

**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, PROFILE B - 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) – Profile B 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. 540 of July, 28 2022 of the Rector, consists of:

- Prof. Nicola Bellini, Full Professor of the Academic Recruitment Field Management 13/B2 “Management” at the Sant’Anna School;
- Prof. Simone Guercini, Full Professor of the Academic Recruitment Field Management 13/B2 “Management” at the University of Firenze;
- Prof. Arabella Mocciano Li Destri, Full Professor of the Academic Recruitment Field Management 13/B2 “Management” at the University of Palermo;
- Prof. Roberto Parente, Full Professor of the Academic Recruitment Field Management 13/B2 “Management” at the University of Salerno;
- Prof. Philip Shapira, Full Professor at the University of Manchester.

The Committee convenes for the first time, via teleconference, on the 9<sup>th</sup> of September 2022, at 12:00 noon (CET) from the following locations:

Prof. Bellini, located in Carovilli (Isernia), connected via Webex teleconference,  
Prof. Guercini, located in Firenze, connected via Webex teleconference,  
Prof. Mocciano Li Destri, located in Palermo, connected via Webex teleconference,  
Prof. Parente, located in Salerno, connected via Webex teleconference,  
Prof. Shapira, located in V. Tarnovo (Bulgaria), connected via Webex teleconference.

Prof. Guercini is nominated as Chairperson and Prof. Bellini is nominated as Secretary.

Pursuant to Art. 5 paragraph 2 of Legislative Decree No. 1172/1948, each member declares to have no kinship or affinity up to the fourth grade with any of the other members and that there are no reasons for abstention in relation to art. 51 of the Italian Code of Civil procedure.

The Committee reviews the call (published on the School website at: <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 decides that the Committee's work should terminate by November 28, 2022.

The Committee acknowledges the following information received from the Human Resources Area:

- fifteen applications have been received,
- six applications were not admissible,
- two candidates withdrew their application (notes no.15800 of July 22, 2022 and no. 18219 of September 9, 2022),
- two of the remaining seven candidates have been admitted under reserve because they obtained their PhD abroad or asked to be admitted on the basis of research experience done abroad and the Committee have to decide if they can be admitted, according to article 2 of the call.

In accordance with art. 24 of Law 240/2010 the Committee can admit to the interview only six candidates, therefore the Committee will evaluate them to select those admitted to the final interview.

The Committee decides the following criteria for the evaluation of the candidates:

#### **a) Criteria for the preliminary evaluation**

The Committee, according to the parameters established by Ministerial Decree 243/2011, will do the preliminary evaluation of the curriculum and the following qualifications, with reference to the Academic Discipline SECS-P/08 Management:

- a) PhD or equivalent, awarded in Italy or abroad;
- b) (where applicable) teaching activities at university level in Italy or abroad;
- c) documented training or research activities carried out in qualified institutes in Italy or abroad;
- d) project activities as regards the academic recruitment fields where applicable;
- e) organization, management and coordination – or participation – in national and international research groups;
- f) participation as a speaker in national and international conferences;
- g) national and international awards for research activities.

The Committee will evaluate each of the above-mentioned items in relation to its significance in terms of quantity and quality of the research activities carried out by the candidate.

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.

The evaluation of scientific publications will be carried out on the basis of 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 within the scientific community;
- d) the individual contribution of the researcher in the case of works carried out in partnership. If the individual contribution is not analytically indicated, the contribution is equally distributed among the authors.

The Committee will also evaluate the overall consistency of the candidate's scientific production, its intensity and temporal continuity, without prejudice to the periods, adequately documented, of involuntary removal from the research activity, with particular reference to parental functions.

The Committee will compare the candidates, according to the above established criteria, writing individual and collegiate assessment on each candidate and will admit to the interview the six candidates who will receive the best collegiate assessments.

### **b) Criteria for the final evaluation**

The interview will concern the qualifications, the publications, the overall consistency and the proposal for a research project of the applicants. On the basis of the interview, the Committee will assign a score to each item in relation to its significance in terms of quantity and quality of the research activities carried out by the candidate. The Committee decides the following criteria for the final evaluation of the candidates:

QUALIFICATIONS – maximum score of 34/100, allocated as follows:

- h) PhD or equivalent, awarded in Italy or abroad: max 2 points;
- i) teaching activities at university level in Italy or abroad: max 6 points;
- j) documented training or research activities carried out in qualified institutes in Italy or abroad: max 9 points;
- k) organization, management and coordination – or participation – in national and international research groups: max 9 points;
- l) participation as speaker in national and international conferences: max 4 points;
- m) national and international awards for research activities: max 4 points;

PUBLICATIONS – maximum score of 36/100

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 the candidate can submit up to 12 publications, a maximum of 3 points can be assigned to each publication.

The evaluation of scientific publications will be carried out on the basis of the following criteria, assigning max 1 point for each criterion:

- e) originality, innovation, and methodological rigor of each publication;
- f) coherence of each publication with the academic recruitment field and with the specific profile of the call, or with closely related interdisciplinary subjects;
- g) scientific relevance of each journal / publisher within the scientific community.

The final evaluation of scientific publications will take into consideration the significance of the individual contribution of the researcher in the case of works carried out in partnership. If the individual contribution is not analytically indicated, the contribution is equally distributed among the authors.

OVERALL CONSISTENCY: maximum score of 30/100, of which 15 are reserved for the evaluation of the RESEARCH PROJECT

The Committee will evaluate the overall consistency of the candidate's scientific production, its intensity and temporal continuity, without prejudice to the periods, adequately documented, of involuntary removal from the research activity, with particular reference to parental functions.

The Committee will evaluate the research project based on the following criteria:

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

The interview will take place in English, in order to assess the level of knowledge of the English language.

The Committee decides that the maximum duration of the public interview with every candidate shall not exceed 30 minutes.

After the public interview, the Committee will attribute a final score.

The winner will be declared on the basis of the score obtained. The eligibility for the position depends on the attainment of a minimum score of 70/100.

The Committee decides to reconvene on the 14<sup>th</sup> of September 2022, at 17:00 (CET) in order to acknowledge the list of the candidates and deal with the issues concerning the candidates that have been admitted under reserve.

Finally, the Committee decides 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.

At 13:00 the meeting ends.

THE COMMITTEE

Prof. Nicola Bellini, Secretary

## DECLARATION OF APPROVAL

I, the undersigned \_\_\_\_\_, declare to have taken part, today, via teleconference, to the first meeting of the Evaluation Committee for the selection of one tenure-track – probationary, assistant professor for the Academic Recruitment Academic Recruitment Field Management (SC 13/B2) – Profile B at the Academic Class of Social Sciences and Institute of Management Sant’Anna School of Advanced Studies, Pisa pursuant to Italian Law No. 240/2010, Art. 24 paragraph 3 letter B and to agree with the present minute signed by the Secretary.

Place and date

The Declarant

Prof. ....