

**PUBLIC SELECTION FOR ONE TENURE-TRACK – PROBATIONARY, ASSISTANT PROFESSOR (RICERCATORE A TEMPO DETERMINATO) WITH FULL TIME TEMPORARY CONTRACT PURSUANT TO ITALIAN LAW NO. 240/2010, ART. 24 PARAGRAPH 3 LETTER B, AT ACCADEMIC CLASS OF SOCIAL SCIENCES AND THE INSTITUTE OF MANAGEMENT, IN THE ACADEMIC RECRUITMENT FIELD MANAGEMENT (13/B2) –ACADEMIC DISCIPLINE SECS-P/08 MANAGEMENT, ISSUED BY RECTOR’S DECREE NO. 326 OF MAY 23, 2022.**

### **MINUTE OF THE PRELIMINARY MEETING**

The Evaluation Committee for the selection of one tenure-track – probationary assistant professor (ricercatore a tempo determinato) for the Academic Recruitment Field Management (SC 13/B2) at the Academic Class of Social Sciences and Institute of Management of the Scuola Superiore di Studi Universitari e di Perfezionamento Sant’Anna di Pisa/Sant’Anna School of Advanced Studies, Pisa pursuant to Italian Law No. 240/2010, Art. 24 paragraph 3 letter B- appointed by decree No. 490 of July, 12, 2022 of the Rector, consists of:

- Prof. Filippo Giordano, Professor of the Group of Academic Recruitments Fields 13/B1 Business Administration and Management at the University LUMSA;
- Prof. Marta Marsilio, Associate Professor of the Group of Academic Recruitments Fields 13/B1 Business Administration and Management at the University of Milano;
- Prof. Donald Moynihan, Professor at the Georgetown University;
- Prof. Carmela Schillaci, Professor of the Academic Recruitment Field Management 13/B2 “Management” at the University of Catania;
- Prof. Francesco Testa, Professor of the Academic Recruitment Field Management 13/B2 “Management” at the Sant’Anna School.

The Committee convened for the first time via teleconference by means of Webex on July 29, 2022, at 11,30 a.m. from the following locations:

Prof. Filippo Giordano, located in Taranto, email address: [f.giordano@lumsa.it](mailto:f.giordano@lumsa.it)

Prof. Marta Marsilio, located in Gressoney Saint-Jean, email address: [marta.marsilio@unimi.it](mailto:marta.marsilio@unimi.it)

Prof. Donald Moynihan, located in Moncton (Canada), email address: [Donald.Moynihan@georgetown.edu](mailto:Donald.Moynihan@georgetown.edu)

Prof. Carmela Schillaci, located in Catania, email address: [cschilla@unict.it](mailto:cschilla@unict.it)

Prof. Francesco Testa, located in Pisa, email address: [f.testa@santannapisa.it](mailto:f.testa@santannapisa.it)

Prof. Filippo Giordano was nominated as Chairperson and Prof. Francesco Testa was nominated as Secretary.

Pursuant to Art. 5 paragraph 2 of Legislative Decree No. 1172/1948, each member declared to have no kinship or affinity up to the fourth grade with any of the other members and that there are not reasons for abstention in relation to art. 51 of the Italian Code of Civil procedure.

The Committee reviewed the call (published on the School website <https://www.santannapisa.it/it/selezioni/selezione-pubblica-la-stipula-di-due-contratti-di-ricercatorericatrice-tempo-0>) as well as the Regulations of the School regarding the recruitment for tenure-track – probationary, assistant professors (Art. 24 paragraph 3 letter B).



The Committee then decided that the Committee's work should terminate by November 22, 2022.

The Committee ascertained that the Human Resources Area communicated that five applications have been received, whereby all the candidates have been admitted to the selection.

The selection will be effected by means of a public interview about the qualifications and the publications of the applicants. During the public interview, the Committee will also assess the level of knowledge of the English language.

After the public interview, the Committee will attribute a score to the qualifications, to every publication submitted and to the overall scientific production (including the research project) of the candidates, according to the parameters established by Ministerial Decree 243/2011 and to the criteria assessed in the present meeting.

The winner will be declared on the basis of the score obtained.

The Committee decided the criteria for the score attribution to the qualifications, to every publication submitted and to the overall scientific consistency of the candidates, according to the parameters established by Ministerial Decree 243/2011 and taking into account the minimum score for the proper assessment.

#### **Criteria for the score attribution on the basis of the interview**

The Committee will assign a maximum score of 100, allocated as follows:

QUALIFICATIONS - maximum score of 40 to 100, allocated as follows:

- a) PhD or equivalent, awarded in Italy or abroad: up to: 2 points;
- b) teaching activities at university level in Italy or abroad: up to: 10 points;
- c) documented training or research activities carried out in qualified institutes in Italy or abroad: up to: 7 points;
- d) organization, management and coordination – or participation – in national and international research groups: up to: 12 points;
- e) participation as a speaker in national and international conferences: up to: 5 points;
- f) national and international awards for research activities: up to: 4 points.

The Committee will assign a score to each abovementioned item in relation to its significance in terms of quantity and quality of the research activities carried out by the candidate.

PUBLICATIONS - maximum score of 36 to 100

Publications will be assessed along with texts accepted for publication in accordance with regulations as well as the essays included in collective works and articles published in journals in paper or digital format, with the exception of internal notes or departmental reports; the PhD or equivalent thesis will be assessed too, even though unpublished.

Taking into account that a candidate can submit up to 12 scientific publications, a maximum of 3 points can be assigned to each publication according to the following criteria:

- a) originality, innovation, methodological rigor and relevance of each publication;
- b) coherence of each publication with the academic recruitment field and with the specific profile of the call, or with closely related interdisciplinary subjects;



- c) scientific relevance of each journal / publisher and its impact factor within the scientific community;
- d) analytical determination, on the basis of guidelines recognized by the relevant international scientific community of the individual contribution of the researcher in the case of works carried out in partnership.

Moreover, assessing the publications, in sectors where international use is consolidated, the Committee decided to make use of the following indicators (among those listed in the Italian Ministerial Decree 243/2011, Art. 4 paragraph 4), with reference to the start date of the assessment:

- the total number of citations;
- Impact Factor of the journal where the article is published;
- Ranking Scimago of the journal where the article is published;
- Presence in Class A ASN of the journal where the article is published.

The score of each publication will be computed as follows:  $P=a+b+c+d$ .

**OVERALL CONSISTENCY OF THE SCIENTIFIC PRODUCTION** - maximum score of 24 to 100 of which points 8 (at least one third of 24) to be reserved for the evaluation of the research project

The Committee shall also assess the overall consistency of the scientific production of the researcher, the intensity and the temporal continuity of such production, with the exception of periods of involuntary removal from the research with particular reference to parental functions – such periods should be adequately documented.

The Committee will evaluate the research project with the following criteria:

- consistency with the 13/B2 Academic Recruitment Field;
- quality and rigorousness of the methodology proposed;
- quality and potential impact of the project;
- effectiveness of the discussion.

**In order to be eligible for the position, the applicants shall score a number of points equal or greater than 60.**

The Committee decided that the maximum duration of the public interview with every candidate shall not exceed 30 minutes; for the assessment of the level of knowledge of the English language, the interview will be conducted in English.

The Committee decided that the interview will be on September, 30, 2022, at 15,00. Some Committee's members will ask to the Rector the authorization to attend the final meeting via teleconference.

The Committee decided to reconvene on September, 1 2022, at 4,00 pm in order to know the list of the candidates.

At the end of the meeting, the Committee decided that the Secretary will send a signed copy of these agreed minutes to Staff Office, together with the declarations of approval by the members connected via teleconference of the Committee. These declarations form an integral part of these agreed minutes.

The meeting was adjourned at 1,30 pm.

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#### THE COMMITTEE

Prof. Francesco Testa, The Secretary