i> for European Management Journal
2024 –	Member of the <i>Editorial Board</i> for Comptabilité-Contrôle-Audit
2022 –	Member of the <i>Editorial Board</i> for Accounting Perspectives
2022 –	Member of the <i>Editorial Board</i> for Accounting in Europe
2020 –	Member of the <i>Editorial Board</i> for Accounting Forum
2020 – 2022	Member of the <i>Editorial Board</i> for Journal of Management and Governance
Ongoing	<i>Ad Hoc Reviewer</i> – Accounting, Organization and Society, The Accounting Review, Contemporary Accounting Research, Management Science, European Accounting Review, British Accounting Review, Journal of Financial Stability, Critical Perspectives on Accounting, Journal of Accounting and Public Policy, Accounting Horizons, Sustainability Accounting, Management and Policy Journal, Comptabilité – Contrôle – Audit, Accounting Forum, Journal of Management and Governance, Accounting in Europe, Australian Journal of Management, Social and Environmental Accountability Journal, Accounting Perspectives, Accounting Auditing and Accountability Journal
<i>External assessor</i>	
2026	External assessor for Inequalities Research Grants – Cariplo Foundation
2026	External assessor for Social Sciences and Humanities Grants – Research Council of Canada
2026	External assessor for the SPIN Grants – University of Venice
2025	External assessor for the Marie Speyer Excellence Grants – University of Luxembourg
2025	External assessor for the Rosetta Fellowships – University of Galway
2024	External assessor for non-traditional research outputs – University of Sydney
<i>Conference responsibilities</i>	
2025-2026	Member of the Scientific Committee CPA Conference (Rio de Janeiro, Brazil)
2025	Member of the Scientific Committee EIREA Conference (Venice, Italy)
2025	Member of the Scientific Committee CSEAR France Conference (Paris, France)
2024	Member of the Scientific Committee EUFIN Conference (Bologna, Italy)
2024	Member of the Scientific Committee EAA Conference (Bucharest, Romania)
2024	Member of the Scientific Committee IPA Conference (London, UK)
2024	Member of the Scientific Committee CSEAR North America Conference (Texas, US)
2022	Member of the Scientific Committee IAAER Conference (Paris, France)
2022	Member of the Scientific Committee AMIS Conference (Bucharest, Romania)
2022 – 2026	Member of the Scientific Committee EAA Congresses
2021 – 2026	Member of the Scientific Committee CSEAR North America Conferences
2018	Organizing Committee 2018 A-CSEAR Conference and Co-Chair of the Doctoral Colloquium (Melbourne, Australia)
Ongoing	<i>Ad Hoc Reviewer</i> – AMIS Conference, JCAE Conference, Monforma Conference, AAA IAS Conference, APIRA, AAA PI, IPA Conference, CAAA Conference, AFC Conference, EAA Congress, AAA Diversity Conference, CSEAR North America.
<i>Supervision responsibilities</i>	
2026	External examiner – Honours thesis Jacob Delbridge (Monash University)
2025	External examiner – PhD dissertation Casey Huang (University of Sydney)
2025	Advisory Committee – PhD candidate Sofia Pala (ESCP Business School)
2024	External examiner – PhD dissertation Paul Arkoh (University of Venice)

- 2022 External examiner – PhD dissertation Sedzani Siaga (University of South Africa)
 2021 External examiner – PhD dissertation Kanwal Javed (Macquarie University)

Academic associations and community responsibilities

- 2023 – 2027 Chair of the subcommittee for outreach outside of the U.S – Accounting Horizons
 2023 – 2026 Responsible of the association group “Diversity and Equity in Accounting” – Association Francophone de Comptabilité
 2023 – 2026 Co-founding member of the research team “Equity and Inclusion in accounting, auditing and corporate governance” – Italian Accounting Association
 2025 - 2026 Member of Competitive Manuscript Award Screening Committee – American Academic Association
 2024 - 2025 Chair of the L.S. Rosen Award – Canadian Accounting Academic Association
 2022 - Member of the Applied Ethics Institute - Université Laval
 2024 Member of the best paper committee – UK CSEAR
 2024 - 2025 Faculty member at the UK CSEAR doctoral consortium
 2023 – 2024 Member of the award committee – American Accounting Association Diversity Section

Faculty responsibilities

- 2022 Organizer and convenor of the Diversity Days at Laval University – FSA

Department responsibilities

- 2022 Diversity reference person for the Accounting Department at Laval University – FSA
 2023 Member of the hiring committee

TEACHING EXPERIENCE

ESCP Business School Paris, France

- Valeurs, Outils, Performance, Mesure (2025 -) - Chief Examiner [Master program]
- Ethics and Diversity in Performance Management (2025 -) – Chief examiner [Bachelor program]
- Costs and Decisions (2025 -) – Lecturer [Bachelor program]
- Advanced management control (2025) – Chief examiner [Master program]

Laval University Québec, Canada

- Sociological perspectives in accounting (2023) – Lecturer [PhD program]
- Accounting for sustainability (2023 - 2024) – Chief examiner [Bachelor and master program]
- Seminars in accounting (2022 - 2023) – Chief Examiner [Bachelor and master program]

University of Pavia Pavia, Italy

- Performance measurement in sustainability (2023 - 2025) – Lecturer [Master program]

Monash University Melbourne, Australia

- Global Issues in Accounting (2018 - 2021) – Chief Examiner [Bachelor program]
- Business Communication (2020) – Lecturer [Master program]
- Accounting for Business (2017 - 2018) – Lecturer [Master program]
- Financial Accounting (2017) – Lecturer and Tutor [Bachelor program]

ESSEC Business School Paris, France

- Teaching Assistant: Financial Accounting and Reporting (2016), Introduction to Accounting (*in French*) (2016), and Financial Statement for Credit and Equity Research (2015)

University of Pisa Pisa, Italy

- Research Methods (2018) [PhD program]
- Teaching Assistant: Professional technique – M&A (in Italian) (2014-)

PROFESSIONAL EXPERIENCE

- 2023 - 2025 Invited Professor on Sustainability Accounting – University of Pavia (Pavia, Italy)

2021	Academic expert advisor for St. Lawrence College (Ontario, Canada)
2012	Controller, Graduate Program, Vodafone Omnitel N.V. (Milan, Italy)
2012	Internship, Ministry of Economy (Rome, Italy)

ELECTIVE POSITIONS

2024 – 2025	Member of the Governance, Peoples and EDIIB Committee of the Canadian Academic Accounting Association
2023 – 2024	Member of the task force on diversity and equity of the Canadian Academic Accounting Association
2022 - 2025	Member of the Financial Authority Market (Québec) - Financial Reporting Advisory Committee
2021 -	Member of the Steering Committee of Accounting for Impact
2021 - 2024	Member of the European Accounting Association Virtual Activities Committee
2021 - 2023	Network Leader of Alternative Accounting Research Network
2016-2017	Member of the Italian UNESCO Youth Committee
2013-2016	Member of the Scientific Committee ‘Social Opportunities in Education’ - Italian Ministry of Education
2015-2016	Treasurer of the student association «Diversity ESSEC»
2011-2012	Member of the University Board of Directors Sant’Anna School of Advanced Studies

CONFERENCE and WORKSHOP PRESENTATIONS

2026	CSEAR Conference (Tampere, Finland), EAA Conference (Prague, Czech Republic), Acfas Conference (Trois-Rivières, Canada), University of Turku (Online/Turku, Finland)
2025	A-CSEAR (Melbourne, Australia), University of Paris-Saclay (Paris, France), Feminist Accounting Atelier (Paris, France), CSEAR UK (St. Andrews, UK), CSEAR France (Paris, France), EAA Conference (Rome, Italy), AFC Congress (St-Malo, France), HEC-ESSEC-ESCP accounting workshop (Paris, France), University of Tasmania (Online/Hobart, Australia), Method/ology Organization Studies workshop (Palermo, Italy), SKEMA Business School (Paris, France)
2023	Qualitative accounting research symposium (Toronto, Canada), AAA Diversity (Washington, USA), EIREA workshop (Rome, Italy), AFC Congress (Lyon, France), European Accounting Association Conference (Helsinki, Finland), European Accounting Review Conference (Madrid, Spain), Alternative Accounts Europe conference (Newcastle, UK)
2022	CSEAR North America (Toronto, Canada), CAAA Conference (Saskatoon, Canada), AFC Congress (Bordeaux, France), EAA Congress (Bergen, Norway), ACFAS Conference (Online/Quebec, Canada), CSEAR Webinar (Online), HEC Montreal (Montreal, Canada), Alternative Accounts Europe Conference (Online/Birmingham, UK)
2021	Qualitative accounting research symposium (Online/Guelph, Canada), University of Birmingham (Online/Birmingham, UK), American Accounting Association – Diversity section (Washington, USA), CSEAR Webinar (Online), Human Rights Conference (Online/Copenhagen, Denmark), IPA Conference (Online/Innsbruck, Austria), Canadian Academic Accounting Association Conference (Online/Canada), European Accounting Association Congress (Online/Europe), British Accounting and Finance Association (Online/UK), LaTrobe University (Online/Melbourne,

2020	Australia), Alternative Accounts Europe Conference (Online/London, UK), Critical Reorientations of Organisation and Society workshop (Online/Melbourne, Australia), Qualitative accounting research symposium (Online/Guelph, Canada), University of Sydney (Online/Sydney, Australia), Deakin University (Online/Melbourne, Australia), American Accounting Association Conference (Online/Atlanta, USA), Critical Perspectives on Accounting Conference (Online/Toronto, Canada), Concordia University (Online/Toronto, Canada), Laval University (Online/Quebec City, Canada)
2019	Asia-Pacific Interdisciplinary Research Conference (Auckland, New Zealand), European Accounting Association Conference (Paphos, Cyprus), Sant'Anna School of Advanced Studies (Pisa, Italy), LaTrobe University (Melbourne, Australia), Waikato University (Hamilton, New Zealand), Auckland University of Technology (Auckland, New Zealand), University of Auckland (Auckland, New Zealand), RMIT University (Melbourne, Australia), American Accounting Association Conference – International Section (Miami, USA), MEA Learning and Teaching Conference (Melbourne, Australia), SIG Education AFAANZ (Brisbane, Australia)
2018	IAAER World Congress (Sydney, Australia), Accounting and Management Information System Conference (Bucharest, Rumania), Journal of International Accounting Research Conference (Venice, Italy), European Accounting Association Conference (Milan, Italy), Journal of Contemporary Accounting and Economics Conference (Bali, Indonesia), University of Melbourne (Melbourne, Australia), University of Pisa (Pisa, Italy), A-CSEAR Conference (Melbourne, Australia)
2017	American Accounting Association Conference – Public Interest Section (Washington, USA), European Accounting Association Conference (Valencia, Spain), French Accounting Association Conference (Poitiers, France), American Accounting Association Doctoral Colloquium (Dallas, USA), Journal of International Accounting Research (Adelaide, Australia), University of Exeter (Exeter, UK)
2016	CSEAR UK Conference (St. Andrews, UK), CSEAR Ireland Conference (Limerick, Ireland), Italian Accounting Association Conference (Pisa, Italy)
2015	University of Pisa
2014	Canadian Academic Accounting Association Conference (Edmonton, Canada), French Accounting Association Conference (Lille, France)

COMMUNITY ENGAGEMENT

Invited speaker at the roundtable “Finding your feet in academia” - CSEAR conference (Tampere, 8 June 2026)

Invited speaker at the roundtable “Recherche en comptabilité en eaux troubles” - Acfas conference (Trois-Rivières, 13 May 2026)

Invite speaker at the roundtable “Assises de l'Égalité” – Article 1 and Different Leaders (Paris, 1 April 2026)

Invite speaker on “Disclosure and Impact” at the Finance Townhall – Banca Sella (Biella, 27 November 2025)

Invite speaker at the event ‘Inclusion or Illusion?’ on “Diversity in organizations: Is this the end?” – Bocconi University (Milan, 12 November 2025)

Invite speaker at the PhD course ‘Foundations in Management’ on “Exploring diversity in organizations through institutional change” – University of Venice (Venice, 28 October 2025)

Invite keynote on “Diversity and Equity at Work: Is This the End?” at the “Equity and Inclusion in Accounting: Business and Social Challenges” Workshop (Venice, 12 September 2025)

Invite speaker at the roundtable “The future of inclusion and diversity” – Gastech conference (Milan, 10 September 2025)

Invite speaker at the roundtable “DEI Beyond 2025” - International Bar Association (Paris, 20 June 2025)

Invited speaker at the Summer School “Sustainability management and reporting” on “Diversity and Equity in business: Is This the End?” – University of Pavia (Online, 19 June 2025)

Invited speaker at the panel “DEI Under Fire: Learning from the Backlash, Preparing for the Future” – UK Centre for Social and Environmental Accounting (Online, 19 June 2025)

Keynote speaker on “Diversity and Equity at Work: Is This the End?” at the ESSEC Workshop on “Controls as Practices” (Paris, 30 April 2025)

Invited speaker on “LGBT+ and Allies in Business” at the Master in Management HEC Paris (Paris, 29 November 2024)

Invited speaker at the Summer School “Sustainability Management” on “The S in ESG: A missed opportunity” – University of Pavia (Online, 17 September 2024)

Invited speaker at the roundtable “Diversity and Equity in Accounting” at the 2024 EUFIN Conference (Bologna, 30 August 2024)

Invited speaker at the roundtable “Creating impact in accounting” at the 2024 UK CSEAR conference (St. Andrews, 26 August 2024)

Invited keynote on « La diversité dans les organisations » – Caisse Dépôt MIX-IT France (Online, 28 March 2024)

Invited speaker at the panel “Reflecting on your academic journey: Finding your place in the social and environmental accounting community” – UK Centre for Social and Environmental Accounting (Online, 7 March 2024)

Invited speaker at the panel “Diversity and Equity in Accounting Education” – UK Centre for Social and Environmental Accounting (Online, 25 January 2024)

Invited speaker at the WEAre panel “Diversity and Equity in Accounting: Real implications for practices” – American Accounting Association (Online, 1 December 2023)

Invited speaker at the panel “Convergences between SDGs and EDI” – Université Laval (Québec, 29 November 2023)

Keynote on “Unleashing the digital and sustainable transformation” – Opening of the master in international business and entrepreneurship (Pavia, 10 November 2023)

Invited panellist on “Diversity in Accounting: Real Consequences” – AAA Diversity meeting (Washington, 19 October 2023)

Invited speaker at the Summer School “Sustainability Management” on “The S in ESG: A missed opportunity” – University of Pavia (Online, 14th September 2023)

Invited guest lecturer on “Gender diversity: Organizational and reporting perspectives” at the Summer School ‘Sustainability disclosure in corporate reporting’ – University of Milan Bicocca (Online/Milan, 13 July 2023)

Invited speaker on “The S in ESG: A missed opportunity” at BendingSpoons (Milan, 20th June 2023)

Invited guest lecturer on “Breaking boundaries: Moving beyond Diversity, Equity and Inclusion policies & procedures” at the MBA class – Schulich School of Business, York University (Toronto, 6-8 March 2023)

Invited speaker at the Master on International Business and Economics on “The S in ESG: Reporting & Organizational perspectives ” (Pavia/Italy, 7th December 2022)

Invited panellist at the European Accounting Association Diversity Panel on “Dichotomies in Accounting” (Guelph/Canada, 24th November 2022)

Invited speaker at the European Accounting Association Diversity Panel on “Diversity in Academic Associations” (Online, 27th October 2022)

Organizer and moderator of the roundtable “Éthique et diversité : Quels défis pour les organisations?” Institut d'éthique appliquée - Université Laval (Online, 12th October 2022)

Invited speaker at the Summer School “Sustainability Management and Reporting” on “The S in ESG: Reporting & Organizational perspectives” (Online, 14th September 2022)

Invited speaker at the French CSEAR Group on “Comptabilité Queer” (Online, 17th June 2022)

Keynote speaker at the 17th Accounting and Management Information Systems (AMIS) conference on “How do we integrate supporting practices, wellbeing and performance in accounting firms?” (Bucharest/Online, 8th June 2022)

Invited panellist at the 14th Annual Midyear Meeting of the Public Interest Section held jointly with the Gender Issues and Worklife Balance Section (Online, 20th May 2022).

Invited guest lecturer on “Breaking boundaries: Moving beyond Diversity, Equity and Inclusion policies & procedures” at the MBA Sustainability class – Schulich School of Business, York University (Toronto, 2nd February 2022)

Invited speaker for the EAA Diversity Conversations “LGBTQI+ and Accounting: Research, Education and Practice” (Online, 23rd November 2021)

Keynote speaker at the Summer School “Sustainability Management and Reporting” (Online, 16th September 2021)

Invited facilitator for the CAAA education workshop “Creating Diverse, Equitable and Welcoming Learning Environments in Accounting Education” (Online, 12th June 2021).

Invited speaker at the Accounting Theory MBA Class – University of Guelph on “Queering Accounting” (Online, 7th April 2021)

Invited speaker at the CSEAR reading group on “Queering Accounting” (Online, 18th February 2021)

Invited speaker at the Public Masterclass “How Do We Integrate Mental Health, Wellbeing And Performance Within Professional Service Firms?” (Online, 29th October 2020)

Invited guest lecturer on ‘Queering Accounting’ for the Executive MBA at San Francisco State University (Online, 24th October 2020)

Invited moderator to the research panel “Equity, Diversity and Social Inclusion in Business Research” (Online, 17th September 2020)

Invited speaker to the CIMA webinar “Supporting generational employees in COVID-19 in Finance and Accounting” (Online, 10th September 2020)

Co-Instigator of the Open Call – “Accountable Crisis Reader” [Received and curated around 50 contributions worldwide]

Co-organiser and panel moderator to the “Pride in Accounting: NSW Launch” sponsored by KPMG and Out for Australia (Sydney, 17th October 2019)

Co-curator of the Monash Diversity and Inclusion Week Exhibition ‘Instagramming a Queer Account(ing)’ (Melbourne, 7-11th October 2019)

Invited facilitator to the BAP University of Melbourne – Monash on Diversity and Social Justice Challenges (Melbourne, 1st October 2019)

Invited speaker to the *Australian Water Association* Workshop “Designing for Effective Teams Through Diversity & Inclusion” (Melbourne, 10th April 2019)

Invited speaker to the Ground Breaking Talk - *University of Sydney* event “Diversity and Inclusion in the Business Environment” (Sydney, 16-17th March 2019)

Invited speaker to the *CPA Australia* event “Pride in Accounting” in Auckland (New Zealand – 14th February 2019)

Invited residency at *FrontYard* to curate the research project “Queering Accounting” (Sydney, 19-28 October 2018)

Invited facilitator and speaker to the *Pride in Practice* Conference (Melbourne, 5th December 2018)

Invited speaker to the *Macquarie University* event “Diversity and Inclusive Design in

Australian Business” (17th October 2018)

Invited speaker to the three CPA Australia events “Pride in Accounting” (events held in Melbourne/Sydney/Canberra over the period September - October 2018)

Invited speaker to the “Pride in Business” event by *Monash University* (Melbourne, 22nd August 2018)

Invited speaker to the *CPA Australia* event “Queering Accounting” (Brisbane, 25th July 2018)

Invited speaker to the *ECR Monash* Conference (Melbourne, 12th July 2018)

Invited speaker to the *CPA Australia* event “Dating an Accountant: Taking Account of Love” (Melbourne, 19th April 2018)

Co-Run the education workshop at the accounting retreat 2017 *Monash Business School* (Melbourne, 23rd November 2017)

Invited article for the *EAA Newsletter* – Young Scholars’ Corner “21 Questions and Word Counts: Report on the 2017 Doctoral/New Scholar Consortium and 2017 Conference of the Public Interest Section” (March 2017)

Invited speaker to the *Education and Social Mobility* workshops (2012, 2014 and 2015 Minister of Italian Education)

MEDIA EXPOSURE

Article in *The Conversation* « Business schools are facing challenges to their diversity commitments. They must reinforce them to train leaders effectively » (10th April 2025)

Media coverage in *Monash Lens* in the article “Progress interrupted: The rise of the patriarchy during the pandemic” (March 2024)

Featured in the magazine ‘Finance and Investissement’ for my activity within the Financial Authority Market.

Practitioner article “Why are women accountants leaving their jobs?” (*The Acuity Magazine*, 7th December 2021)

Podcast episode “Why are we still not seeing more women in senior roles?” on *Job Hunting* (available on Spotify, Apple Play etc – September 2021)

Media coverage on Thrive-Global Asia Pacific, ABC Melbourne’s Drive program, In The Black, Public Accountant, The National Tribune, Mirage News and the Renewable Energy Society news site on my project “*Practices that help women flourish: Exploring the relationships between effective supporting practices, psychological and workplace outcomes for women accountants*” (October 2020)

Invited contribution to the accounting association CIMA ‘Accounting with Pride’ (June 2020)

Invited collaboration with The Aspen Institute (NYC, USA) to discuss the impact of the Covid crisis on the economy, society and business education (April – May 2020)

Invited contribution to the UK Research Centre CSEAR (Centre for Social and Environmental Accounting Research) ‘Developing Accountants for more Creative Futures’ (January 2020)

Video interview “What is Queering Accounting” for the YouTube channel “AmandaLovesToAudit” (October 2018)

Featured in the CPA Australia podcast “Queering Accounting Research” by CPA Australia (2018)

Featured in the newspaper “Il Dragone” in the article “Academic Life in Australia” (31st March 2018)

LANGUAGES & COMPUTER SKILLS

English (fluent), Italian (native), French (fluent), Spanish (intermediate)

Stata, XLSTAT, SPSS, Nvivo