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Bocconi University
Department of Accounting
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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**
Associate Professor (Reader) of Accounting, School of Management and Business
- 2002-2012** **University of Macedonia, GREECE**
Lecturer of Accounting, 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

Sustainability Reporting and Assurance
Auditor Regulation; Auditor Reporting
Usefulness of Financial Accounting Information
Financial Reporting Enforcement
Capital Market Consequences of IFRS Adoption

PUBLICATIONS IN REFEREED JOURNALS

1. Florou, A., Y. Shuai, X. Wu and Q. Zhang (2024). State ownership, related-party transactions and audit reporting: Evidence from key audit matters. *Journal of Accounting, Auditing & Finance* (forthcoming).
2. Florou, A. and Y. Shuai (2024). Public audit oversight and audit pricing: Evidence from the EU. *European Accounting Review* 33 (3), 1105-1137.
3. Cascino, S., H. Daske, A. Florou, M. DeFond, J. Gassen and M. Hung (2023). Reflections on the 20-year anniversary of the worldwide IFRS adoption. *Journal of International Accounting Research* 22 (3), 85-96.
4. Chu, J., A. Florou and P. Pope (2022). Auditor university education: Does it matter? *European Accounting Review* 31 (4), 787-818. Best Paper Award.
5. Florou, A., S. Morricone and P.F. Pope (2020). Proactive Financial Reporting Enforcement: Audit Fees and Financial Reporting Quality Effects. *The Accounting Review* 95 (2), 167-197.
6. Florou, A., U. Kosi and P.F. Pope (2017). Are international accounting standards more credit relevant than domestic standards? *Accounting and Business Research* 47 (1), 1-29.
7. Florou, A. and U. Kosi (2015). Does mandatory IFRS adoption facilitate debt financing? *Review of Accounting Studies* 20 (4), 1407-1456.
8. Florou, A. and P.F. Pope (2012). Mandatory IFRS adoption and institutional investment decisions, *The Accounting Review* 87 (6), 1993-2025.
9. Florou, A. (2010). The role of taxes in compensation: A case of shareholder expropriation, *European Accounting Review* 19 (2), 343-374.
10. Florou, A. and P.F. Pope (2008). Are boards and institutional investors active monitors? Evidence from CEO dismissal, *Managerial Auditing Journal* 23 (9), 862-872. Awards Excellence – Highly Commended Award Winner.
11. Florou, A. (2008). A discussion of managerial entrenchment and corporate social performance, *Journal of Business Finance and Accounting* 35 (5-6), 790-793.
12. Florou, A. and G. Galarniotis (2007). Benchmarking Greek corporate governance structures and disclosures, *Corporate Governance: An International Review* 15 (5), 979-998.
13. Conyon, M. and A. Florou (2006). The pattern of investment surrounding CEO retirements: UK evidence, *British Accounting Review* 38 (1), 299-319.
14. 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.
15. 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.
16. Florou, A. (2004). The design of bonuses and its implications for investment choices, *Corporate Ownership and Control* 1 (2), 150-155.
17. Florou, A. (2003). Trends and developments in top management teams: Evidence from UK panel data, *Corporate Governance Journal* 2 (1), 29-33.
18. Conyon, M. and A. Florou (2002). Top executive dismissal, ownership and corporate performance, *Accounting and Business Research* 32 (4), 209-226.

WORKING PAPERS

1. Florou, A., H. Lan and M. Wang (2025). Implications of analyst co-authorship for career progression beyond performance.

2. Florou, A., M. Li, N. Puangjampa and P.F. Pope (2025). Shadow price of workforce satisfaction: Evidence from defined benefit plans.

WORK IN PROGRESS

1. Florou, A and Y. Zhang. Stakeholder views of materiality in sustainability reporting: Evidence from the EFRAG public consultations.
2. Florou, A., N. Meyer and M. Glaum. On the use, functions and characteristics of financial accounting information: A multi-dimensional survey.
3. Ferrantino, C., A. Florou, H. Amiraslani and P.F. Pope. Does “rewriting history” affect the future? ESG re-scoring, firms’ disclosures and actions.
4. Florou, A., E. Telnova and X. Wu. The audit pricing and audit quality effects of changes in litigation risk.
5. Florou, A., and E. Telnova. Sustainability assurance and ESG misconduct.

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** **On the Use, Functions and Characteristics of Financial Accounting Information (in progress)**
 Role: a) Joint author of proposal; b) Scientific coordinator and project manager.
 Source of funding: Institute of Chartered Accountants in England and Wales (ICAEW). Budget: €30.000
- 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.

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

Duration: 1/1/2007 – 31/12/2010

Final output: a) over 115 research papers produced; b) 32 researchers employed and trained; and c) a wide range of dissemination events.

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.

Final output: one publication at *Corporate Governance: An International Review*

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) – Top 1%

1991 Greek state scholarship (I.K.Y) - Top 1% at National University Entry Exams

RESEARCH SUPERVISION/EXAMINING (in reverse chronological order)

Bocconi University

MSc/PhD students (in progress)

King's College London

MSc/PhD students (completed)

University of Macedonia

MSc/PhD students (completed)

Ph.D. External Examiner

University of Essex, Manchester Business School, London Business School

INVITED RESEARCH SEMINAR AND CONFERENCE PRESENTATIONS

Universities

ISEG Lisbon School of Economics and Management, 2025; CUNEF University, 2024; INSEAD, 2022; Free University of Bozen-Bolzano, 2022; 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

Journal of International Accounting Research Conference 2023, European Accounting Association (EAA) Annual Congress 2025, 2022, 2017, 2011, 2010, 2009, 2007, 2006, 2004, 2003, 2001; 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; 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 and Business Research, Accounting Horizons, British Accounting Review, Contemporary Accounting Research, Corporate Governance: An International Review, Journal of Accounting, Auditing and Public Policy.

Reviewer

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

External Examiner

London Business School, Manchester Business School

External Evaluator of Greek and Cypriot Universities

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

External Reviewer of Research Projects (Austria, Portugal)

Invited to join the external reviewer database by the Portuguese Foundation for Science and Foundation; and to review research projects by the Austrian Science Fund.

European Accounting Association (EAA)

Representative of the "Auditing and Corporate Governance" discipline in the Scientific Committee of the EAA Annual Congress.

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

PhD

Auditing, Auditors and Regulation (PhD in Accounting, Bocconi University)

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)

University Research Committee Member (Bocconi University)

University Faculty Promotions Committee Member (Bocconi University)

Departmental Junior and Senior Hiring Committee Member (Bocconi University)

Departmental Executive Committee Member (Bocconi University)

Library/Databases Sub-Committee Member (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)

Faculty Recruitment Committees Member (King's College London; University of Macedonia)

Project Manager of the INTACCT Research and Training programme (University of Macedonia)

Management Committee Member, 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)