

**PUBLIC SELECTION FOR ONE FULL PROFESSOR PURSUANT TO ART. 18, SUBSECTION 1, OF ITALIAN LAW 240/2010 IN THE ACADEMIC RECRUITMENT FIELD “MANAGEMENT” (13/B2 ECONOMIA E GESTIONE DELLE IMPRESE) – ACADEMIC DISCIPLINE “MANAGEMENT” (SECS-P/08 ECONOMIA E GESTIONE DELLE IMPRESE) AT THE ACADEMIC FACULTY OF SOCIAL SCIENCES - INSTITUTE OF MANAGEMENT AND THE INTERDISCIPLINARY RESEARCH CENTRE ON HEALTH SCIENCE, ISSUED BY RECTOR’S DECREE NO. 524 OF JULY 24, 2023, PUBLISHED ON THE WEBSITE OF THE MINISTRY OF EDUCATION, UNIVERSITY, AND RESEARCH ON JULY 25, 2023, AND NOTICE OF WHICH WAS PUBLISHED IN THE GAZZETTA UFFICIALE - 4° SERIE SPECIALE “CONCORSI ED ESAMI” NO. 58 DATED 01/08/2023.**

## **FINAL REPORT**

The Committee for the selection of one full professor in the Academic Recruitment Field “Management” (13/B2) - Academic Discipline SECS-P/08 “Management” at the Academic Faculty of Social Sciences - Institute of Management and the Interdisciplinary Research Centre on Health Science of the Sant’Anna School, nominated by Rector’s decree No. 653 dated 02/10/2023 and composed of the following members:

- Prof. Eugenio Anessi Pessina, Full Professor for the Academic Recruitment Field 13/B1 “Business Administration and Accounting Studies” at the Catholic University of the Sacred Heart of Milan, designated expert by the Institute of Management and the Interdisciplinary Research Centre on Health Science.
- Prof. Russell Mannion, Full Professor of Health Management at the University of Birmingham, UK.
- Prof. Carmela Schillaci, Full Professor for the Academic Recruitment Field 13/B2 “Management” at the University of Catania.
- Prof. Francesco Schiavone, Full Professor for the Academic Recruitment Field 13/B2 “Management” at the University of Napoli "Parthenope".
- Prof. Zeynep Or, Research Director at the Institute for research and information in health economics (IRDES), Paris, France.

met on December 6 at 6 p.m. in Room 6 of the Sant’Anna School’s Main Building at 33, Piazza Martiri della Libertà in Pisa to review the selection process.

Prof. Russell Mannion, Prof. Carmela Schillaci, and Prof. Zeynep Or participated via Webex teleconference (meeting # 2732 407 9744), as authorized by the Rector, from the following locations:

- Prof. Mannion from York (UK).
- Prof. Schillaci from Catania.
- Prof. Or from Paris (France).

The Committee carried out its activities on the following dates:

- Preliminary meeting: November 6, 2023, via teleconference.
- Second meeting: November 13, 2023, via teleconference.
- Third meeting: December 6, 2023, in Room 6 of the Sant’Anna School’s Main Building at 33, Piazza Martiri della Libertà, in Pisa, with Prof. Anessi Pessina and Prof. Schiavone attending in person and the other three members participating via teleconference as authorized by the Rector.

The Committee held a total of three meetings, began its work on November 6, 2023, and concluded it on December 6, 2023.

In the preliminary meeting, the Committee appointed the Chair and the Secretary. It was noted in the minutes that each member had declared that they were not related with any of the other members by kinship or affinity up to the fourth degree. Moreover, the Committee set the date by which their work would be concluded, established the criteria with which the candidate’s publications, curricula, and teaching activities would be assessed, and decided to ask the candidate to hold a seminar.

In the second meeting, the Committee acknowledged receipt of the candidate's identity. Each member declared that they were not related with the candidate by kinship or affinity up to the fourth degree.

In the last meeting, the Committee examined the publications, the CV, and the teaching activities of the candidate, attended her seminar, and unanimously declared that the winner of this public selection was prof. Milena Vainieri.

The individual and collegial assessments are attached to this report (Annex 1).

Read, approved, and signed.

The Chairman of the Committee  
(Prof. Eugenio Anessi Pessina)

**ANNEX 1**  
**INDIVIDUAL ASSESSMENTS OF THE CANDIDATE'S**  
**PUBLICATIONS, CURRICULUM VITAE, AND TEACHING ACTIVITIES**

**Candidate: Professor Milena Vainieri**

***Assessment by prof. Eugenio Anessi Pessina:***

Prof. Milena Vainieri received her PhD in Management from the Sant'Anna School in 2010. She has been an Associate Professor of Management at the Sant'Anna School since 2016 and the director of the School's MeS (Management and Healthcare) Laboratory since 2019. In 2021, she obtained her national full professorship qualification.

Prof. Vainieri has (co)authored a large number of publications. Her CV lists 75 publications (3 books, 57 other international publications, and 15 other national publications) since October 2016. Her Scopus metrics as of November 26, 2023 include 1036 citations and an h-index of 17. Among the 20 articles submitted for this public selection, 14 are included in the ANVUR list of tier-A journals. Significantly, these 20 articles were published in a wide range of journals (15) and with a wide range of co-authors (about 40).

Prof. Vainieri's research has mostly focused on governance mechanisms and performance evaluation in the public sector, with a particular attention to health care. A more recent research interest is nursing management. In the articles submitted for this public selection, she appropriately employed both quantitative and qualitative methodologies (i.e., regression analysis of data extracted from administrative datasets, Twitter data, or data collected through questionnaires or experiments; longitudinal and comparative case studies; literature reviews and an overview of literature reviews; and documentary analysis). She also made several significant contributions to existing knowledge and provided relevant implications for policymakers and managers.

As part of her research activities, prof. Vainieri has been involved in numerous research projects at the international, national, and regional levels. Her CV lists five competitively obtained grants for which she was PI or co-PI and another 12 in which she participated, sometimes coordinating a specific work package or task. In her capacity as one of the MeS Laboratory's leading members, she has also received significant funding from a large number of (mostly public) Italian institutions to perform research activities and provide expert support.

Prof. Vainieri has built a wide network of academic collaborations. In addition to her large number of co-authors and her participation in numerous research projects, she is an associate editor of both *BMC Health Service Research* and *Health Service Management Research* and she guest-edited a special issue of the *International Journal of Environmental Research and Public Health*. Moreover, her CV highlights more than 40 invited lectures and talks at the international and national levels as well as her participation in the organisation of both international academic workshops and national events aimed at the dissemination of the MeS Laboratory's research findings.

Finally, prof. Vainieri's teaching activities have been intense. At the PhD level, she is the coordinator of one PhD programme and a faculty member of another. She is also the course leader for a 30-hour course on "performance and health management" and a 20-hour course on "health care management in public health systems". In addition, she teaches classes on health management as an instructor or course leader in undergraduate, graduate, and executive programmes. At the executive level, in particular, she has been the coordinator of programmes totalling a minimum of 140 hours of teaching per year over the last 5 years.

In conclusion, my overall assessment of Prof. Vainieri is highly favourable.

### ***Assessment by prof. Russell Mannion***

Dr Vainieri has a good record of publication with 3 books and 57 peer reviewed articles. Some of these have been first authored in leading international health journals such as Health Policy. The range of topics and research methods covered in the publications is impressive and it is clear that the applicant has interdisciplinary expertise and is able to publish across medical, management and policy focused journals. She has also published a good number of national level publications and served as an Associate editor of international journals and special issues. She has garnered a range of national and international awards for her research papers.

Dr Vanieri's CV is impressive and displays a major contribution to departmental collegial life and leadership, including major leadership roles such as responsibility of managing the Health lab (MeS) and serving as Vice Director of the Institute of Management and a member of the executive board. She has been successful in winning and leading major research projects in Italy and abroad and established a clear international reputation which has led to many invited visits and presentations at international conferences and through collaborative research relationships with international colleagues. Dr Vainieri has led the design of courses and undertaken an impressive range of teaching at Masters level as well as delivered a wide variety of Executive courses and training. It is notable that she has supervised 14 PhD candidates to completion.

### ***Assessment by prof. Zeynep Or***

Dr. Vainieri is applying for a Full professor position with the Faculty of Social Science- Institute of Management and Interdisciplinary Research Healthcare of the Sant'Anna School. She has been working at the Management and Health Lab (MeS Lab) at the Sant'Anna since 2003, starting as a research assistant, then research fellow, assistant professor and, since 2016, as Associate professor in management. Since 2016, she has been also deputy director of the MeS Lab, employing about 60 researchers and data scientists, as one of the three main research area in the Institute of Management.

#### ***Research Activity skills:***

Milena Vainieri has been specialized in performance evaluation of healthcare organisations and systems with also a focus on governance mechanisms. Her publication track is impressive. Since 2016, she has published three books, 57 articles in international journals (of which 20 in rank A) and 15 papers in Italian as well as 3 book chapters. She is the main/first author of 18 articles. She published in a wide range of high-quality journals in health management, health economics and policy. Her publications show her investment both in methods and theory of performance evaluation and in applied analysis at macro (system) and micro level. Her conceptual work on managerial diagnostic tools and cost containment policies are original and allow understanding consequences of policy decisions at various levels. Her empirical work demonstrates her capacity to use creatively different data sources (from surveys, administrative data, from internet ...) to answer a wide range of policy questions. Her expertise is acknowledged by national and international organisations such as the OECD (Organisation for Economic Cooperation and Development), European Commission and the World Health Organisations (WHO).

#### ***Teaching Activity skills:***

Dr. Vainieri's teaching activity is important. She has taught a range of courses over her career. Since 2019, on average she taught about 100 hours per year for PhD and Master classes and more than 280 hours for health managers. In the past 10 years she supervised or tutored 17 PhD candidates, 11 master students and 2 bachelor theses. She participates in many PhD boards and was elected as coordinator of PhD program in Health Science and Technology and Management at Sant'Anna School of Advanced studies. Her teaching experience is fully satisfactory for a professor position.

#### ***Participation in research projects:***

Dr Vainieri has participated in many competitive calls and obtained funding from both national and European agencies. In 2023, she is involved in two European projects as PI or co-PI, and in two others as a team member. In addition, she is the co-PI of a national project funded under the PNR program. In the past five years she has participated about 10 projects funded through competitive bidding. She also has demonstrated the capacity to secure funding via institutional (non-academic) sources which are important for the MeS Lab. Altogether, around 2 million euros per year is assured through grants and partnership with local and national institutions. Dr Vainieri's role is significant in securing this funding.

*Publishing activity:*

Dr Vainieri is the associate editor of the *BMC Health Service Research* (rank A) since 2014, and the *Health Service Management Research* since 2019. In 2020, she was a guest editor for a special issue on Sustainability and Resilience in Health for the *International Journal of Environmental research and Public Health*. She has reviewed articles for about 15 well known journals in health management and policy as well as for national and international conferences.

*Overall:*

Dr Vainieri has gained a lot of experience in academic leadership, project management and stakeholder relationships, essential for securing long-term funding. She has gained international reputation in her areas of expertise, is pushing the frontiers of her research in new and critical topics such as nursing care and determinants of health system resilience. Her transition to the Full professor position would be seamless and help her to strengthen her capacity to develop innovative research.

**Assessment by prof. Francesco Schiavone**

The candidate is an associate professor in Management at the Sant'Anna School since 2016. Her main research interests are governance mechanisms and performance evaluation in the public sector with a particular focus on health. Prof. Vainieri has been invited many times in Italy and abroad to give lectures and seminars in the field of healthcare policy and management. She is also active in several national and international working groups and research projects in health management. In 2021 she was appointed by the Italian Ministry of Health as a member of the board of directors of AGENAS, the leading national agency in healthcare management. All this evidence shows, in my opinion, that overall the quality of her profile and CV is excellent. Referring to research, Prof. Vainieri submitted 20 publications for the present evaluation. All of them are scientific articles and many of them appeared in the best journals in the field of healthcare management and policy, such as *Health Policy, Social Science and Medicine, Health Care Management Review, and BMC Health Service Research*. All this evidence shows, in my opinion, that overall the quality of her research is extremely good. In sum, the candidate is extremely qualified for the full professorship in Management at the Sant'Anna Interdisciplinary Research Center on Health Science, Faculty of Social Sciences – Institute of Management.

**Assessment by Prof. Carmela Schillaci**

Prof. Milena Vaineri is since 2016 Associate Professor in Management at Institute of Management, Scuola Superiore Sant'Anna of Pisa. She started in 2003 as Research Assistant in Performance Measurement System in health care and she got her PhD in Management discussing a thesis on the "Relationships among Performance Measurement Systems and context in healthcare sector". She has been a faculty member of the PhD Board in Health Science Technology and Management since 2020 and since June 2023 she is the Coordinator of the PhD Board.

The documentation provided by the candidate highlights a coherent and consistent academic and scientific path, mostly focused on the health-care sector. The candidate was active part in various and significant international

and national research projects, where she played both the roles of team member and project leader.

In the health care area of studies, she highlights her scientific interest on patient behaviours, change management and performance and measurement systems. In many cases, she gives her scientific contribution in reconstructing the literature review on specific topics, such as for the journal article: Coletta, Vaineri, Noto, Murante (2021) "Assessing inter-organizational performance through customer value: a literature review", in *Journal of Business and Industrial Marketing*.

Her most recent and innovative contributions are focused on digital health care and on emotional patient behavior, such as in the journal article: De Rosis, Lopreite, Vaineri (2023), "Analyzing the emotional impact of Covid-19 with Twitter data: Lessons from a B\_VAR analysis on Italy", in *Socio Economic Planning Science*.

The research activity is continuous, intense and plays a significant impact on academic and managerial communities. Her scientific production is methodologically robust and published on various high impact international academic journals.

Milena Vaineri teaching activity is also constant and impressive on bachelor, master and phd level and the documentation provides evidence of very good teaching performances.

In conclusion, the overall evaluation of Milena Vaineri is positive and suitable for the candidate to reach the full professor level.

## INDIVIDUAL ASSESSMENTS OF THE CANDIDATE'S SEMINAR

### ***Assessment by prof. Eugenio Anessi Pessina***

During the seminar, prof. Vainieri clearly and convincingly presented her main research contributions and the relevant methodologies. She also outlined her evolving roles within the MeS Lab, revealing significant leadership and research management skills.

### ***Assessment by prof. Russell Mannion***

Dr Vainieri gave a very clear and articulate presentation of her research over her career. She has led and participated in an impressive number and range of research projects using a range of appropriate methods and theories. She clearly has a national and international reputation for her interdisciplinary field of applied health policy and management research, with a particular focus on performance management and measurement. She has held major leadership roles in the School and has made an important contribution to the collegial life of the department. as well as making key relationships with policy makers and key stakeholders.

### ***Assessment by prof. Zeynep Or***

The presentation of prof Vainieri was well structured, clear and credible. She explained her career path, outlined major contributions of her research in the field and her academic and managerial responsibilities. She displayed also the impact of her research at national and international level.

### ***Assessment by prof. Francesco Schiavone***

Professor Vainieri clearly and convincingly presented her main and most recent research activities and projects. She also outlined the research ideas she would like to develop in the near future and she reported about her roles within the MeS Lab over time, revealing significant leadership and research management skills. Therefore, my assessment of her seminar is very positive.

### ***Assessment by Prof. Carmela Schillaci***

During the seminar, Prof. Vainieri shows both presentation skills and topics knowledge. She clarifies the main vectors of her scientific activity and defines prospects and limits of her contribution. During the seminar, she clearly illustrates methodologies adopted and main results achieved. She also explains some of the main future research projects in which she is involved, highlighting their governance and main research questions to reach.

## COLLEGIAL ASSESSMENT

Prof. Vainieri has authored a large number of publications, many of which in leading international journals, including some as first author. These publications are mostly focused on the health-care sector, but the range of topics, research methods, and co-authors is impressive. They also provide relevant implications for policymakers and managers.

As part of her research activities, prof. Vainieri has been involved in numerous research projects at the international, national, and regional levels. She has also demonstrated a remarkable capacity to secure significant funding via institutional (non-academic) sources. Her expertise is acknowledged by national and international organisations. Additionally, her CV displays a major contribution to departmental collegial life and leadership, including major leadership roles such as responsibility for managing the Health lab (MeS), serving as Vice Director of the Institute of Management, and being a member of the executive board.

Finally, prof. Vainieri's teaching activities have also been intense, particularly at the PhD level and in executive programmes.

In conclusion, this Committee believes that prof. Vainieri's transition to the Full professor position would be seamless and would further strengthen her capacity to develop innovative research.