

UNIVERSITÀ LUM GIUSEPPE DEGENNARO

3RD A&F LUM CONFERENCE

3–4 June 2027 · Villa Romanazzi Carducci · Bari, IT

ON ACCOUNTING, BANKING, AND FINANCE RESEARCH

TWIN TRANSITION

and Sustainable **Value Creation**

Reimagining Accounting, Banking, and Finance in the Digital and Green Era

SPECIAL TRACK **15**

DIGITAL TRANSFORMATION AND THE SUSTAINABILITY OF REMUNERATION PRACTICES IN BANKING AND FINANCE

TRACK CHAIRS

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TRACK DESCRIPTION

This track welcomes contributions on how digital transformation in banking and finance affects the design and sustainability of remuneration practices. This track encourages studies on three dimensions: curbing excessive pay; integrating ESG objectives, including climate and environmental targets, into incentive schemes; and narrowing the gender pay gap. This track particularly welcomes research on remuneration governance, internal controls, and stakeholder monitoring, and on how disclosure, digital information management, and boards' digital expertise shape pay-setting. This track also invites work on how digitalization reshapes remuneration levels and structures, executive–employee pay gaps, and pay transparency, as well as on whether incentive systems reflect cyber resilience and digital-risk governance. The opportunities, risks, biases, and accountability of artificial intelligence and big data in remuneration decisions are of specific interest. Theoretical, empirical, and interdisciplinary approaches are all in scope.

KEYWORDS

Digital Transformation · Remuneration Sustainability · Remuneration Governance · ESG Incentives · Gender Pay Gap

IMPORTANT DATES

14 Feb 2027	28 Feb 2027	31 Mar 2027	30 Apr 2027	3–4 Jun 2027
Extended abstract and full paper submission	Notification of acceptance	Early registration deadline	Late registration deadline	Conference in Bari

Information and submission guidelines: afconference.lum.it · aflumconference@lum.it

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