

Wafa BEN KHALED, PhD

Assistant Professor

ESCP Business School

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CURRICULUM VITAE

Research Interest

- Control of ethics/ethical control tools
- Legalization of organization
- Power relation
- Business ethics/responsible business
- Sociology of compliance
- Statactivism

Academic Positions

- 2025 - ... Associate Professor, ESCP Business School
- 2023 - 2025 Assistant Professor, ESCP Business School
- 2017 - 2022 Lecturer in Accounting, University of Birmingham, Birmingham Business School
- 2015 - 2017 Teaching & Research Assistant, Université Paris Dauphine-PSL
- 2012 - 2016 PhD Candidate, Université Paris Dauphine-PSL
- 2012 - 2015 Teaching Assistant, Université Paris Dauphine-PSL

Visiting Positions

- 2019 - 2020 Visiting Scholar, University of Sydney, Discipline of Strategy, Innovation and Entrepreneurship. Sydney, Australia.
Invited by Dr Mattia Anesa
- 2014 - 2015 Visiting Scholar, Bayes Business School (formerly known as Cass Business School), City University of London, London, United-Kingdom.
Invited by Prof. Jean-Pascal Gond

Education

- 2018-2019 **Postgraduate Certificate in Higher Education (PGCHE)**
University of Birmingham, Birmingham, United Kingdom
- 2012-2016 **Ph.D in Management Accounting**
Université Paris Dauphine-PSL, Paris, France
Title: Formalization of ethics within firms: study of the design of multinational corporations' ethical tools (monograph)
Supervisor: Prof. Nicolas Berland
Examiners: Prof. Claire Dambrin & Prof. Gérald Naro.
Referees: Prof. Véronique Perret & Prof. Jean-Pascal Gond.
- 2010-2011 **Research-Based Master in Marketing & Strategy**
Université Paris Dauphine-PSL, Paris, France
- 2009-2010 **Master in Economics**
Université Paris 1 – La Sorbonne, Paris, France
- 2009-2010 **Master in Management**
Université Paris Dauphine-PSL, Paris, France
- 2008-2009 **Bachelor (Licence) double major in Management & Economics**
Université Paris Dauphine-PSL & Université Paris X Nanterre, Paris, France
- 2008 - 2012 **Ecole Normale Supérieure (ENS)**
Former pupil, *Normalienne* specialization Business & Economics

Languages

French	Native language
English	Fluency in speaking, reading and writing
Spanish	Basic notions
Arabic	Basic notions

Industry Experience

Research Field work

2024-...	The role of law in organizational violence In collaboration with Juliette Cermeno (Lyon II), Léa Dorion (Université Paris Saclay & Elise Lobbedez (Neoma Business School)
2024-...	The use of judicial archives in organization studies In collaboration with Lisa Buchter (emlyon)
2023-...	History of ESG rating in France In collaboration with Jean-Pascal Gond (Bayes Business School) & Yuval Milo (Warwick Business School)
2023-...	Measuring Diversity in Organization (France) In collaboration with Alessandro Ghio (ESCP Business School)
2019-2021	Tax Justice Network (Australia, United-Kingdom & France) Research on the calculations made by the Tax Justice Network in Australia
2016-2018	Deloitte Finance Transformation (France) Research project on the role of consultants into Accounting Department of companies
2012-2016	5 Multinational Corporations (Energy and Car Industry) (France) Research project on the understanding of business ethics and its regulation tools into companies

Internships

2011-2012	Eurogroup Consulting (Paris)
7 months	<i>Consultant</i>
2010-2011	QualiQuanti (Paris)
6 months	<i>Analyst and Consultant in Brand Content</i>
2009-2010	National PRC (Montréal – New-York)
4 months	<i>Strategic Assistant</i>

RESEARCH

Publications

Research Papers

[9] Ben Khaled, W. & Anesa, M. In search for business ethics practice: a study of ethical risk integration through ethical tools' formalisation. ***Journal of Business Ethics***. Accepted for publication.

[8] Ben Khaled, W. & Ghio, A. (2025). Beancounting diversity in Business School. ***Journal of Management Studies*** – Published online. <https://doi.org/10.1111/joms.13231>.

[7] Dubourdieu-Rayrot, C.; Buchter, L. & Ben Khaled, W. (2025). Internships and sexual harassment. How the status of interns reinforces vulnerability in cases of sexual harassment at work. ***Organization***. Accepted for publication.

[6] Cermeno, J., Ben Khaled W., Lobbedez E., (2025). Law & Corporate Violence. The Case of the Accor Hotel Group. ***Academy of Management Proceedings***. *Forthcoming, July 2025*

⇒ Nominated for the Best Paper Award of the CMS division at the Academy of Management (top 3 papers of the division)

⇒ Selected for the inclusion in the best papers proceeding (10% of the papers for each division)

[5] Goiseau, E., & Ben Khaled, W. (2025). Les entreprises de services professionnels, des organisations globales? Étude des pratiques de travail négociées à travers le cas de l'expatriation au sein des Big Four. *Management international*, 28(spécial), 38-49.

[4] Ben Khaled, W.; Gérard, B., & Farjaudon, A.L. (2022). Analysis of the political and identity dynamics of a dominant mode of control: The case of business ethics control and its legalization. *Critical Perspectives on Accounting*, 88, 102291.

[3] Ouriemmi, O.; Ben Khaled, W., & Fanchini M. (2021). Whistleblowers or offenders? A judicial approach to whistleblowing - the LuxLeaks case. *M@n@gement* 24(4), 1–17.

[2] Ben Khaled, W. & Gond, J. P. (2020). How do external regulations shape the design of ethical tools in organisations? An open polity and sociology of compliance perspective. *Human Relations*, 73(5), 653-681.

⇒ That's interesting Award – EGOS 2015

⇒ Best Paper Award – EURAM 2016

[1] Ben Khaled, W. & Jemaa, F. (2015). La prudence comme origine morale de pratiques organisationnelles émergentes. *Revue Française de Gestion*, 41(248), 93-108.

Books or Book Chapters

Ben Khaled, W. & Bazin, Y. (2025). Le lien éthique-RSE. In: Berrier-Lucas, C. & Vercher, C. (eds). *Les grands courants en RSE*. Editions EMS. (forthcoming)

Ben Khaled, W. (2025). Le contrôle de l'éthique par l'éthique : repenser le rôle de la loi pour repenser le contrôle. In: Laguecir, A., Morales, J., Negre, E. & Verdier, M.A. (eds). *Les perspectives critiques en Comptabilité, Contrôle et Audit pour (re)penser les organisations*. Pearson Education.

Ben Khaled, W. & Farjaudon, A.L. (2018). Le pilotage du capital humain par la RSE : les limites du contrôle de l'immatériel. In: Dauphine Recherches en Management. *L'état du management 2018*. Repères, La découverte.

Ben Khaled, W., Charpateau, O. & Berland, N. (2016). La perception du climat éthique des organisations par leurs salariés. In: Perret, V. & Nogachewsky, G. (eds). *L'état des entreprises 2016*, Repères, La découverte.

Other publications

Frandsen, A. C., Bailey, N., Ben Khaled, W., Brackley, J., Hoskin, K., Mantzari, E., Rozenfeld, G.; Sobkowiak, M., Thomson, I. & Zakaria, I. (2025). The role of improvised role play: learning and teaching professional ethics in accounting and finance. *Social Sciences Birmingham*.
<https://blog.bham.ac.uk/socialsciencesbirmingham/2025/04/04/the-role-of-improvised-role-play-learning-and-teaching-professional-ethics-in-accounting-and-finance/>

Ben Khaled, W. & Gérard, B. (2022). Éthique : comment, comme Orpea, les entreprises font peser la responsabilité sur leurs salariés. *The Conversation*. (13/04/2022)

Under review

Ben Khaled, W.; Anesa, & M.; Gond, J.P. On the use of numbers in counter accounts: Stat-activism for tax justice. (2nd R&R, *Accounting Organization & Society*)

Gond, J.P.; Anesa, M. & Ben Khaled, W. Getting organized for stat-activism! The organizational foundations of calculative politics (1st R&R, *Organization Theory*)

Working papers

Cermeno, J., Ben Khaled W., Lobbedez E., 2025. The Role of Law in Perpetuating Corporate Violence. The Case of the Accor Hotel Group in the Context of the Ibis Batignolles Strike.

- Nominated for Best Paper Award at Academy of Management 2025
- To be submitted to a special issue in ***Organization*** “Advancing Research on Violence: Implications for Contemporary Organizations, Societies and Marginalized Groups” in July 2025.

Butcher, L., Ben Khaled, W. & Blum, V. Digital judicial archives in organizational research: The promises and challenges of using online judicial textual documents as data sources to study organizations (To be submitted to ***Organization Studies*** before the end of 2025).

Gond, J.P.; Ben Khaled, W. & Milo, Y. Environmental, Social and Governance (ESG) rating as calculative work: Historical insights from a pioneering agency. (To be submitted to ***Accounting, Organization & Society*** by the end of 2025).

Perray-Redslob, L.; Clavijo, N. & Ben Khaled, W. From neoliberal standards of care to ethical standards of care: the role of numbers in online activism. (Late draft, target: ***Contemporary Accounting Review***).

Buchter, L., Lobbedez, E., Savinien, J. & Ben Khaled, W. Qualitative research with digital data in expansion. Tools to navigate big data encountered during qualitative research projects. (Target to be defined).

Current Research Projects

Tracing the Historical Roots of ESG Ratings: Insights from the Arese Case (with Jean-Pascal Gond, Bayes Business School & Yuval Milo, Warwick Business School)

This research project aims at revisiting the emergence of ESG ratings as a social practice, focusing on the process of construction of ESG ratings methods, and unpacking the process by which ratings themselves were constructed and adjusted through interactions between ESG rating analysts and corporate managers. We focus on the historical case of the first French provider, Arese, that enabled to trace the whole development of the ESG rating industry since its inception in 1997. This pioneering organization has been taken over by Vigeo that has itself being merged with the pioneering UK ESG rating agency EIRIS (to form Vigeo-Eiris) to be finally taken over a couple of years ago by Morningstar, one of the six key global players in this field. Focusing on its history can therefore shed light on the deep historical roots of ESG ratings.

Measuring Diversity in Organization (with Alessandro Ghio, ESCP Business School)

This is an early stage project regarding how organizations measure diversity data that should not be collected due to ethical and legal constraints.

A methodological assessment of the challenges and opportunities in studying open-access judicial archives (with Lisa Buchter, emlyon)

Following a recent reform, France is in the process of making many corpora of judicial archives accessible through digitalization and free access online (law n° 2019-222 from March 23, 2019). This newly accessible body of judicial archives will give scholars in organization studies, account and social sciences increasingly easy access to rich and under-used realms of data, which were previously laborious to collect and mostly explored by legal scholars and historians used to the study of physical archives. These recent reforms are opening many relevant potential research projects for researchers studying organizations. The purpose of this research project would therefore be twofold.

Calculation and Tax Justice Network (with Mattia. Anesa, University of Sydney Business School & Jean-Pascal Gond, Bayes Business School)

This research project is at a late stage. The idea is to study **the Tax Justice Network in** Australia, United-Kingdom and France to see the similarities and differences between the actors of this network. Part of this project is to understand their calculation regarding tax depending on the country and the taxation framework.

Role play in teaching ethics (with A.C. Frandsen, I. Thomson, J. Brackley, E. Mantzari, G. Rozenfeld, I. Zakaria & K. Hoskin)

This research project's aim is to investigate and explore the impact of *Role Play* as a teaching and learning tool, and specifically so in teaching and learning professional ethics within Accounting and Finance.

Invited Presentations

- December 2025 **HEC Paris**
Title to be confirmed
Presented by Ben Khaled, W.
- April 2025 **Institut de recherche juridique sur l'entreprise et les relations professionnelles – IRERP Paris X – Nanterre**
The Role of Law in Perpetuating Corporate Violence. The Case of the Accor Hotel Group in the Context of the Ibis Batignolles Strike.
Presented by Cermeno, J. & Ben Khaled, W.
- Mars 2025 **EBEN France**
From neoliberal standards of care to ethical standards of care: the role of numbers in online activism.
Presented by Ben Khaled, W.
- December 2024 **AAFA - African Accounting and Finance Association - 14ième atelier**
L'éthique dans la recherche en sciences comptables et financières : une approche par les perspectives critiques de recherche
Presented by Ben Khaled, W.
- Décembre 2023 **Séminaire du RT 13 - Institut des sciences politiques de Paris (Sciences – po)**
Défis méthodologiques dans l'analyse sociologique des archives judiciaires
Presented by Ben Khaled, W. & Lisa Buchter
- November 2022 **CNAM Paris**
Laboratoire Interdisciplinaire de Recherche en Sciences de l'Action (Lisra)
Pilotage des Organisations
In search of ethics 'control': from the riskification of ethics to the legalisation of organisation
Presented by Ben Khaled, W.
- November 2021 **Université de Laval, Québec, Canada - Institut d'Éthique Appliquée (IDÉA)**
How do external regulations shape the design of ethical tools in organisations? An open polity and sociology of compliance perspective.
Presented by Ben Khaled, W.
- February 2020 **University of Sydney, Australia - Department of Strategy, Innovation and Entrepreneurship.**
Liberating numbers? Statactivism work for tax justice.
Presented by Ben Khaled, W.; Anesa, M. & Gond, JP.
- June 2016 **ESSEC, France - Department of Accounting & Management control**
Legalization (judicialization) of firms. The case of ethical tools.
Presented by Ben Khaled, W.

Editorial Work

Associate Editor	M@n@gement
Guest Editor	Special issue on Ethics & Numbers in <i>Accounting, Control, Auditing</i> (Comptabilité, Contrôle, Audit). Forthcoming – 2025.
Editorial Committee	<ul style="list-style-type: none">- <i>Accounting, Control, Auditing</i>- <i>European Management Review</i>
Ad hoc Reviewer	Accounting, Auditing & Accountability Journal Business Ethics, the Environment & Responsibility. Economie et Société Comptabilité, Contrôle, Audit (Accounting, Control, Audit) Critical Perspective on Accounting Human relations Journal of Business Ethics M@n@gement Multinational Business Review Sustainability Accounting, Management and Policy Journal

Honors & Awards

Honors/Award	Nominated for Best Paper Award, AOM 2025, result in July 2025 The Role of Law in Perpetuating Corporate Violence. The Case of the Accor Hotel Group in the Context of the Ibis Batignolles Strike. Cermeno, J., Ben Khaled W., Lobbedez E.
Honors	Best empirical paper award – Double Finalist – AIMS 2023 <ul style="list-style-type: none">- Environmental, Social and Governance (ESG) rating as calculative work: Historical insights from a pioneering agency. Gond, J.P. & Ben Khaled, W.- From neoliberal standards of care to ethical standards of care: the role of numbers in online activism Perray-Redslob, L.; Clavijo, N. & Ben Khaled, W.
Honors	Outstanding Teaching Awards 2020-21 – University of Birmingham – Finalist Joint initiative between the University and the Guild of Students to recognise members of teaching staff for their teaching quality and dedication to students.
Honors	Best empirical paper award – Finalist – AIMS 2020 Liberating numbers? Statactivism work for tax justice. Ben Khaled, W.; Anesa, M.; Gond, J.P. & Llyod Smith, M.
Award	Prix de Thèse de la Chancellerie de Paris – Prix Richelieu 2017 Ph.D Award - Formalization of ethics within firms: study of the design of multinational corporations' ethical tools (monograph)
Award	That's interesting Award 2015 – EGOS Designed to Fail? The Planned Obsolescence of Ethical Tools. Ben Khaled, W. & Gond, J.P.
Award	Best Paper Award – SIG Business For Society – EURAM 2016 Something's wrong with the design? Analysis of the conceptualization process of ethical tools. Ben Khaled, W. & Gond, J.P

Participation in Thesis

Mars 2023	External examiner and Jury presidency Merehbi, R. How to Improve Ethical Behavior in Financial institutions through Ethics Training Programs. The Case of Bank Audi. <i>Paris Dauphine University</i>
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Conference Presentations

2025

- Cermeno J., Ben Khaled W. & Lobbedez E., The Role of Law in Perpetuating Corporate Violence. The Case of the Accor Hotel Group in the Context of the Ibis Batignolles Strike
 - **Academy of Management – CMS division – AOM 2025**, Copenhagen, July 2025
⇒ *Nominated for Best Paper Award – Result in July 2025*
 - **European Group for Organizational Studies – EGOS 2025**, Athens, July 2025
 - **Association Internationale de Management – AIMS 2025**, Lille, June 2023
- Perrar-Redslob, L.; Clavijo, N. & Ben Khaled, W. From neoliberal standards of care to ethical standards of care: the role of numbers in online activism.
 - **Management Accounting as Social and Organizational Practice, MASOP 2025**, Paris, May 2025
 - **Conférence francophone sur la recherche en comptabilité critique et interprétative**, Bordeaux, June 2025
- Gond, J.P.; Anesa, M. & Ben Khaled, W. Getting organized for stat-activism! The organizational foundations of calculative politics
 - **Association Francophone de Comptabilité – AFC 2025**, Saint-Malo, May 2025

2024

- Cermeno J., Ben Khaled W. & Lobbedez E., The Role of Law in Perpetuating Corporate Violence. The Case of the Accor Hotel Group in the Context of the Ibis Batignolles Strike
 - **Réseau Internationale de Recherche sur les Organisations et le Développement Durable , RIODD 2024**, Bruxelles, Sept. 2024
- Ben Khaled, W. & Anesa, M. In search for business ethics practice: a study of ethical risk integration through ethical tools' formalisation.
 - **European Group for Organizational Studies – EGOS 2024**, Milan, July 2024
- Gond, J.P. & Ben Khaled, W. Environmental, Social and Governance (ESG) rating as calculative work: Historical insights from a pioneering agency.
 - **Financial reporting and auditing as social and organizational practice –FRASOP**, London, Dec. 2024

2023

- Gond, J.P. & Ben Khaled, W. Environmental, Social and Governance (ESG) rating as calculative work: Historical insights from a pioneering agency.
 - **Academy of Management – SIM division – AOM 2023**, Boston, August 2023
 - **Association Internationale de Management – AIMS 2023**, Strasbourg, June 2023
 - **International Association for Business & Society – IABS 2023**, Bath, June 2023
- Perrar-Redslob, L.; Clavijo, N. & Ben Khaled, W. From neoliberal standards of care to ethical standards of care: the role of numbers in online activism.
 - **European Group for Organizational Studies – EGOS 2023**, Cagliari, July 2023
 - **Association Francophone de Comptabilité – AFC 2023**, Lyon, May 2023
 - **Association Internationale de Management – AIMS 2023**, Strasbourg, June 2023
 - **Academy of Management – CMS division - AOM 2023**, Boston, August 2023
 - **Critical Perspective on Accounting – CPA 2023**, Bogota, July 2023
 - **Conférence critique en comptabilité**, Toulouse, Juin 2023
- Ghio, A. & Ben Khaled, W. Beancounting Diversity in Business School
 - **International Conference in Critical Management Studies – ICMS 2023**, Nottingham, June 2023

2022

- Goiseau, E. & Ben Khaled, W. Big four expatriates' perception of professional performance.

- **European Group for Organizational Studies – EGOS 2022**, Vienna, July 2022
- **Association Francophone de Comptabilité – AFC 2022**, Bordeaux, May 2022
- **Association Internationale de Management – AIMS 2022**, Annecy, June 2022
- **Atlas – AFMI**, Nice, May 2022

2021

- Ben Khaled, W.; Anesa, M.; Gond, J.P. & Llyod Smith, M. Liberating numbers? Statactivism work for tax justice.
 - **European Alternative Account Conference – EAA**, online, January 2021
 - **Interdisciplinary Perspectives on Accounting – IAP 2021**, online July 2021
- Goiseau, E. & Ben Khaled, W. Big four expatriates' perception of professional performance.
 - **French Critical Perspectives on Accounting, Toulouse Business School**, online, June 2021

2020

- Gond, J.P.; Anesa, M. & Ben Khaled, W. Getting organized for stat-activism! The organizational foundations of calculative politics
 - **Organization Theory Winter Workshop 2020**, online, November 2020
- Ben Khaled, W.; Anesa, M.; Gond, J.P. & Llyod Smith, M. Liberating numbers? Statactivism work for tax justice.
 - **Workshop on Corporate Tax Practice and Inequality – CBS**, Copenhagen, June 2020
 - **Association Internationale de Management – AIMS 2020**, online, June 2020
 - **European Group for Organizational Studies – EGOS 2020**, online, July 2020
 - **Academy of Management – CMS division - AOM 2020**, online, August 2020
- Frandsen, A.C.; Thomson, I.; Brackley, J.; Mantzari, E.; Rozenfeld, G.; Zakaria, I.; Ben Khaled, W.; Sobkowiak, M. & Hoskin, K. The Role of the Role play: Learning and Teaching Ethics. A research project.
 - **- Higher Education Futures institute – Hefi 2020**, online, July 2020
- Goiseau, E. & Ben Khaled, W. Big four expatriates' perception of professional performance.
 - **European Group for Organizational Studies – EGOS 2020**, online, July 2020
- Ouriemmi, O., Fanchini, M. & Ben Khaled, W. Lanceurs d'alerte ou délinquants ? Approche judiciaire du whistleblowing, le cas de l'affaire LuxLeaks.
 - **Association Internationale de Management – AIMS 2020**, online, June 2020

2019

- Ben Khaled, W., Farjaudon, A.L. & Gérard, B. Who has the last word? Legalists and non-legalists in the regulation of ethics in business.
 - **Academy of Management – SIM division - AOM 2019**, Boston, August 2019
- Ben Khaled, W. & Berland, N. In search for business ethics practice: a study of ethical risk integration through ethical tools' formalisation.
 - **European Group for Organizational Studies – EGOS 2019**, Edinburgh, July 2019
 - **Business & Society Conference – B&S 2019**, Amsterdam, June 2019
 - **Association Francophone de Comptabilité – AFC 2019**, Paris, May 2019
 - **Business & Society UK Workshop – 2018**, London, March 2019

2018

- Ben Khaled, W. & Berland, N. Catch and regulate Business Ethics if you can! An illustration of the legalisation of organisation.
 - **Alternative Accounts – AA 2018**, Montréal, May 2018
 - **Centre for Social and Environmental Accounting Research - CSEAR UK 2018**, Edinburgh August 2018

2017

- Ben Khaled, W., Farjaudon, A.L. & Gérard, B. Who has the last word? Legalists and non-legalists in the regulation of ethics in business.
 - **European Group for Organizational Studies – EGOS 2017**, Copenhagen, July 2017
 - **Critical Perspective on Accounting – CPA 2017**, Quebec, July 2017
 - **Association Francophone de Comptabilité – AFC 2017**, Poitiers, May 2017

- Ben Khaled, W. & Berland, N. Control through values and the judicialization of management
- **Critical Perspective on Accounting – CPA 2017**, Quebec, July 2017

2016

- Ben Khaled, W. & Gond, J.P. Something's wrong with the design? Analysis of the conceptualization process of ethical tools.
- **European Academy of Management – EURAM**, Paris, June 2016.

2015

- Ben Khaled, W. & Gond, J.P. Designed to Fail? The Planned Obsolescence of Ethical Tools.
- **European Group for Organizational Studies – EGOS 2015**, Athens, July 2015.

2014

- Ben Khaled, W. & Jemaa, F. La prudence comme origine morale de pratiques organisationnelles émergentes.
- **Association Internationale de Management – AIMS 2014**, Rennes, May 2014.

Doctoral Colloquium

IPA Emerging Scholars' Colloquium – Stockholm, July 2015

AFC (Francophone Accounting Association) Doctoral Colloquium – Lille, May 2014

CEFAG (French Management Association) Doctoral Colloquium – La Baule/Florence, June 2014

Roundtable of the workshop 'Management Control for Sustainability: Exploring the role of tools, practices and packages' – London, November 2014

Organization of Scientific Events

17 th /18 th June 2025	History of ESG Ratings in France – 3rd edition ESCP Business School Co-organizers: Jean-Pascal Gond (Bayes Business School)
5 th of May 2025	Workshop in Accounting ESCP/HEC/ESSEC HEC Alumni Center - Paris Co-organizers: Finia Kuhlmann (HEC), Jan Friedrich (ESCP), Shanming Liu (ESSEC) & Xucheng Shi (ESSEC)
6 th /7 th June 2024	History of ESG Rating in France – 2nd edition ESCP Business School Co-organizers: Jean-Pascal Gond (Bayes Business School)
20 th March 2024	Workshop in Accounting ESCP/HEC HEC Alumni Center - Paris Co-organizers: Finia Kuhlmann (HEC) & Jan Friedrich (ESCP)
11 th /12 th of July 2023	Roots of Social Responsible Investment (SRI) in France (11th of July) & Past and Future of ESG rating (12th of July) – 1st edition Emlyon – Paris Campus Co-organizers: Jean-Pascal Gond (Bayes Business School) & Céline Louche (Audencia)
7 th May 2021	Early Career Workshop in Accounting & Accountability (Sixth edition - Online) Co-organizers: Finia Kuhlmann (London School of Economics & Jérémy Morales (King's College London) <i>Panel Members</i> Ingrid Jeacle – Edinburgh University (Edinburgh) Silvia Jordan – University of Innsbruck (Austria)

- Crawford Spence – King’s College London (London)
- 11th May 2020 **Early Career Workshop in Accounting & Accountability** (*Sixth edition*)
(Cancelled due to Covid 19)
King’s College London
Co-organizer: Jérémy Morales (King’s College London)
- Panel Members*
Ingrid Jeacle – Edinburgh University (Edinburgh)
Yves Gendron – Université de Laval (Quebec)
Crawford Spence – King’s College London (London)
- 3rd June 2019 **Early Career Workshop in Accounting & Accountability** (*Fifth edition*)
University of Birmingham, Birmingham Business School
Co-organizer: Robert Charnock (Birmingham Business School)
- Panel Members*
Ebba Sjögren – Stockholm Business School (Stockholm)
Marcia Annisette – Schulich School of Business (Toronto)
Rita Samiolo – King’s Business School (London)
- 14th & 15th
March 2019 **8th Interdisciplinary Accounting Workshop**
University of Birmingham, Birmingham Business School
Co-organizer: Robert Charnock & Andreas Sundstrom (Birmingham Business School)
- 18th June 2018 **Early Career Workshop in Accounting & Accountability** (*Fourth edition*)
University of Birmingham, Birmingham Business School
Co-organizer: Robert Charnock (Birmingham Business School)
- Panel Members*
Andrea Mennicken – London School of Economics (London)
Matt Hall – Monash University (Melbourne)
Bino Catasùs - Stockholm University (Stockholm)
- 26th June 2017 **Doctoral Workshop – Management Control & Accounting** (*Third edition*)
Université Paris Dauphine-PSL
Lead and only organizer
Assisted by Clarence Bluntz (Université Paris Dauphine-PSL)
- Panel Members*
Penelope Tuck – University of Birmingham (Birmingham)
Keith Robson – HEC Paris (Paris)
Teemu Malmi, Aalto University (Helsinki)
- 27th Jan 2017 **The role of consultant in responsible management tools & practices**
Université Paris Dauphine-PSL
Co-organizer: Julia Parigot (Paris Dauphine, PSL Research University)
- Panel Members*
Szilvia Mosonyi – Bayes Business School, City University London (London)
Antoine Hélouin – Ernst & Young (Paris)
Jean-Pascal Gond - Bayes Business School, City University London (London)
- 27th June 2016 **Doctoral Workshop – Management Control & Accounting** (*Second edition*)
Université Paris Dauphine-PSL
Lead and only organizer
- Panel Members*
Claire Dambrin – ESCP-Europe (Paris)
Martin Messner – Innsbruck University (Innsbruck)
Jérémy Morales – Royal Holloway, University of London (London)
- 4th June 2015 **Doctoral Workshop – Management Control & Accounting** (*First edition*)
Université Paris Dauphine-PSL
Lead and only organizer
- Panel Members*

David J. Cooper – School of Business, University of Alberta (Alberta)
 Peter Miller – London School of Economics and Political Sciences (London)

- 14th Oct 2015 **Business Ethics, Culture & Practices**
 Université Paris Dauphine-PSL
 Lead and only organizer
Panel Members
 Philippa Foster Back – Head of Institute of Business Ethics (IBE) (London)
 Steven Swientozielskyj - Chairperson & Non-executive Director, Chartered Institute of Management Accountants (CIMA UK) (London)
<http://chaireethique.fondation.dauphine.fr/la-chaire/actualites-de-la-chaire/detail-duneneews/article/business-ethics-culture-practices/>
- 27th Nov 2014 **Workshop ‘Management Control for Sustainability: Exploring the role of tools, practices and packages’**
 Bayes Business School, City University London (London)
 Co-organizers: Jean-Pascal Gond (Bayes Business School, City University London, RU), Suzana Grubnic (Loughborough University, RU), Christian Herzig (University of Kassel, ALL, Nottingham Business School, RU) & Marion Ligonie (Essec Business School, FR)
<http://chaireethique.fondation.dauphine.fr/la-chaire/actualites-de-la-chaire/detail-dune-news/article/business-ethics-culture-practices/>

Research Grants & Funding

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| Research funding | Comité scientifique du Centre universitaire d’expertise en gouvernance de sociétés (CUEGS) – 2023
Funding to support the data collection of a research project on Diversity & Ethics (in collaboration with A. Ghio)
\$20 000 |
| Research funding | Selective Scholarship of the Francophone Accounting Association (AFC) – 2021
Funding to support the copy-editing work on accepted paper in <i>Critical Perspectives on Accounting</i> . (in collaboration with B. Gérard & A.L. Farjaudon)
€ 1000 |
| Research funding | CIMA (Chartered Institute of Management Accountants)
Annual funding of £1000 to support the organisation of the Early Career Workshop in Accounting & Accountability |
| Research funding | Selective Scholarship of the Francophone Accounting Association (AFC) – 2020
Research on calculation & Tax Justine Network in Australia
€ 1500 |
| Research funding | Chaire Ethique et Gouvernement d’Entreprise – Dauphine Fondation – 2019
Research on calculation & Tax Justine Network in Australia
€ 20 000 |
| Research funding | Chaire Ethique et Gouvernement d’Entreprise – Dauphine Fondation
Research on the design of ethical tools (2013-2016)
€ 15 000 |
| Full Doctoral scholarship | Selective Scholarship of Ecole Normale Supérieure (ENS) – Paris Saclay
3 years of research funding
€ 70 000 |
| Research funding | Selective Scholarship of the Francophone Accounting Association (AFC) – 2014
Research visiting at Bayes Business School
€ 3 000 |
| Visiting scholarship | Selective Scholarship of the CEFAG
Selective doctoral colloquium encouraging research visiting with fundings.
€ 2 000 |

Service & Other Academics Activities

2023-2025	Member of the European Research Committee (ERC) ESCP Business School
2023-2025	Organization of the Department Away Day at ESCP <ul style="list-style-type: none">▪ Organizing one activity for the department (reflexion on the department identity, a potential logo, etc.)▪ Organizing one extra-work activity (guided tour of an exhibition, CSR cocktails workshop, etc.)▪ Lunch booking
2020-2022	Management of the Twitter Account of the Accounting Department of Birmingham Business School (in collaboration with Charika Channuntapipat @UoBAccounting)
2020-2021	Member of the jury for That's interesting! EGOS Award
2019-2022	Library Representative for the Accounting Department University of Birmingham, Birmingham Business School
2014-...	Member of ETHOS – Bayes Business School (London) <ul style="list-style-type: none">▪ Monthly research seminars▪ Since 2019 - Management of the Twitter account @CassEthos
2012-2018	Member of Chaire Ethique et Gouvernement d'Entreprise (Ethics & Governance Chair) - Dauphine Fondation (Paris) <ul style="list-style-type: none">▪ Organization of Events▪ Exploratory Studies within partner companies▪ Writing of papers▪ Research of potential partner▪ Creation and Management of the Twitter account @Chaire_Ethique
2014-2017	DRM Letter Gathering information about scientific production of the member of Dauphine Management Lab twice a year
2015-2017	Creation and Management of the Twitter account of the Dauphine Management Lab (DRM – Dauphine Recherches en Management) Twitter @DrmDauphine
2012-2013	Logistic support & Staff Member during the European Accounting Association's Annual Congress (EAA) Université Paris Dauphine-PSL

Scientific Organization Membership

2019-...	Critical Management Studies – CMS Division (AOM)
2019-...	Social Issue in Management – SIM Division (AOM)
2014-...	Association Internationale de Management (AIMS)
2014-...	European Group for Organizational Studies (EGOS)
2013-...	Association Francophone de Comptabilité (AFC)
2015-2016	European Academy of Management (EURAM)

Doctoral Courses

2023-2025 English 17h	Research seminar in Organization & Management <i>PhD in Business Administration</i> ESCP Business School
2022-2025 English 8h	Research in Sociology of Accounting <i>PhD in Business Administration</i> ESCP Business School
2019-2025 English 60h	Research seminar on Performance <i>Executive Doctorate in Business Administration (EDBA)</i> Université Paris Dauphine-PSL

MBA Courses

2023-2025 English 45h	Management Accounting <i>MBA in International Business</i> ESCP Business School
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Post-Graduate Courses

2023-2024 English 15h	Business Ethics & Management Control <i>Master in Management</i> ESCP Business School
2023-2025 English 45h	Diagnostics of Management Control Practices <i>Master in Management</i> ESCP Business School
2023-2025 English 15h	Designing Management Control System – Ethical tools <i>Master in Management</i> ESCP Business School
2021-2025 English 60h	Ethics & Consulting <i>MSC Consulting</i> emlyon Business School, Paris
2016-2024 French 70h	Ethics & Control – Module leader <i>MSC Management Control</i> Université Paris Dauphine-PSL
2017-2024 French 118h	Business Ethics – Module leader <i>Master of Management, 1st year (Master 1)</i> Université Paris Dauphine-PSL
2017-2021 English 100h	Professional Integrity and the Reflective Practitioner <i>MSC Accounting & Finance</i> University of Birmingham, Birmingham Business School
2017-2021 English 90h	Introduction to Financial Accounting – Module leader <i>MSC International Business</i> University of Birmingham, Birmingham Business School
2015-2017 French	Management accounting in specific fields (NPM, NGO, etc.) – Module leader <i>Master of Accounting, 1st year (Master 1)</i>

72h	Université Paris Dauphine-PSL
2016-2017 French 36h	Research Methodology – Module leader <i>Master of Accounting – Year 2 (Master 2)</i> INSEEC Business School, Paris
2014-2015 French 54h	CSR, Sustainable Development & Business Ethics – Module leader <i>Master in Management – Year 1 (Master 1)</i> NEOMA Business School, Rouen
2015-2017 English & French 120h	Business Game Supervision – Geosim, Marketplace & Cesim <i>Master in Management – Year 1 & 2 (Master 1 & 2)</i> NEOMA Business School, Rouen
2014-2015 English 3h	Ethics is just about Compliance <i>Master of Audit – Year 2 (Master 2)</i> Université Paris Dauphine-PSL

Undergraduate Courses

2025-2026 English 12h	Ethics, Diversity & Management Control <i>Bachelor – Year 2</i> ESCP Business School
2023-2025 French 114h	Cost & Decisions Pre-Master in Management ESCP Business School
2018-2020 French 24h	Business Ethics <i>Bachelor Information & Communication – Year 3</i> Institut Catholique de Paris
2020-2021 English 10h	Widening Accounting Horizons <i>Bachelor Accounting & Finance – Year 1</i> University of Birmingham, Birmingham Business School
2017-2021 English 80h	Bachelor final dissertation – Module leader <i>Bachelor Accounting & Finance – Year 3</i> University of Birmingham, Birmingham Business School
2016-2017 French 39h	CSR & Sustainable Development Management <i>Bachelor in Management – Year 3 (Licence 3)</i> Université Paris Dauphine-PSL
2014-2016 French 72h	Advanced Accounting <i>Bachelor in Management – Year 3 (Licence 3)</i> Université Paris Dauphine-PSL
2012-2014 French 108h	Introduction to management accounting <i>Bachelor in Management – Year 3 (Licence 3)</i> Université Paris Dauphine-PSL
2014-2015 French 54h	CSR, Sustainable Development & Business Ethics <i>Bachelor in Management – Year 3</i> NEOMA Business School, Rouen
2011-2012	Microeconomics <i>Bachelor in Management – Year 1 (Licence 1)</i>

French 27h 2010-2012 French 15h	Université Paris Dauphine-PSL Dissertation Methodology <i>1st & 2nd year undergraduate students preparing the entrance to French Grandes Ecoles</i> ENC Bessières
2010-2012 French 100h	Microeconomics & Macroeconomics <i>Oral examiner in Economics for 1st and 2nd year undergraduate students preparing the entrance to French Grandes Ecoles</i> ENC Bessières

Master's Thesis Supervision

2023-2025 22 students	Master in Management ESCP Business School
2021-2025 25 students	MSC Consulting EM Lyon Business School
2017-2021 <i>15 students</i>	MSC Accounting & Finance University of Birmingham, Birmingham Business School
2013-2023 <i>25 students</i>	Master 2 in Management, major Financial Controller Paris Dauphine, PSL Research University
2016-2023 <i>22 students</i>	Master 2 of Control, Audit & Reporting Paris Dauphine, PSL Research University One student got the Bernheim Award from Mazars