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ACADEMIC POSITIONS

- 2018-** **Bocconi University**
Professor of Accounting, Department of Accounting
- 2017-2018** **Queen Mary University of London**
Professor of Accounting, School of Business and Management
- 2012-2017** **King's College London**
Reader (Associate Professor) of Accounting, School of Management and Business
- 2002-2012** **University of Macedonia, GREECE**
Lecturer, Department of Accounting and Finance
- 2002-2003** **London Business School**
Visiting Research Fellow, Department of Accounting
- 2001-2002** **London Business School**
Post-Doctoral Research Fellow, Department of Accounting

OTHER POSITIONS

- 2021-** **Bocconi University**
Lead for Transparency and Accountability, Bocconi Lab for European Studies (BLEST)
- 2014-** **Institute of Chartered Accountants in England and Wales (ICAEW)**
Academic Advisor and Member of the Research Advisory Board

EDUCATION

- 2001** **Ph.D. - Warwick Business School**
Thesis Title: "An Empirical Investigation into Top Management Turnover in UK Quoted Companies"
- 1998** **MBA - Manchester Business School**
Majors/Specialization: Accounting and Finance
- 1995** **Bachelor - University of Macedonia, GREECE**
Department: Accounting and Finance
Graduated 2nd out of 100 students (G.P.A. 8.44 out of 10.0)

RESEARCH INTERESTS

Auditor Regulation; Auditor Reporting
Sustainability Reporting
Usefulness of Financial Statement Information
Financial Reporting Enforcement
Capital Market Consequences of IFRS Adoption

PUBLICATIONS IN REFEREED JOURNALS

1. Chu, J., A. Florou, and P. Pope (2021). Auditor university education: Does it matter? *European Accounting Review* (forthcoming).
2. Florou, A., S. Morricone, and P. Pope (2020). Proactive Financial Reporting Enforcement: Audit Fees and Financial Reporting Quality Effects. *The Accounting Review*, 95 (2), 167-197.
3. Florou, A., U. Kosi, and P. Pope (2017). Are international accounting standards more credit relevant than domestic standards? *Accounting and Business Research*, 47 (1), 1-29.
4. Florou, A. and U. Kosi (2015). Does mandatory IFRS adoption facilitate debt financing? *Review of Accounting Studies*, 20 (4), 1407-1456.
5. Florou, A. and P. Pope (2012). Mandatory IFRS adoption and institutional investment decisions, *The Accounting Review*, 87 (6), 1993-2025.
6. Florou, A. (2010). The role of taxes in compensation: A case of shareholder expropriation, *European Accounting Review*, 19 (2), 343-374.
7. Florou, A. and P. Pope (2008). Are boards and institutional investors active monitors? Evidence from CEO dismissal, *Managerial Auditing Journal*, 23 (9), 862-872 (2009 Awards Excellence – Highly Commended Award Winner).
8. Florou, A. (2008). A discussion of managerial entrenchment and corporate social performance, *Journal of Business Finance and Accounting*, 35 (5-6), 790-793.
9. Florou, A. and G. Galarniotis (2007). Benchmarking Greek corporate governance structures and disclosures, *Corporate Governance: An International Review*, 15 (5), 979-998.
10. Conyon, M. and A. Florou (2006). The pattern of investment surrounding CEO retirements: UK evidence, *British Accounting Review*, 38 (1), 299-319.
11. Florou, A. (2005). Top director shake-up: The link between Chairman and CEO dismissal, *Journal of Business Finance and Accounting*, 32 (1-2), 97-128.
12. Florou, A. (2005). A discussion of performance of private to public MBOs: The role of venture capital, *Journal of Business Finance and Accounting*, 32 (3-4), 683-690.
13. Florou, A. (2004). The design of bonuses and its implications for investment choices, *Corporate Ownership and Control*, 1 (2), 150-155.
14. Florou, A. (2003). Trends and developments in top management teams: Evidence from UK panel data, *Corporate Governance Journal*, 2 (1), 29-33.
15. Conyon, M. and A. Florou (2002). Top executive dismissal, ownership and corporate performance, *Accounting and Business Research*, 32 (4), 209-226.

PAPERS UNDER REVIEW AND WORKING PAPERS

1. Florou, A. and Y. Shuai (2021). The costs of public audit oversight: Evidence from the EU.
2. Florou, A., H. Lan, and M. Wang (2021). Co-authorship and analyst rankings.

WORK IN PROGRESS

1. Florou, A., X. Wu, Q. Zhang, and D. Zhu (2021). Key audit matters and related party transactions: The role of SOEs and political connections.
2. Florou, A., B. Heidar, N. Meyer, and M. Glaum (2021). On the use, usefulness and characteristics of financial statement information: Evidence from a multi-dimensional survey.

3. Florou, A., B. Heidar, and M. Glaum (2021). Communication in financial reporting: The gap between academics and regulators.
4. Florou, A., G. Strampelli, and X. Wu (2021). Double materiality in sustainability reporting.
5. Ferrantino, C., A. Florou, and P. Pope (2021). Mandatory carbon reporting and institutional ownership.

PROFESSIONAL JOURNALS AND NEWSPAPERS

1. Florou, A. (2005). The transition to IFRS: Some recommendations for investor relations managers, *Account*, 383, 15-18.
2. Florou, A. (2005). The consequences of IFRS for the cash flow statement, *Account*, 382, 13-14.
3. Florou, A. (2005). The impact of IFRS on firm profitability and shareholders' equity: How will financial statement ratios change and which industry sectors will be affected most – Part B, *Account*, 381, 17-20.
4. Florou, A. (2005). The impact of IFRS on firm profitability and shareholders' equity: How will financial statement ratios change and which industry sectors will be affected most – Part A, *Account*, 380, 13-16.
5. Florou, A. (2004). IFRS in practice: Lease and sales back according to IAS 17, *Account*, 355, 51-55 and *Stock Exchange Topics*, 30, 51-55.
6. Florou, A. (2004). IFRS in practice: Measurement of fixed assets and implications for financial statements, *Account*, 353, 13-18 and *Stock Exchange Topics*, 27, 50-55.
7. Florou, A. (2004). IFRS in practice: The accounting treatment of leases according to IAS 17 and implications for financial statements – Part B, *Account*, 343, 13-18 and *Stock Exchange Topics*, 29, 51-57.
8. Florou, A. (2004). IFRS in practice: The accounting treatment of leases according to IAS 17 and implications for financial statements – Part A, *Account*, 342, 13-17 and *Stock Exchange Topics*, 28, 56-60.
9. Florou, A. (2004). The corporate governance EU action plan, *Account*, 329, 21-22.
10. Florou, A. (2003). The differences between International Accounting Standards and the EU Accounting Directives, *Account*, 325, 15-17.
11. Florou, A. and P. Pope. The transparency of executive compensation, *Economikos Tahidromos*, 11th December 2003.
12. Florou, A. and P. Pope. The quality of the audit review, *Kathimerini*, 24th November 2003.
13. Florou, A. (2002). The separation between CEO and Chairman, *Logistis*, 5, 20-24.

RESEARCH GRANTS

2021 ICAEW (in progress)

Role: a) Joint author of proposal; b) Scientific coordinator and project manager.

Source of funding: ICAEW.

Research objective: The proposed research aims to yield new evidence regarding the users, functions and characteristics of financial statement information. We plan to conduct a survey study among members of the ICAEW in which we systematically approach different stakeholders of firms, asking them the same, or closely coordinated sets of, questions about a) the extent to which they use financial statement information; b) the purposes for which they use this information; and c) the qualitative characteristics of financial statement information they desire. Using a stratified sampling process, we will examine both preparers and different groups of users of financial statements, and we will differentiate between listed and private firms as well as large and small firms. Thus, we propose to provide a "360-degree" survey study, with the aim to investigate the (perceived) usage, functions, and desired characteristics of financial statements, and potential differences therein between different preparer and user groups.

2007 INTACCT Marie Curie Research Training Network (completed)

Roles: a) Joint author of proposal; b) Scientific coordinator and project manager at University of Macedonia.

Source of funding: European Commission, 6th Framework Programme.

Research objective: The project was entitled *'The European IFRS Revolution: Compliance, Consequences and Policy Lessons'* and consisted of four research themes: a) IFRS Adoption: Compliance and Enforcement; b) Comparative Analysis of IFRS-Related Accounting Quality Changes; c) Economic Consequences of IFRS Adoption; and d) Emerging Issues in Financial Reporting and Capital Markets.

Training objective: The project provided research training to a large pool of doctoral and post-doc students and included: internal workshops, advanced international workshops, summer school, research colloquia, participation in international conferences, and within the network exchanges and secondments.

Participants: HEC School of Management, University of Frankfurt, Lancaster University, University of Cyprus, University of Ljubljana, University of Porto, University of Valencia, Tilburg University, Varna University of Economics, University of Macedonia.

Budget: Total - €2.4m, University of Macedonia - €230.000

Duration: 1/1/2007 - 1/1/2011

Final output: a) over 115 research papers produced; b) 32 researchers employed and trained; and c) a wide range of dissemination events, including the 2010 *Information for Better Markets* ICAEW conference (jointly organised with INTACCT).

2005 Corporate Governance Practices by Greek Listed Firms (completed)

Role: a) Author of proposal; b) Scientific coordinator and project manager.

Source of funding: University of Macedonia, Research Committee.

Research objective: The project consisted of two research themes: a) the construction of a governance quality rating of Greek listed companies based on the minimum requirements of the Greek regulation (lower level), the incremental recommendations of the Greek code (middle level) and the additional international best practices, prescribed by the UK Combined Code (higher level); and b) the analysis of governance-related disclosures of Greek listed firms.

Evaluation: The proposal was ranked 1st among 25 research proposals. Total grade: 1 [Scale: 1(Best) - 5 (Acceptable)].

AWARDS AND SCHOLARSHIPS

- 1999-2001** Economic and Social Research Council (ESRC) Ph.D. scholarship
- 1999-2001** Warwick Business School Ph.D. bursary (awarded to 5 out of 100 Ph.D. candidates)
- 1999-2001** PWC research award
- 2000** British Federation of Women Graduates Foundation (BFWGF) Ph.D. scholarship
- 1996-1998** Leventis Foundation MBA scholarship
- 1991-1995** Greek state undergraduate scholarship (I.K.Y)
- 1991** Greek state scholarship (I.K.Y) - Top 1% at National University Entry Exams

RESEARCH SUPERVISION/EXAMINING (in reverse chronological order)

Bocconi University

MSc students

King's College London/Queen Mary University of London

Shuai Yuan: Now Assistant Professor at Nottingham University

Hao Lan: Now Lecturer at Essex Business School

Mariam Al-Sabah: Recently completed

MSc students

University of Macedonia

Urska Kosi: Now Professor at Vienna University of Economics and Business and University of Paderborn (joint appointment).

Vesela Grozeva: Now Transfer Pricing Economist at EY, Denver, Colorado.

MBA/MSc students

Ph.D. External Examiner

University of Essex, Manchester Business School, London Business School

INVITED RESEARCH SEMINAR AND CONFERENCE PRESENTATIONS

Universities

BI Norwegian Business School, 2021; Universidad Carlos III de Madrid 2019; Bocconi University 2017, Lancaster University 2017, University of Warwick 2016, Nottingham University 2016, University of Essex 2016, University of Cambridge 2014, University of Exeter 2012; King's College London 2012; Hong Kong Baptist University 2008; Hong Kong Polytechnic University 2008; University of Venice 2008; University of Cyprus 2007; University of Manchester 2007; University of Piraeus 2003 2004; Athens University of Economic and Business Studies, 2003; INSEAD, 2002; Lancaster University, 2002; Tilburg University, 2002; London Business School, 2001.

Conferences

27th Audit and Assurance Conference 2017, 6th Workshop on Audit Quality 2016, American Accounting Association (AAA) International Accounting Section Mid-Year Conference 2012; AAA Annual Meeting 2010, 2009, 2008, 2005, 2001; European Accounting Association (EAA) Annual Congress 2017, 2011, 2010, 2009, 2007, 2006, 2004, 2003, 2001; LBS Accounting Symposium 2009; Hellenic Finance and Accounting Association (HFAA) Annual Meeting 2005, 2004, 2003; 3rd Euro-conference on Financial Reporting and Regulating Practices in Europe 2003; 1st Euro-conference on Financial Reporting and Regulatory Practices in Europe 2001; Doctoral Colloquium of the 23rd European Accounting Association Annual Congress 2000.

PROFESSIONAL SERVICE

Editor

Journal of Business Finance and Accounting

Editorial Board Member

Accounting Horizons, British Accounting Review, Contemporary Accounting Research, Corporate Governance: An International Review.

Reviewer

Abacus, Accounting and Business Research, Accounting Horizons, Accounting Review, Accounting Organizations and Society, British Accounting Review, Contemporary Accounting Research, Corporate Governance: An International Review, European Accounting Review, Journal of Business Finance and Accounting, Journal of Corporate Finance, South Eastern Europe Journal of Economics

External Examiner

London Business School, Manchester Business School

External Evaluator of Greek Universities

Invited to evaluate the research and teaching quality of Greek universities by the Hellenic Quality Assurance Agency (equivalent to a combination of UK REF and Teaching Quality Assessment); Chair of an international expert panel.

External Reviewer of Portuguese Research Projects

Invited to join the external reviewer database by the Portuguese Foundation for Science and Foundation.

European Accounting Association (EAA)

2021, 2014, 2013, 2012, 2009, 2008: Representative of the “Auditing and Corporate Governance” discipline in the Scientific Committee of the EAA Virtual Annual Congress (2021) and of the EAA Annual Congress in Tallinn (May 2014), Paris (May 2013), Ljubljana (May 2012), Tampere (May 2009), Rotterdam (April 2008).

European Institute of Advanced Management Studies

2004-2008: Representative of the Accounting discipline on the Programme Development Group (PDG) of the European Institute of Advanced Management Studies (EIASM), Brussels.

TEACHING EXPERIENCE**Graduate**

Financial Reporting and International Accounting Standards (MSc in Accounting, Financial Management and Control, Bocconi University)

Contemporary Issues in Accounting (MSc in Accounting and Finance, Queen Mary University of London)

Research Methods in Accounting (MSc in Accounting and Finance, Queen Mary University of London)

Advanced Financial Reporting (MSc in Accounting, Accountability and Financial Management, King's College London)

Principles of Financial Reporting (Executive MSc in Accounting and Financial Management, University of Macedonia in collaboration with Lancaster University)

International Financial Reporting Standards (MSc in Accounting and Finance, University of Macedonia)

Corporate Governance and Investor Protection (MSc in Accounting, Accountability and Financial Management, King's College London; Full-Time and Executive MBA, University of Macedonia; MSc in Accounting and Finance, University of Macedonia)

Introduction to Accounting and Corporate Finance, preliminary course (Full-Time MBA, University of Macedonia)

Introduction to Financial Accounting, preliminary course (Full-Time MBA, London Business School)

Undergraduate

Accounting and Financial Statement Analysis (BSc in International Economics and Management, Bocconi University)

Accounting and Financial Management (BSc in Business Management, King's College London)

Financial Accounting I (BSc in Accounting and Finance, University of Macedonia)

Financial Accounting II (BSc in Accounting and Finance, University of Macedonia)

Introduction to Accounting and Corporate Finance (BSc in Accounting and Finance, Warwick Business School)

Executive Seminars

Introduction to Financial Statement Analysis (University of Macedonia).

Teaching Evaluations

Nominated twice for the *Teaching Excellence Award*, King's College London.

The Advanced Financial Reporting course has been rated as the best taught course in the Accounting, Accountability and Financial Management MSc, King's College London.

Teaching evaluations are available on request but generally show very high student satisfaction

MANAGERIAL AND ADMINISTRATIVE EXPERIENCE

Curriculum Coordinator of PhD in Accounting (Bocconi University)

Member of Research Committee (Bocconi University)

Member of Faculty Promotions Committee (Bocconi University)

Member of Library/Databases Sub-Committee (Bocconi University)

Coordinator of Research Assistants (Bocconi University)

ICAEW, ACCA & Other Professional Accounting Bodies Director (Queen Mary University of London)

Deputy Director and Admissions, MSc in Accounting, Accountability and Financial Management (King's College London)

Deputy Director, BSc in Business Management (King's College London)

Member of faculty recruitment committees (King's College London; University of Macedonia)

Responsible for project management of the INTACCT Research and Training programme (University of Macedonia)

Member of the management committee, collaborative Executive MSc in Accounting and Financial Management with Lancaster University; and responsible for developing the Memorandum of Understanding

Committee member of the internal evaluation of the Department of Accounting and Finance (University of Macedonia)

Committee member of the internal Ph.D. regulation of the Department of Accounting and Finance (University of Macedonia)

Admissions committee member; MBA and MSc in Accounting and Finance (University of Macedonia)

PROFESSIONAL EXPERIENCE

Styles & George Chartered Accountants (1998)

Summer Intern

Midland Bank (1995-1996)

Corporate Department: Junior Analyst

OTHER INFORMATION

Languages

English (Proficiency-Cambridge University)

German (Grundstufe)